

Board of Directors Meeting  
School District 4J, Lane County  
4J Education Center / Hybrid  
(in-person or via Zoom)  
200 North Monroe Street  
Eugene, Oregon 97402  
Wednesday, May 13, 2026

**NOTICE:** The Regular Board Meeting at 6:00 p.m. will be open to the public to attend in person, via live broadcast on KRVM 1280-AM and 98.7 FM, on the internet at <https://icecast.4j.lane.edu/board> and via **Zoom Webinar at:**  
**<https://4j-lane-edu.zoom.us/j/96516386055?pwd=wjpcvmmABm8P5kFspA1Eg9RsIX0dRb.1>**,  
**Webinar ID: 965 1638 6055**

A video of the meeting will be made available after the meeting at <https://vimeo.com/4Jschools>

**Public Hearing:**

There will be a total of 30 minutes of public comment for the public hearing on the proposed 2026-27 budget. Individual speakers are limited to three minutes and cannot give their time to another speaker. Speakers may offer objective comments or criticism about district operations and programs. Please contact the Superintendent's office at 541-790-7716 for more information about submitting a formal complaint. **To request to speak at the Public Hearing regarding the 2026-27 budget, please complete the form found at: Public Hearing for the 2026-27 Budget**

**School Board Meeting Request Forms:**

Sign up to provide **Public Comment:** [www.4j.lane.edu/board/publiccomment](http://www.4j.lane.edu/board/publiccomment)  
The board will hear public testimony in person or via Zoom from community members who sign up in advance. Up to 10 people will be scheduled to provide public comment at each regular meeting. Priority will be given to residents who have not recently provided public comment at a board meeting. Requests to provide public comment must be submitted no later than 5 p.m. on the Monday before the meeting.

**6:00 PM  
Regular Board Meeting**

- I. **6:00 p.m. Regular Board Meeting:**
- II. Call to Order, Roll Call, Land Acknowledgment
- III. Board Chair Welcome
- IV. Agenda Approval
- V. Introduction of Guests and Superintendent's Report
  - 1. **Student Performances:**

**3**

**Chavez Kindergarten Student Performance**  
Presenters: Kevin Gordon, Principal  
*10 Minutes*

**Roosevelt Middle School Student Performance**  
Presenter: Mike Yocum, Principal  
*5 minutes*

VI.	Receive Reports from High School Student Representatives	
VII.	<b>Conduct a Public Hearing on the Proposed 2026-27 Budget</b> <i>This hearing is on the 2026-27 budget as approved by the Budget Committee on May 6, 2026. Notice of this budget hearing and the 2026-27 budget totals were published in the Eugene Weekly on May 7, 2026. There will be a total of 30 minutes of public comment regarding the 2026-27 budget.</i>	<b>4</b>
VIII.	Items Raised by the Audience	
IX.	Comments by Employee Groups	
X.	<b>Consent Group - Items for Action</b>	
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	3. Approve Resolution 2025-26-10 Updating Appointments Presenter: Miriam Mickelson, Superintendent	14
XI.	<b>Items for Information</b>	
	1. Receive an Update Regarding César Chávez Elementary School Naming Review Presenter: Carmen Xiomara Urbina, Chief of Staff	16
XII.	<b>Items for Action</b>	
	1. Approve Collective Bargaining Agreement with Eugene Education Association concerning Guest Teachers (EAST) Presenter: Kate Marrone, Director of Human Resources	27
	2. Set the Date for the June Board Planning/Housekeeping Meeting Presenters: Tom Di Liberto, Board Chair & Ericka Thessen, Vice Chair	47
	3. Receive the Superintendent's Annual Evaluation Presenter: Tom Di Liberto, Board Chair	48
XIII.	<b>Items for Action at a Future Meeting</b>	
	1. Consider Adopting Resolution 2027-01 Adopting the 2026-27 Budget, Making Appropriations, Imposing and Categorizing Taxes Presenter: Miriam Mickelson, Superintendent	50
	2. Approve for Adoption the Board Meeting Calendar for the 2026-27 School Year Presenter: Miriam Mickelson, Superintendent	77
XIV.	Committee Reports by Individual Board Members	
XV.	Consider Board Requests for Agenda Items or Information	
XVI.	Adjourn	

INFORMATION FOR THE DEAF AND HARD OF HEARING:  
Closed Captioning is available during Board meetings through a zoom live feed which is also displayed at in-person meetings.



## SUPERINTENDENT INTRODUCTION OF GUESTS

**Date of Meeting:**

May 13, 2026

**Title:**

Student Performances

**Presenter:**

Dr. Miriam Mickelson, Superintendent

**Background:**

The **Chavez kindergarten students** learned an original song, 'Daydream', written by one of our kindergarten teachers, Mariah Engle. This song was first performed at the Chávez talent show and was an extension of our 'one word project' where kids and staff embraced a word that was powerful, meaningful and relevant to them this year.



We will also hear from a talented cellist who also happens to be a **Roosevelt Middle School Student**. Emma Jang, 7th grade student at Roosevelt Middle School, won first place in the Junior Division at the Oregon Mozart Festival this March for her performance of Antonín Dvořák's: Cello Concerto in B Minor, Mvt. 1. Emma also plays in the Roosevelt Orchestra, led by Roosevelt teacher Karen Doerfert.





## **PUBLIC HEARING**

### **Date of Meeting:**

May 13, 2026

### **Title:**

Conduct A Public Hearing On The Proposed 2026-27 Budget

### **Presenters:**

Dr. Miriam Mickelson, Superintendent

### **Background:**

On May 6, 2026, the Budget Committee approved the Superintendent's Proposed 2026-27 Budget.

In accordance with Oregon's Local Budget Law, the District has held three Budget Committee meetings this year, beginning in April, to review, discuss, revise and approve the 2026-27 budget. A public comment period was offered at each of the budget meetings.

On May 6, 2026, the budget committee approved the 2026-27 proposed budget and then sent it to the 4J Board of Directors for adoption.

This hearing is on the 2026-27 budget as approved by the Budget Committee on May 6, 2026. Notice of this budget hearing and the 2026-27 budget totals were published in the Eugene Weekly on May 7, 2026.

There will be a total of 30 minutes of public comment regarding the 2026-27 budget. Individual speakers are limited to 3 minutes and cannot give their time to another speaker.

Speakers may offer objective comments or criticism about district operations and programs. For complaints about individuals, the district has a board policy and complaint process. Please contact the Superintendent's Office at 541-790-7716 for more information about submitting a formal complaint.

### **Approved Budget**

For fiscal year 2026-27, total General Fund resources are projected to be \$289,618,800 while other funds are projected to be \$242,299,138. This represents a total budget of \$531,917,938.

District operating expenditures in the General Fund are projected to be \$274,991,982 with \$8,876,818 in contingency and \$5,750,000 unappropriated. General Fund operating revenues are projected at \$258,598,800 representing a \$16.4 million structural deficit.

The 2026–27 budget represents a strategic realignment of the Eugene School District 4J's fiscal resources with its core mission to prioritize student outcomes, even as the district navigates persistent economic headwinds. A convergence of enrollment decline, constrained revenue growth, escalating operational costs, and an influx of unfunded mandates—compounded by

legislative restrictions on revenue enhancement—continues to pressure the District's financial stability.

The Board will adopt tax rates and debt service levy for the General Fund tax at a rate of \$4.7485 per \$1,000 assessed valuation of the district and for the Local Option Levy tax rate of \$1.50 per \$1,000 of assessed valuation of the district and for the Debt Service Fund tax levy of \$37,385,792.

The budget presented here represents a balanced budget under Oregon budget law. The Board may amend the adopted budget within legal limits during the 2026-27 fiscal year.

### **Options and Alternatives**

The ORS does not provide for any alternatives to this process. After a public hearing, the Board could request limited adjustments in the budget for consideration and adoption at the May 27, 2026 meeting.

### **Budget/Resource Implications**

A budget must be adopted by June 30, 2026 to provide spending authority and certify to the tax assessor an ad valorem tax rate and debt service levy for the fiscal year beginning July 1, 2026.

### **Recommendation**

The Superintendent will recommend approval of a resolution adopting the 2026-27 budget, making appropriations, and imposing and categorizing taxes at the May 27, 2026 meeting.



## ITEM FOR ACTION–CONSENT AGENDA

**Date of Meeting:**

May 13, 2026

**Title:**

Approve the DRAFT Board Meeting Minutes for:

- April 29, 2026 – Board Work Session

**Background:**

The board meeting minutes listed above are in draft form. Once approved, the minutes will be uploaded to BoardBook and available to the public.

**MINUTES OF THE WORK SESSION  
OF THE BOARD OF DIRECTORS  
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

**Date: April 29, 2026**

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 6:00 p.m. via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on April 24, 2026.

**ROLL CALL**

**BOARD MEMBERS PRESENT:**

Tom Di Liberto  
Ericka Thessen  
Maya Rabasa  
Jenny Jonak  
Judy Newman  
Morgan Munro  
Rick Hamilton

**ABSENT:**

None

**STAFF:**

Miriam Mickelson, Superintendent  
Carmen Xiomara Urbina, Chief of Staff  
Christine Nesbit, General Counsel  
Bob Blyth, Associate Director of Finance  
Megan Purdue, Music Curriculum Specialist and Choral Director  
Dan Farley, Director of Technology  
Jill Cuadros, Director of Nutrition Services  
Kelly McIver, Communications Director  
Steve Schininger, Network Services Manager  
Oscar Loureiro, Director of Research and Planning  
Cynthia Calletano, Executive Assistant to the Chief of Staff/Board  
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

**OTHER GUESTS:**

None

**EMPLOYEE ASSOCIATIONS:**

Jamie Myers, Eugene Education Association (EEA) President  
Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS) Co-President

**MEDIA:**

KRVM

Lookout Eugene Springfield

Register Guard (online)

**I. CALL WORK SESSION TO ORDER AND ROLL CALL**

Chair Di Liberto called the work session to order at 6:02 p.m. He said the names of the members who were present.

**II. BOARD CHAIR WELCOME**

Chair Di Liberto welcomed attendees. He reported that one or more Board of Directors (BOD) attended or participated in the following:

- Pink Prom
- The musical “Newsies” at Sheldon High School
- Eugene Public Library Foundation “Booked for the Evening” event
- Mozart Players concert featuring 4J cellists
- Town Hall on healthcare
- Bridges Math Workplaces activity at Adams Elementary School
- Event in honor of School Bus Driver Appreciation Day

Chair Di Liberto recognized the passing of a community member and education advocate. He shared a few words about their influence at Eugene School District 4J.

**III. AGENDA APPROVAL**

The agenda was approved as presented.

**IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT’S REPORT:  
RECOGNITION OF STUDENT ACHIEVEMENT**

Superintendent Mickelson recognized 4J students for their outstanding achievements. She presented awards to All-State musicians, a co-ed cheerleading squad, and a Sheldon High School wrestling champion.

**V. PUBLIC COMMENT**

Jillian Drews, on behalf of the Oregon State University (OSU) extension service, provided comments related to proposed district budget cuts. She explained that up until last fall, her position was federally funded by the Supplemental Nutrition Assistance Program Education (SNAP-Ed). She described her role in the district – providing nutrition and culinary education for low-income populations. She articulated how the proposed budget cuts will disproportionately impact the most vulnerable students. She urged reconsidering the proposed budget cuts and continuing to invest in the district’s nutrition program.

Sarah Stapleton, 4J parent and University of Oregon educator, spoke on the topic of proposed budget cuts, specifically about impacts to Nutrition Services. She said she has published two articles about 4J's transition from outsourced meals to from-scratch meals. She described 4J as a nationwide positive example of providing high-quality school food. She emphasized a link between nutrition and behavioral and mental health. Ms. Stapleton urged reconsidering proposed budget cuts to the district's nutrition program.

Lindsey Brett, 4J parent, provided comments related to proposed budget cuts, specifically potential impacts to music education at North Eugene High School. She highlighted a music educator and described their positive and far-reaching influence on students. Ms. Brett challenged the decision to reduce the educator to a part-time position; she urged maintaining their full-time status.

**VI. COMMENTS BY EMPLOYEE GROUPS**

Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS) Co-President, provided comments. He provided information about the district's reduction in force process. He said the process is not driven by individual preference or discretion. He clarified that administrators cannot make decisions based on who they want to retain or release. He said the process is tightly governed by collective bargaining agreements. He said their role is to implement the rules with fidelity, not to override them. He said at this stage in the process there are many variables and staffing outcomes depend on an array of factors. He said multiple contingency plans are being developed. Mr. Mayers emphasized a commitment to transparency, clear communication, and support.

**VII. CONSENT GROUP – ITEMS FOR ACTION**

**1. APPROVE THE DRAFT BOARD MEETING MINUTES FOR: APRIL 15, 2026 REGULAR MEETING**

There was no discussion.

**2. APPROVE ROUTINE PERSONNEL ACTIONS**

There was no discussion.

**3. APPROVE BOND PROJECT – AWBREY PARK HVAC IMPROVEMENTS**

There was no discussion.

**4. APPROVE BOND PROJECT – PHONE SYSTEM REPLACEMENT**

There was no discussion.

**MOTION:** Vice Chair Thessen moved to approve the consent agenda. Mr. Hamilton seconded. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor of the motion.**

## VIII. ITEMS FOR INFORMATION

### 1. RECEIVE INFORMATION REGARDING GOVERNOR KOTEK'S EXECUTIVE ORDER "PRESERVING STUDENT INSTRUCTIONAL TIME"

Chief of Staff Carmen Xiomara Urbina and Director of Research and Planning Oscar Loureiro provided information about Governor Kotek's Executive Order "Preserving Student Instructional Time" via PowerPoint presentation.

Ms. Urbina explained that Executive Order 26-06, signed on April 15, 2026, establishes a new framework for maintaining educational standards. She said administrative rules are currently being developed by the State Board of Education.

She outlined the following:

#### Dual Definitions

- A new definition of Student Instructional Time (SIT) is introduced, while maintaining records of the traditional Hours of Instructional Time (HIT).

#### No Reductions

- Student Instructional Time cannot be reduced and must remain at least equal to levels established in the 2024-25 school year.

#### Minimum Mandates

- Legal minimums remain: 900 (K-8), 990 (9-11), 966 (12 hours).
- Critical: No waivers for PD, parent conferences, or recess.

She presented a table containing information related to old versus new instructional mandates after EO 26-06 including definitions, ARs, minimums, waivers, timelines, and restoration. She emphasized that expectations for instructional time are higher, flexibility for how the district structures the calendar is more limited, and the state is redefining what counts as school time. She said there are implications for how the district designs their system moving forward.

Mr. Loureiro provided further context about the new definition of EO 26-06, including that the new definition of instructional time is measured from bell-to-bell. He presented a table depicting student instructional time (new metric) in 4J. He clarified that the district has been in compliance with the legal minimum number of hours.

He presented a table depicting hours of instructional time (old metric) in 4J. He noted that 4J will need to add instructional time to the academic calendar either in 2026-27 or 2027-28.

Mr. Loureiro provided information, including a line graph, depicting instructional hours in comparison with other districts (2025-26):

- 4J has the 77<sup>th</sup> highest high school student instructional hours out of 183 school districts with data
- Only 61 districts have more contact days than 4J

Ms. Urbina and Mr. Loureiro invited questions and comments from the BOD.

Ms. Rabasa raised potential implications for professional development and parent-teacher conferences as outlined in collective bargaining.

Ms. Urbina validated Ms. Rabasa’s point and said staff will follow up with more information as soon as it becomes available.

Ms. Rabasa asked if Governor Kotek addressed a bill that passed allowing play-based instruction to be counted as instructional minutes for K-5.

Ms. Urbina said Governor Kotek did not address that, but staff will follow up with the information.

Ms. Munro said the district has made an effort to have the schedule out two years in advance and observed that there could be impacts to next school year’s schedule. She stressed the importance of having the schedule available for families.

## **IX. ITEMS FOR ACTION**

### **1. BUDGET COMMITTEE SELECTION PROCESS**

Chair Di Liberto engaged the Board in a discussion related to the Budget Committee selection process.

**MOTION:** Ms. Munro moved that the Board of Directors refrain from appointing a Budget Committee member in the next two months and instead conduct the process in the fall. Vice Chair Thessen seconded. **The motion passed unanimously, 7:1:0; Chair Di Liberto, Vice Chair Thessen, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor of the motion. Ms. Rabasa opposed.**

## **X. ITEMS FOR ACTION AT A FUTURE MEETING**

### **1. CONSIDER SETTING A DATE IN JUNE FOR A BOARD PLANNING WORK SESSION**

Chair Di Liberto engaged the Board in a discussion related to considering setting a date in June for the Board planning work session.

Ms. Jonak and Ms. Newman commented that they are in favor of setting a date in June for the Board planning work session.

Vice Chair Thessen suggested that each Board member share topics of discussion for the proposed planning work session. She mentioned reconsidering not having a rotating third Board member at leadership.

Chair Di Liberto recommended discussing how work sessions are conducted.

Ms. Jonak suggested discussing the role of Board leadership roles and expectations.

Ms. Rabasa recommended revisiting meeting start times.

Mr. Hamilton suggested the subject of opportunities for dialogue/engagement with members of the audience.

Ms. Jonak agreed, she brought up potential opportunities for community members to ask questions during work sessions.

Ms. Munro encouraged discussing time sensitive topics first.

Chair Di Liberto said the Board will collaborate with district leadership to determine availability.

**XI. CONSIDER BOARD REQUESTS FOR AGENDA ITEMS OR INFORMATION**

There were none.

**XII. EXECUTIVE SESSION**

The Board convened in an Executive Session at 7:13 p.m.

Executive Sessions are not open to the public and all matters discussed are confidential.

The work session resumed at 7:40 p.m.

**XIII. POSSIBLE ACTION ITEM**

**MOTION:** Vice Chair Thessen moved to dismiss the complaint filed on April 3, 2026 and direct the Chair to notify the complainant. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor of the motion.**

**XIV. ADJOURN WORK SESSION**

Chair Di Liberto adjourned the work session at 7:41 p.m.

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Miriam Mickelson, Superintendent

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Tom Di Liberto, Chair

*Recorded by Terah Van Dusen, Lane Council of Governments (LCOG)*



## ITEM FOR ACTION–CONSENT AGENDA

### Date of Meeting

May 13, 2026

### Title

Bond Project – Charlemagne Elementary School Roofing

### Presenter

Ryan Spain, Director of Facilities

### Background

As building roofs reach the end of their useful life, the Facilities department schedules replacement roofs to protect and extend the useful life of the district's asset.

These projects are paid for through available General Obligation Bond funds. Charlemagne Elementary School's roof is due for replacement.

The work to replace the roof at Charlemagne Elementary School has been scheduled for the summer of 2026.

### Budget/Resource Implications:

Multiple bids were received. The successful bid by Pacific Tech Construction Inc. was \$1,581,295 and will be funded from available General Obligation Bond funds.

### Recommendation

The superintendent recommends the award to Pacific Tech Construction Inc. for the Charlemagne Elementary School's roofing project in the amount \$1,581,295 funded from available General Obligation Bond funds.



## **ITEM FOR ACTION–CONSENT AGENDA**

### **Date of Meeting**

May 13, 2026

### **Title**

Approve Resolution 2025-26-10 Updating Appointments

### **Presenter**

Miriam Mickelson, Superintendent

### **Background**

Under ORS 332.515 and ORS 294.331, the district school board is required to make certain appointments, including deputy clerks and the Budget Officer. The Board made these appointments for the 2025-26 fiscal year in Resolution 2025-26-02, which was adopted on July 9, 2025.

It is necessary for the District to update these appointments at this time to ensure, among other things, that there are a sufficient number of deputy clerks to transact business for the district. Proposed Resolution 2025-26-10, if approved, would designate the Associate Finance Director as an additional Deputy Clerk and the 4J Budget Officer for the remainder of the current fiscal year.

### **Recommendation**

The Superintendent recommends approval of Resolution 2025-26-10 Updating Appointments.

**RESOLUTION 2025-26-10**

**Updating Appointments**

**WHEREAS,**

1. The Eugene School District 4J Board of Directors (Board) is required by law (ORS 332.515, 328.441 and 294.331) to designate or approve of certain appointments, including deputy clerks.
2. The Board made such appointments for the 2025-26 year in Resolution 2025-26-02, adopted July 9, 2025;
3. It is necessary for the Board to ensure its designations of appointments are current, and there is a present need for the Board to update its appointments.

**THEREFORE, BE IT RESOLVED,**

1. The Associate Director of Finance, Bob Blyth, is appointed as an additional Deputy Clerk of Eugene School District 4J (District) for the remainder of the current fiscal year, and is delegated the same purchase and signing authority as the Board of Directors (Board) delegated to other Deputy Clerks in Resolution 2025-26-02.
2. Pursuant to ORS 294.331, the Associate Director of Finance, Bob Blyth, is designated to serve as the Budget Officer of Eugene School District 4J for the remainder of the current fiscal year.
3. In the event of conflict, ambiguity or contradiction between this Resolution and Resolution 2025-26-02, the terms of this Resolution will prevail.

**Adopted this \_\_\_\_ day of May 2026 by the Board of Directors for the Eugene School District 4J.**

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**Tom Di Liberto, Board Chair**  
**Board of Directors, Eugene School District 4J**



## ITEM FOR INFORMATION

**Meeting Date:**

May 13, 2026

**Title:**

Update Regarding César Chávez Elementary School Naming Review: Community Engagement Update and Next Steps

**Presenter:**

Carmen Xiomara Urbina, Chief of Staff

**Background:**

At the April 15, 2026 Board Meeting, district staff presented an Item for Information titled, “Receive Information Regarding César Chávez Elementary School Naming Review – Preliminary Findings and Path Forward.”

During that presentation, staff provided historical context and recent developments related to César Chávez Elementary School, an overview of Board Policy FF and Administrative Regulation FF-AR, findings and recommendations from the Preliminary Subcommittee (Pre-Phase), analysis of the initial communications received from community members and families, and a review of the policy requirements associated with initiating a formal renaming process.

At that time, the Preliminary Subcommittee determined that while the concerns and interest being expressed were real, meaningful, and grounded in values-based considerations, the district had not yet gathered sufficient representative input from the broader César Chávez Elementary School community to support initiation of a formal renaming process under Board Policy FF.

A central question identified during the April 15 presentation was:

**“Where is the voice of the full César Chávez Elementary School community?”**

As part of that discussion, the district committed to continuing a more structured and inclusive engagement process prior to considering any future recommendation regarding formal action. Community Engagement Follow-Up

As a follow-up to the April 15, 2026 Board presentation, the district initiated additional engagement efforts designed to gather broader and more representative input directly from the current César Chávez Elementary School community.

These outreach efforts were intentionally developed to align with the expectations outlined in Board Policy FF and to ensure that the district first hears directly from those most immediately

connected to the school community and most directly impacted by any potential future decisions.

### **School Community Survey**

On May 5, 2026, the district launched a formal survey process for current César Chávez Elementary School families and staff.

The purpose of the survey is to:

- Assess awareness regarding the current discussions
- Understand perspectives and concerns
- Determine interest in potentially moving forward with a formal renaming process under Board Policy FF
- Evaluate community readiness for future engagement opportunities

The survey includes both quantitative and qualitative feedback opportunities and was intentionally designed to center the voices of the current school community.

The survey was distributed only to:

- Current families and guardians of César Chávez Elementary School students
- Current certified staff
- Current classified staff
- Current school administrators

At this stage of the process, the survey was not distributed to former families, former students, or broader community members without a current direct connection to the school.

This approach reflects the district's effort to prioritize the voices of current stakeholders as part of this initial engagement phase while continuing to ensure alignment with the representative engagement expectations outlined in Board Policy FF.

The survey will close on May 11, 2026.

### **Principal Communication to Families and Staff**

A formal communication was distributed from Principal Kevin Gordon to current César Chávez Elementary School families and staff explaining:

- The purpose of the outreach process
- The district's current position
- The work and recommendation of the Preliminary Subcommittee
- The importance of representative community input
- That no decision has been made regarding the school's name

The communication emphasized that the district is seeking understanding rather than predetermined outcomes, that community voice is essential, and that the process must remain thoughtful, inclusive, and aligned with Board Policy FF.

### **Community Listening Session**

In addition to the survey process, the district scheduled a virtual listening session for current César Chávez Elementary School families and staff on Monday, May 11, 2026, at 6:00 PM.

The purpose of the listening session is to:

- Provide additional information and context
- Answer questions from families and staff
- Create space for direct dialogue and community voice
- Continue gathering representative input aligned with district policy and engagement expectations

### **Current Status**

At the time this Item for Information is being submitted to the Board on Friday, May 8, 2026, the engagement process remains active and ongoing.

Specifically:

- The survey remains open through May 11, 2026
- The listening session is scheduled for May 11, 2026
- Community input is actively being collected and reviewed

District staff anticipate having the following available for presentation to the Board as part of the May 13, 2026 Item for Information:

- Preliminary survey participation data
- Initial themes and insights from survey responses
- Summary feedback from the listening session
- Early analysis regarding participation and representativeness

### **Next Steps**

Following the close of the survey and completion of the listening session, district staff will:

- Review and analyze all collected input
- Assess the breadth and representativeness of participation
- Identify emerging themes, concerns, and areas of alignment
- Determine whether additional engagement is necessary
- Evaluate whether sufficient information exists to support any future recommendation under Board Policy FF

At this time:

- No formal renaming process has been initiated
- No recommendation regarding renaming is being made
- No Board action is requested

The district remains committed to ensuring that any future recommendations are grounded in representative community engagement, policy alignment, transparency, inclusiveness, and community trust.

### **Closing Reflection**

This continued engagement process reflects the district's commitment to approaching complex and sensitive issues thoughtfully, responsibly, and in alignment with Board Policy FF.

The district recognizes that the conversations surrounding César Chávez Elementary School involve deeply held perspectives connected to identity, history, belonging, community trust, and educational values.

As previously shared with the Board, the district's responsibility at this stage is not to move quickly toward a conclusion, but rather to move responsibly toward readiness through representative engagement and careful process integrity.

The district will continue to keep the Board and the broader school community informed as this engagement process progresses.

# César Chávez Elementary School

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## assignment

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### Naming Review

Community Engagement Update and Next Steps

**May 13, 2026**

Eugene School District 4J

# Background

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[event\\_note](#) **April 15, 2026:** Board received preliminary findings

[rate\\_review](#) Preliminary Subcommittee reviewed initial input

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## Key Question Identified

*“Where is the voice of the full César Chávez Elementary School community?”*

# Community Engagement Actions

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rocket\_launch

**Survey Launch**

Launched May 5, 2026

groups

**Target Audience**

Sent only to current school community

22

record\_voice\_over

**Direct Communication**

Principal communication sent to families and staff

hearing

**Listening Session**

Scheduled for May 11, 2026

# Survey Audience

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## Survey Distributed To:

- Current families/guardians
- Current certified staff
- Current classified staff
- Current administrators

23

## Exclusion Note

*“Not distributed to former families or broader community members at this stage.”*

# Current Status

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## assignment\_turned\_in

### Survey Status

Closed on May 11, 2026

## forum

### Listening Session

24

Held on May 11, 2026

## analytics

### Community Input

Currently being collected and reviewed

## update

### Next Milestone

Preliminary findings update in progress

# Next Steps

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## District staff will:

**analytics** Review and analyze input

**fact\_check** Assess participation and representativeness

**lightbulb** Identify key themes and concerns

**contact\_support** Determine whether additional engagement is needed

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## Status Update

*“No formal renaming process has been initiated.”*

# Closing Reflection

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## The district remains committed to:

 Representative engagement

 Transparency and inclusiveness

 Policy alignment

 Community trust

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*“The process matters as much as the outcome.”*



## ITEM FOR ACTION

**Date of Meeting:**

May 13, 2026

**Title:**

Approve Collective Bargaining Agreement with Eugene Education Association concerning Guest Teachers (EAST)

**Presenters:**

Kate Marrone, Director of Human Resources

**Background:**

The District and the Eugene Education Association, which represents the guest teacher bargaining unit, are parties to a three-year collective bargaining agreement that expired on June 30, 2025. The parties met on May 27, 2026, in mediation and came to a tentative agreement on the remaining open issues and tentatively agreed to terms for a three-year contract from May 13, 2026, through June 30, 2028. A copy of the proposed agreement is included in your Board packet.

Key aspects of the tentative agreement are as follows:

**Economic Adjustments**

- Salary Increases: 0% in Year 1, 5% (\$242.55) in Year 2, and 5% (\$254.68) in Year 3.
- Extended Service: Rate teachers placed at Column 3 (7.5%) of the EEA salary schedule.
- Incentive Pay: Discretionary \$50 payment for guest teachers working Monday and Friday assignments.

**Benefits & Leave**

- Sick Time: Expanded access; guest teachers no longer need to be pre-scheduled to utilize accrued sick time.
- Insurance: District contributions increased by \$40.00 per month.
- Administrative Leave (PAL): Compensation for employees on PAL will now be calculated using a six-pay period look-back.

**Systems & Professional Rights**

- System Access (SB 756): Future digital access to attendance, grading, and specialized plans (parity with OSEA/EEA), pending system capability and cost-effectiveness.
- Discipline Protections: New appeal process for building restrictions or removal from the Substitute List.
  - Appeals are heard by a joint District/Association panel.
  - The District holds the burden of proof to show actions were not "arbitrary or capricious."
  - Final decisions rest with the Superintendent if the panel cannot reach a consensus.

**Recommendation:**

The Superintendent recommends approval of the substitute teacher collective bargaining agreement with the Eugene Education Association..

~~SUBSTITUTE~~ GUEST TEACHERS

COLLECTIVE BARGAINING AGREEMENT

Between

EUGENE EDUCATION ASSOCIATION



And

EUGENE SCHOOL DISTRICT 4J



202~~5~~2 - 202~~8~~5

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**COLLECTIVE BARGAINING AGREEMENT  
between EUGENE SCHOOL DISTRICT NO. 4J,  
and EUGENE EDUCATION ASSOCIATION --  
SUBSTITUTE GUEST TEACHERS -- 20252-285**

Eugene School District 4J  
200 North Monroe Street  
Eugene OR 97402

THIS AGREEMENT made the [redacted] day of [redacted], 2026, by and between the EUGENE EDUCATION ASSOCIATION herein called "EAST" or "Association" and the EUGENE SCHOOL DISTRICT NO. 4J, LANE COUNTY, OREGON, herein called "District."

The parties agree as follows:

**ARTICLE I - RECOGNITION**

A. EXCLUSIVE REPRESENTATIVE

The District recognizes Eugene Education Association as exclusive representative, as defined in ORS 243.650 to 243.782, of all substitute-guest teachers who are on the Eugene School District No. 4J Substitute Guest Teacher List and so long as they remain on the District's Substitute Guest Teacher List.

B. NO OBLIGATION

Granting recognition is not to be construed as obligating the District in any way to continue any functions or policies except as the same shall be expressly set forth in this Agreement.

**ARTICLE II - THE SUBSTITUTE GUEST TEACHER**

A. PLACEMENT ON THE LIST

The District maintains the sole right and absolute discretion to determine placement of substitute guest teacher names on the Substitute Guest Teacher List. This right and any action pursuant thereto shall not be subject to challenge through the grievance procedure, unfair labor practice proceedings, or any judicial proceeding.

1. The District shall maintain a list of eligible substitute guest teachers referenced as the Substitute Guest Teacher List as follows.
2. A substitute guest teacher must have a TSPC license that allows the teacher to be a substitute guest teacher in order to initially be placed on the list and to remain on the list. If a substitute guest teacher on the list doesn't have this TSPC license, then the teacher will not be eligible for dispatch and after 30 days written notice of not having this TSPC license, the substitute guest teacher will may be removed from the Guest Teacher List. ~~be terminated without regard to the terms of Article II.B.~~
3. A substitute guest teacher will be eligible for dispatch after annual completion of the District form on which the teacher makes a choice of the available dispatch options. These options will include dispatch for unrestricted assignment, self-restricted assignment, prearranged/requested assignment and not available for assignment. If the District dispatch system doesn't have the capacity to allow these options, then the District will renegotiate the terms of this paragraph.

B. DELETION AND REMOVAL FROM THE SUBSTITUTE GUEST TEACHER LIST

1. The District process for the deletion and removal of the names of substitute guest teachers from the Substitute Guest Teacher are:
  - a. The guest teacher will be given timely prior notice of being considered for removal or deletion.
  - b. The notice will describe the factual basis and reason(s) for possible removal or deletion.
  - c. The guest teacher will be afforded an opportunity to meet with a Human Resources administrator to present his/her/their response to the basis and reason(s) described in the notice before a decision is made.
  - d. If the decision is to remove or delete the guest teacher from the Substitute Guest Teacher List, then the guest teacher will be given a written notice of the decision and the reason(s) for the decision.

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2. The District's decision to delete and remove any guest teacher from the **Substitute Guest Teacher List** shall not be an arbitrary or capricious decision.
  - a. A unit member who believes that their deletion and removal violates the terms of Section 2 may appeal their deletion and removal to a review panel, made up of two (2) members each, appointed by the District and Association. The District shall have the burden of proving the deletion and removal decision was not arbitrary or capricious. If the panel is not able to reach a consensus decision, the Superintendent shall make a final decision. The exclusive remedy for a ruling in favor of the member shall be for the guest teacher to be placed back on the Guest Teacher List.
3. A **substitute guest** teacher who has been on the **Substitute Guest Teacher List** for three (3) consecutive years at the time of the filing of the grievance and who has worked sixty (60) days or more in each of the three (3) years or who has worked a total of one hundred eighty (180) days or more in three (3) consecutive years with a minimum of seventy (70) days in each of two (2) such years and a minimum of forty (40) days in the other year may grieve removal or deletion from a list to Level Three advisory arbitration.
4. A **substitute guest** teacher who has been on the **Substitute Guest Teacher List** for two (2) consecutive years at the time of the filing of the grievance and who has worked forty (40) days or more in each year may grieve removal or deletion to Level Two of the grievance procedure.
5. A decision by the District to delete or remove from the **Substitute Guest Teacher List** any other **substitute guest** teacher not described in paragraph two (2) or three (3) above shall be communicated in writing and shall include a statement of reasons, but the decision shall be neither grievable nor arbitrable.
6. Neither EAST nor any bargaining unit member shall have a remedy for the District's exercise of its right and discretion to delete or remove a **substitute guest** teacher from the **Substitute Guest Teacher List** except as specified in this Article.

C. REMOVAL FROM BUILDING LIST

1. The **Substitute Guest Teacher List** will be made available to all members of the **substitute guest** teacher bargaining unit, and upon request will be provided to EAST by November 1 and March 1 of each work year.

D. RESTRICTION REMOVAL FROM BUILDING LIST

1. If the building administrator believes the **substitute guest** teacher should not be assigned in the future to a specific teacher, department, or to the building, **she/he/they are is** to communicate with the Substitute Dispatch Office and the substitute guest teacher concerning the complaint and the pending decision.
2. The **substitute guest** teacher will be given an opportunity to meet with the building administrator to discuss the concern.
3. At the conclusion of a meeting between the administrator and the **substitute guest teacher**, if the administrator believes that the **substitute guest teacher** should not return in the future for the teacher, department, or building, this decision will be conveyed to the substitute, the Substitute Dispatch Office and a Human Resources Administrator. The **substitute guest teacher** will be placed on the restricted list for that teacher, department, or building for the remainder of the school year.
4. At the beginning of each school year, the restricted list will be reviewed by **Human Resources and** the administrators in the affected buildings to determine whether the restriction should continue for another school year. **Upon request, the Association will be provided reasoning for continuing any restriction.**
5. The District's building restriction of any guest teacher from a building list shall not be an arbitrary or capricious decision.
  - a. A unit member who believes that the restriction violates the terms of Section 5 may appeal their restriction to a review panel, made up of two (2) members each, appointed by the District and Association. The District shall have the burden of proving the restriction was not arbitrary or capricious. If the panel is not able to reach a consensus decision, the Superintendent shall make a final decision. The exclusive remedy for a ruling in favor of the member shall be for removal to be restriction.

**ARTICLE III – DEFINITIONS**

- A. The term "substitute teacher," "substitute," "employee," "unit member," and "guest teacher" shall include all employees represented by EAST in the bargaining unit.
- B. The term "Board" shall include its officers and agents.
- C. The term "Superintendent" shall include the Superintendent or their designee.
- D. The term "Director of Human Resources" shall include the Director of Human Resources or their designee.

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- E. The term “day,” “work day,” or “regular work day” shall mean an eight (8) hour day when contract teachers in the District are required to work.
- F. The term “school year” shall mean the period covered by the school calendar adopted each year by the School Board.
- G. The term “contract teacher” shall mean a District teacher who is a current or retired teacher member of the bargaining unit represented by the Eugene Education (EEA). This EEA bargaining unit includes District teachers employed under the terms of a contract for .5 to 1.0 FTE.

**ARTICLE IV – STATUS OF AGREEMENT**

Commented [LL4]: TA'ed 12.3.25

**A. EFFECTIVE DATE**

This Agreement shall be effective the day following ratification by each party and shall remain in effect through and including June 30, 2025~~8~~.

**B. AGREEMENT HAS PRECEDENCE**

If any provisions in district policy, rule or regulation are inconsistent with the terms of this Agreement, this Agreement shall take precedence.

**C. MATTERS COVERED**

This contract incorporates the sole and complete Agreement reached between the District and EAST resulting from negotiations held pursuant to the provisions of ORS 243.650 et seq. It is acknowledged that during negotiations which resulted in this Agreement, each and all had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Neither party shall be required, during the term of this Agreement, to negotiate or bargain any issue except as provided in this Agreement. This Agreement shall not be modified in whole or in part except by another written instrument duly executed by the parties.

**D. FUNDING**

The parties recognize that revenues needed to fund the salary and insurance benefits provided in this Agreement must be provided through established budget procedures and that District revenue resources may be limited by the courts, the legislature, or vote of the people. If the District suffers a revenue limitation, then either party, upon written notice from the other, shall renegotiate the compensation and insurance benefits of this Agreement. A revenue limitation shall be deemed to exist if the number of certified FTE is reduced by ~~fifty (50) one hundred (100)~~ or more between one budget year and the next. The basis of comparison will be the adopted budget in June of each year for the following fiscal year.

**E. RENEGOTIATION OF INVALID PROVISION**

In the event that a provision of this contract shall be declared invalid by any court or government agency of competent jurisdiction, by statute, Oregon or federal regulation or Constitutional amendment, or by inability of the employer or the employees to perform to the terms of the agreement, such decision shall apply only to a specific article, section or portion thereof directly specified in the decision. Such a decision shall not invalidate the entire contract, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Should any article, section, or portion of this Agreement be invalidated, then upon the request of either the District or the Association, the parties shall enter into expedited negotiations under the terms of ORS 243.698 for the purpose of attempting to arrive at a mutually satisfactory replacement for such article, section or portion thereof.

**F. MODIFICATION**

This Agreement shall not be modified in whole or in part except by mutual written consent of the parties.

**G. COPIES OF THE AGREEMENT**

There shall be two (2) signed copies of this Agreement for the purpose of records. One shall be retained by the District and one by EAST. The District and EAST ~~en~~ agree that each shall pay their own costs for the clerical, reproduction, and distribution costs associated with production of this Agreement.

**H. NEGOTIATION OF SUCCESSOR AGREEMENT**

~~Either party can initiate good faith bargaining for a successor contract by January 15, 2029. This Agreement shall automatically renew for successive one-year periods unless either party provides written notifications to the other party between January 1 and~~

the final day of February in the year the current Agreement is set to expire of its intent to renegotiate the Agreement. Any successor Agreement so negotiated shall be reduced to writing and signed after ratification by the parties.

#### I. STATUS QUO

In the event this Agreement has not been renewed, modified or extended by the date on which it would have otherwise terminated, status quo conditions shall continue in effect until either party gives the other ten (10) days written notice terminating such conditions.

### ARTICLE V – GRIEVANCE PROCEDURE

Commented [LL5]: TA'ed 4.27.26

#### A. PURPOSE

The purpose of the procedure is to secure equitable solutions at the lowest level to grievances as defined in this Article.

#### B. ~~SUBSTITUTE-GUEST TEACHER~~ LIST GRIEVANCES

Notwithstanding any other section of Article V, this grievance procedure is applicable to the deletion and removal of ~~substitute guest~~ teachers from the ~~Substitute Guest Teacher~~ List only to the extent specifically provided in Article II, Subsection B.

#### C. DEFINITIONS

1. Grievance. Any dispute about the interpretation or application of the terms of this Agreement except as modified by Article II.
2. Grievant. A “grievant” is the ~~substitute guest~~ teacher who makes the claim. The grievant must be on the ~~Substitute Guest Teacher~~ List at the time the grievance is filed unless the grievance relates to deletion or removal from the ~~Substitute Guest Teacher~~ Lists under Article II.B.4. EAST may be a “grievant” in instances where an alleged contract violation violates EAST’s rights or the rights of a clearly defined class of employees who are on the ~~Substitute Guest Teacher~~ List.
3. Party in Interest. A “party in interest” is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
4. Representative. A “representative” is anyone, including an attorney, whom a party in interest selects to speak for and/or to advise him/her.
5. Immediate Supervisor. An “immediate supervisor” is the employee who has direct supervisory responsibilities over the grievant.
6. Day. A “day” shall mean a day when school is in session for students.

#### D. PROCEDURES

1. Informal Level. If the grievance qualifies for the Informal Level of the grievance procedure, before presenting a written grievance, the grievant shall attempt to resolve the matter by a conference with ~~his/her/their~~ immediate supervisor, building principal, or other administrator who has jurisdiction in the matter. A representative of EAST shall be given the opportunity to be present and may express the views of EAST, if the adjustment proposed is inconsistent with the terms of this Agreement. It will be the grievant’s responsibility to notify EAST of ~~his/her/their~~ grievance and the conference.
2. Level One – District Human Resources Director or Designee.
  - a. If a dispute is not resolved at the Informal Level, and if the grievance qualifies for Level One of the grievance procedure, the grievant or a representative shall present the grievance in writing on the appropriate form to the Human Resources Director within fifteen (15) days of the time the grievant knew or reasonably could have been expected to know of the act, omission, or event giving rise to the grievance.
  - b. This statement shall be a clear, concise statement of the grievance, the decision rendered, if any, at the Informal Level conference, and the specific relief requested. It shall be signed by the grievant.
  - c. The Human Resources Director shall communicate ~~his/her/their~~ decision and the reasons for such decision to EAST and the grievant in writing within ten (10) days after receiving the grievance.
3. Level Two – Superintendent.
  - a. In the event a grievant is not satisfied with the decision at Level One, or if no decision is rendered within ten (10) days after the presentation of the grievance, and if the grievance qualifies for Level Two of the grievance procedure, ~~he/she/they~~ may appeal the grievance to the Superintendent by delivering a written notice of appeal to the

Superintendent's office within ~~five (5)~~ **ten (10)** days after receiving notice of the decision, or within ten (10) days after presentation of the grievance, if no written decision was rendered.

- b. The appeal shall include copies of materials utilized at Level One including a copy of the original grievance, the decision rendered, if any, a concise statement of the reasons for the appeal, and the specific relief requested.
  - c. The Superintendent may hold a conference. The Superintendent will make a decision within twenty (20) days after receipt of the appeal. Should the grievance be considered by the Superintendent's designee, the designee will merely make a nonbinding recommendation to the Superintendent.
  - d. The Superintendent shall communicate ~~his/her/their~~ decision and the reasons for such decision in writing to the grievant and EAST within twenty (20) days after receipt of the notice of appeal.
4. Level Three – Advisory and Final and Binding Arbitration.
- a. If the grievant is not satisfied with the decision of the grievance at Level Two, and if the grievance qualifies for Level Three of this grievance procedure, ~~he/she/they~~ may within ~~five (5)~~ **ten (10)** days after a decision by the Superintendent request in writing that EAST submit a grievance to arbitration. In no case, unless mutually agreed otherwise, shall a grievant be compelled to wait more than thirty (30) days after notice of appeal to the Superintendent before requesting arbitration. If EAST, which has a duty of representation to its members, determines that the grievance is meritorious, and if the grievance qualifies for Level Three of this grievance procedure, EAST may submit the grievance for arbitration within ten (10) days after receipt of a request by the grievant and shall notify the Superintendent of that intent in writing.
  - b. EAST and the District shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree on an arbitrator or to obtain such a commitment within the ten (10) day period, a request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
  - c. The arbitrator so selected shall hold hearings promptly and issue a decision not later than thirty (30) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and briefs on the issues are submitted to ~~him/her/they~~. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement or which is outside the arbitrator's jurisdiction and competence. The decision of the arbitrator shall be submitted to the Board and EAST shall be final and binding on the parties except any decision on a grievance involving deletion and removal from the ~~Substitute Guest Teacher~~ List under Article II, Subsection B, in which event the decision shall be only advisory to and nonbinding on the School Board notwithstanding any rule or statute to the contrary and the Board may determine in its discretion whether to follow or implement an advisory decision of the arbitrator.
  - d. Costs for the services of an arbitrator, including per diem, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and EAST. Any other expenses paid shall be paid by the party incurring them.

#### E. OTHER PROVISIONS

1. **Grievance must include:** All grievances shall contain the following minimum information: name of grievant, date of filing, date of alleged violation, contract section(s) allegedly violated, synopsis of relevant facts, relief requested, and signature of grievant. Any grievances not containing this information may be denied. Such denial shall not extend time limits specified in this grievance procedure.
2. **Time Limits.** It is important that grievances be processed as rapidly as possible. The number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. Time limits may be amended only by written agreement of the grievant and/or EAST and the District.
  - a. **Failure to adhere to time limits.** Failure of the grievant or the grievant's representative to adhere to the time limits at any level of the grievance procedure shall constitute a waiver of the grievance and acceptance of the District's action or decision at the appropriate level. Failure of the District to adhere to time limits shall advance the grievance to the next step of this procedure.
  - b. **Year End Grievances.** In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein will be reduced where feasible so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. **Rights of Employees to Representation.** A grievant may represent ~~himself/herself/themselves~~ at all stages of the grievance procedure or be represented by a person of ~~his/her/their~~ choice at all levels of the grievance procedure beyond the Informal Level. When an employee is not represented by EAST, EAST shall have the right to be present at all stages of the grievance procedure.
4. **Group Grievance.** A group grievance may be filed when an alleged violation affects a clearly defined class of ~~substitute guest~~ teachers. EAST may submit such grievance in writing to the Superintendent at Level Two.

5. Similar Grievances. The District agrees that it will apply to all substantially similar situations a final and binding decision of an arbitrator sustaining a grievance and EAST agrees that it will not support, encourage, nor represent any ~~substitute guest~~ teacher in any grievance which is substantially similar to a grievance denied by the decision of an arbitrator. The foregoing is qualified only in the event the arbitrator's decision is set aside by the Employment Relations Board or by a court of competent jurisdiction in which case neither party is bound.
6. Grievance File. All documents, communications, and records dealing with a grievance shall be designated confidential information, and shall be filed in a separate grievance file. No person other than parties in interest, their representatives, persons designated by the District to have responsibility for labor relations and contract management, and persons assigned to maintain the District's grievance files shall have access to the separate grievance file without the consent of the grievant or EAST, unless disclosure is required by law.
7. ~~Forms. Forms for filing grievances, serving notices, making appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and EAST and given appropriate distribution in order to facilitate operation of the grievance procedure.~~
8. Meetings, Conferences, and Hearings. Meetings, conferences, and hearings under this procedure shall not be conducted in public. Hearings shall include witnesses, parties in interest and their designated or selected representatives. Reasonable efforts will be made to schedule all meetings, conferences, and hearings after the regular work day except the arbitrator shall determine the time and place of arbitration hearings.
9. Reprisals. No reprisal of any kind shall be taken by the District or EAST against any participant in the grievance procedure by reason of such participation.
10. Investigation. The parties agree to provide each other in a timely manner with relevant information to foster effective processing of grievances. The District reserves the right to charge reasonable production costs as provided for in School Board Policy.
11. Arbitrability; Election of Remedies. Cases involving alleged discrimination covered by state and/or federal statute or administrative law ~~or as defined in District Policy~~ shall be grievable but not arbitrable. Bringing a court action or seeking an administrative resolution of any grievance shall act as a substitution for this grievance procedure and shall constitute an election of some other remedy in place of this grievance procedure.

## ARTICLE VI - SALARIES AND RELATED COMPENSATION

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### A. SALARY

For the term of this agreement, the basic rate of pay for each day worked by a ~~substitute guest~~ teacher shall be the rate established by the State of Oregon Department of Education pursuant to ORS 342.610 (1), or two-hundred and thirty-one dollars (\$231), whichever is greater.

~~This amount will be increased on September 1, 2026, to two-hundred and forty-two dollars and fifty-five cents (\$242.55) and September 1, 2027, to two-hundred and fifty-four dollars and sixty-eight cents (\$254.68).~~

~~The basic rate of pay for each day worked by a substitute who receives the district monthly insurance contribution shall be the daily rate set by Oregon law for substitute teachers in lieu of the above higher daily rates.~~

### B. ASSIGNMENTS

Half-day assignments shall be four (4) hours in length. ~~Substitute Guest~~ teachers on half-day assignment will be paid one-half the daily rate provided in Article VI (A) for each day worked. Any assignment longer than four (4) hours will be considered a regular work day, and the ~~substitute guest~~ teacher shall work an eight (8) hour day including a thirty (30) minute duty free lunch.

However, the substitute will not be required to work beyond the building work day ending time established for regular teachers.

A substitute who is requested by the Human Resources Director and who reports for duty shall be considered on not less than half-day assignment. A ~~substitute guest~~ teacher dispatched to a half-day assignment that begins after the start of the building student contact day shall be allowed at least 15 minutes of time before being directly responsible for students. ~~A guest teacher who reports for a scheduled assignment that has been canceled without prior notice shall be compensated for a minimum of four (4) hours at the applicable rate of pay. A guest teacher may be asked by an Administrator to perform an assignment other than the original cancelled assignment. The Guest Teacher may decline such reassignment, however, if the Guest Teacher declines the reassignment, they will not be compensated.~~

When a substitute is required to do lesson planning and/or grade papers as part of their assignment for a teacher, the substitute is to follow the teacher's schedule. In assignments not requiring these duties, the substitute may be assigned additional professional tasks.

#### C. EXTENDED SERVICE RATE

~~After a substitute teacher has worked ten (10) consecutive days of service as a substitute teacher has worked ten (10) consecutive days of service as a substitute~~ On the 11th day of continuous service as a guest teacher for the same teacher or in the same assignment, including grading, staff development, conferences, ~~and~~ planning days, and any student day canceled by the Superintendent for inclement weather, ~~he/she/they~~ shall be paid at a daily rate of pay determined by dividing the number of contract days in the school year into the annual rate of pay that ~~he/she/they~~ would have been paid had ~~he/she/they~~ been in the regular teachers' bargaining unit. The ~~substitute-guest~~ teacher's placement on the contract teacher salary schedule will be determined by the ~~substitute-guest~~ teacher's qualification for either BA, or MA (BA+60) columns of the salary schedule. The ~~substitute-guest~~ teacher will always be placed on step ~~three of the column~~.

The extended service rate of pay will be retroactive to the first day of the assignment and will continue so long as consecutive service in the assignment continues. Subsequent substitute service shall be at the Article VI.A rate plus differential, if applicable, until the ~~substitute-guest~~ teacher again qualifies for the extended service rate.

If a ~~substitute-guest~~ teacher is called to work in what is anticipated to be an assignment of ~~eleven ten (110)~~ or more days of continuous service, the ~~substitute-guest~~ teacher can submit a payment request to the Human Resources Department for preparation time not to exceed five (5) days at the extended service rate.

The District shall classify a substitute teaching assignment as a temporary position when the Guest Teacher will be employed as a guest teacher for 60 or more continuous days in any one assignment for the same teacher. Temporary teaching positions are entitled to the rights and benefits as outlined in the EEA Licensed Teacher Collective Bargaining Agreement.

#### D. WEEKEND RATE

At the District's sole discretion, the District may offer Guest Teachers a \$50 Incentive Payment to incentivize Guest Teachers to take assignments on any Monday or Friday. Guest Teachers are not entitled to and there is no expectation of receiving the Incentive Payment unless explicitly offered by the District pursuant to this article.

#### E. FIVE PERCENT DIFFERENTIAL RATE

1. A ~~substitute-guest~~ teacher on the ~~Substitute Guest Teacher~~ List is eligible for the five percent (5%) differential pay for a school year if the ~~substitute-guest~~ teacher has been in paid status under the terms of this agreement or the predecessor agreement for fifty (50) or more full or half-days or any combination of full or half-days during the prior school year.
2. A ~~substitute-guest~~ teacher who has qualified for the five percent (5%) differential pay must meet the same eligibility requirement each school year to continue to be eligible for the differential pay.
3. The work days a substitute is employed to fill a contract teacher position as a temporary teacher under the terms of the District/EEA agreement for contract teachers, shall be counted as paid days for purposes of determining eligibility for the differential pay.
4. Substitutes who are receiving the differential pay will accept offered substitute assignments if the substitute is available.
5. The differential five percent (5%) pay rate is the daily rate times 1.05.

#### F. TEN PERCENT DIFFERENTIAL PAY

1. A ~~substitute-guest~~ teacher who is eligible for the five percent differential is eligible for an additional five percent (5%) or a total of 1.10 times the daily rate if the ~~substitute-guest~~ teacher is employed the prior school year as a ~~substitute-guest~~ teacher under the terms of this agreement for a minimum of eighty (80) regular work days or one hundred sixty (160) one-half work days or any combination of regular work days and one-half work days which total a minimum of eighty (80) regular work days in the prior school year.
2. A ~~substitute-guest~~ teacher who has qualified for the ten percent (10%) differential pay must meet the same eligibility requirement each school year to continue to be eligible for the differential pay the following school year.

3. The work days a substitute is employed to fill a contract teacher position as a temporary teacher under the terms of the District/EEA agreement for contract teachers shall be counted as paid days for purposes of determining eligibility for the differential pay.
4. ~~Substitute-Guest~~ teachers who are receiving the differential will accept offered substitute assignments if the substitute is available.
5. ~~Substitute-Guest~~ teachers who are determined by the District to have the knowledge, skill, experience and/or TSPC license to perform substitute responsibilities for any of the following District EEA bargaining unit positions will be paid the ten percent (10%) differential rate: physical therapist, occupational therapist, teacher of visually impaired, teacher of the deaf and hard of hearing, school psychologist, speech and language, secondary consultant, adaptive PE, autism consultant, and behavior consultant. ~~Substitute-Guest~~ teachers who are determined to have these qualifications, and while employed as a substitute for one of the listed positions, are eligible for the ten percent (10%) differential without meeting the requirements of Subsections E.1. and E.2.

G. USE OF PERSONAL AUTOMOBILE

~~Substitute-Guest~~ teachers authorized, in the course of their work, to drive personal automobiles from one school to another or for field trips to perform their duties, shall be paid the IRS rate for authorized automobile use.

H. METHOD OF PAYMENT AND PAYDATE

The District shall make direct deposit for the substitute payroll. Wages for work performed between the payroll cutoff dates of two consecutive months will be paid on the last business day of the second month.

I. PAYROLL DEDUCTIONS

Upon receipt of the ~~substitute-guest~~ teacher's written request, the District will deduct the following from salary: Association member dues, premiums for Board approved medical insurance, tax sheltered annuities, and contributions to the United Way.

1. Any unit member may enter into an agreement with the Association to provide authorization for the district to make a deduction from the unit member's salary or wages to pay dues, fees, any other authorized deductions to the Association or its affiliated organizations or entities. Such authorization shall continue in effect until the unit member revokes the authorization in the manner provided by the terms of that agreement or ORS 243.806(6). The Association will provide the District a list identifying the employees who have provided such authorizations and the authorized deduction amounts. The list, and any update to the list, shall be provided by the 15<sup>th</sup> of each month. The District shall rely on the list provided by the Association to make the authorized deductions in the next applicable payroll period and to remit payment to EEA and OEA.
2. For members identified by the Association to the District by October 15 as having provided authorization, the District shall deduct one-tenth (1/10) of the dues each month beginning in October of each year. Deductions for unit members identified by the Association thereafter shall be prorated so that the full amount of the dues, fees and other authorized deductions shall be completed by the July following the first deduction.
3. Within fifteen (15) days after each pay period, the district will send to OEA in a single payment the combined NEA and OEA dues, including any voluntary Association contributions, deducted for the month. EEA dues and local PAC payments will be deducted and paid separately from OEA/ NEA dues and shall be remitted to the EEA. The amount of Association dues collected shall be remitted to the Association each month at no cost to the unit member nor the Association. The District in a reasonable manner shall provide the Association the names of the persons whose dues the District has deducted.
4. On a monthly basis, the District will provide OEA the following information from the District's human resources information system records: a list of all employees represented by the bargaining unit, employee identification number, date of hire, FTE, position title, worksite, salary column and step, and contact information as required by PECBA. The District will provide such information for new hires within ten (10) days from the date of hire.
5. The Association assumes responsibility for, and shall defend, indemnify and hold the District, its employees, agents, and board members harmless from any and all claims, causes of action, administrative complaints, lawsuits, orders, or judgments, resulting from or related to the deduction of union dues and/or contributions deducted from an employee's salary and payment of such dues and/or contributions to the Association resulting from the District's reliance on the list. The Association's obligations are contingent upon the District: (1) giving the Association reasonable notice, in writing, of any claim; and (2) fully cooperating with the Association and counsel selected by the Association in the defense of the claim. In the event the District properly invokes this paragraph, the Association will provide the attorney to defend against the claim. The Association shall reimburse the District for all costs and disbursements arising out of or related to the claim. Should the District wish to select and use its own attorney, the District will pay the fees and costs of said attorney.

- 6. When the Association timely provides the list and the District fails to make an authorized deduction in the next applicable payroll period and remit payment, the District is liable to the Association without recourse against the employee who authorized the deduction for the full amount that the District failed to deduct and remit to the Association.
- J. The District shall maintain a record of total days worked (full and half-days) by each **substitute guest** teacher for that school year. The District shall forward a copy of this record to EAST on or before June 30 of each year.
- K. FINAL PAYCHECK  
Unit members whose employment is terminated for any reason during the work year will be paid all earned but unpaid salary on the next regular payroll date, or within five (5) business days after that payroll date but no later than within thirty-one (31) days of termination.
- L. HOURLY PAY  
During the term of this contract, **substitute guest** teachers required by the District to work beyond the regular workday to cover responsibilities which are a part of the regular teacher's assignment shall be paid **at their per diem rate. the rate of sixteen dollars (\$16.00) per hour.**

## ARTICLE VII – **FRINGE BENEFITS**

Commented [LL7]: TA'ed 4.27.26

### A. ELIGIBILITY FOR DISTRICT PAID MEDICAL INSURANCE CONTRIBUTION

- 1. During the term of this agreement, the District will continue the monthly insurance contribution of ~~\$360~~ \$400 for the medical insurance plan for the eligible **substitute-guest** teachers who have chosen to receive the District's monthly medical insurance plan contribution as of September 15 of the applicable plan year.
- 2. To become eligible for the District insurance contribution, a **substitute-guest** teacher must have substituted a minimum of one hundred (100) regular days or two hundred (200) half-days or any combination of regular days and half-days which total a minimum of one hundred (100) regular days during the prior work year under the terms of this agreement.
- 3. To continue to receive the District insurance contribution for the next year, the **substitute-guest** teacher must have substituted a minimum of eighty (80) regular days or one hundred sixty (160) half days or any combination of regular work days and half work days which total a minimum of eighty (80) regular work days under the terms of this agreement.
- 4. **The District will give guest teachers notice of their eligibility under the terms of this section by September of each year prior to the enrollment period.**  
~~A substitute teacher who selects the District monthly insurance contribution is not eligible for any pay differential in Article VI, Subsections D or E.~~
- 5. The work days a **substitute-guest teacher** is employed to fill a regular teaching position as a temporary teacher shall be counted as regular work days for purposes of determining eligibility for insurance under this Article. Work days of .1 to .5 FTE shall be counted as a half day and work days of .51 to 1 FTE shall be counted as a full day.

### B. ELIGIBILITY TO SELF PAY THE PREMIUM FOR THE AVAILABLE DISTRICT HEALTH BENEFIT PLAN(S)

- 1. **Substitute-guest** teachers on the **Substitute Guest Teacher** List who have substituted a minimum of fifty (50) regular work days or one hundred (100) half-days or any combination of regular work days and half work days which total a minimum of fifty (50) regular work days in the District the preceding school year or who were employed as a member of the contract teacher bargaining unit for one hundred thirty-five (135) days in the preceding school year are eligible to participate in and pay the premiums for the available District health benefit plan(s). Once a **substitute-guest** teacher is eligible to self pay the insurance premium and is participating in the available District health benefit plans, the **substitute guest** teacher can continue participation by substituting a minimum of thirty (30) regular work days or sixty (60) half-days or any combination of regular work days and half work days which total a minimum of thirty (30) work days in the District the preceding school year.
- 2. The District will give **substitute-guest** teachers notice of their eligibility under the terms of this section for the District's benefits plans as part of the District's open enrollment process.
- 3. **Substitute-guest** teachers who choose medical insurance coverage shall have the monthly premiums deducted from their pay. If the **substitute guest** teacher's net pay is less than the monthly premium, the teacher will deliver the difference between ~~his/her~~ their net pay and the premium to the District on or before the fifth (5<sup>th</sup>) of the month by authorizing a monthly deduction from the substitute's bank account.

4. When a **substitute guest** teacher voluntarily withdraws from the medical insurance program or has benefits terminated for failure to pay premium(s), or for ineligibility, the **substitute guest** teacher may not enroll again until the following enrollment period. If a **substitute guest** teacher enrolled in the District's benefit plan(s) resigns or is deleted or removed from the **Substitute Guest Teacher List**, the **substitute guest** teacher's plan coverage shall terminate at the end of the calendar month of resignation or deletion.

C. PLAN SELECTION; PLAN YEAR

Upon written notice by either party, representatives of EAST and the District will confer on medical insurance plan selection; if the representatives of the parties are not able to agree on plan selection within four weeks, the District will select the plan. The plan year runs from October 1 to September 30.

## ARTICLE VIII – **LIABILITY AND LEGAL PROTECTION**

Commented [LL8]: TA'ed 4.27.26

A. ASSAULT AND/OR BATTERY

Any **substitute-guest** teacher who is involved in an assault and/or battery within the scope of **he/her/their** employment shall immediately submit to their building principal or other immediate supervisor a written report of the circumstances.

1. The **substitute guest** teacher shall make supplemental written reports, attaching copies of any summons, complaints, process, information, indictment, notice or demand served on him/her in connection with the assault within five (5) days after being served, or otherwise receiving such information, and shall report the final disposition of any such proceedings. Such reports are to be forwarded through the building principal or other immediate supervisor to the superintendent.
2. In the event civil or criminal proceedings are brought against the **substitute-guest** teacher, the superintendent shall comply with written requests by the **substitute-guest** teacher for information in the District's possession relating to **his/her/their** defense. The District shall not be required to provide information privileged by law, or to provide any legal defense or counsel.

B. PERSONAL PROPERTY

The District shall pay the **substitute-guest** teacher the reasonable value of the substitute's personal property damaged or destroyed as a result of the District's negligence while the **substitute guest** teacher was engaged in the performance of assigned duties. This provision will not apply to personal property other than clothing, and eyeglasses unless the use of such property had been authorized in writing by the building principal or immediate supervisor.

C. ACCESS TO STUDENT INFORMATION

Each building will set up procedures so that a teacher requiring classroom coverage will provide **required** information about a student's **educational, behavioral, medical, health, or disability-related support medical and/or behavioral** needs to a **substitute guest** teacher assigned to teach the student.

1. All guest teachers shall be granted access to District systems for attendance, grading, accessing specialized plans, and related learning platforms. Specialized plans may include a student's individualized education program (IEP), 504 Plan, behavior/safety intervention plan, medical support protocols and/or any other documentation that relates to the employee's responsibilities to assist with a student's educational, behavioral, medical, health or disability related needs.
2. All guest teachers working in an extended service position who are assigned to work with a student with specialized needs to assist the student with the educational, behavioral, medical, health or disability-related support needs of the student will be, pursuant to District protocols:
  - a. Provided with access to Synergy to view specialized plans.
  - b. Consulted when the education plan for the student is being developed, reviewed or revised, including being invited to and compensated for attending meetings outside of the regular work day regarding the student's IEP, 504 Plan, medical support protocol, behavior/safety intervention plan or any other meetings to discuss issues or make decisions related to the responsibilities of the employee to assist the student.
  - c. Provided by the District with adequate training to safely conduct each of the job duties assigned to the extended service guest teacher related to the implementation of an IEP, 504 Plan, behavior/safety intervention plan or medical support protocol. Specialized training must occur before the employee is assigned to carry out any job duty that requires specialized medical support.

## ARTICLE IX - LEAVES OF ABSENCE

Commented [LL9]: TA'd 4.27.26

### A. PAID SICK TIME

1. Employees earn sick time at the rate of one hour for every 30 hours worked as a guest teacher. A maximum of 80 hours may be accrued. Employees are eligible to earn sick time on the first day of employment as a guest teacher.
2. Employees may use up to 40 hours of sick time-per year, in 4-hour increments, to care for the employee or family member's illness, injury or health condition, or need for preventive medical care, or other reasons allowed by ORS 653.6041 to 653.661. ~~Sick time may be used only for a period for which the employee is already scheduled to work. Employees will not accept assignments for a day the employee anticipates needing to take sick time.~~ Sick time may be used only for allowable reasons under applicable law and only to the extent the employee has accrued and available sick time at the time of use. Employees will follow the notice and verification procedures required by the district. Paid sick time runs concurrently with any other applicable leave benefit, paid or unpaid.
3. Use of paid sick time shall not impact an employee's eligibility for differential pay as outlined in ARTICLE VI.

### B. UNPAID LEAVES

1. Jury Duty. When a ~~substitute-guest~~ teacher is on extended service rate, as provided for in Article VI (C), and is called for jury duty, the District shall upon request join in an application to the court for a hardship postponement of such duty until the extended service rate assignment is completed.

Other Leaves. A ~~substitute-guest~~ teacher shall be eligible for an unpaid leave of absence of up to one (1) year for personal or professional purposes but only after working three (3) years and one hundred twenty (120) accumulative days. Upon written notification to the District of ~~his/her~~their return from an approved leave, if properly certified, a substitute will be returned to active status. Responsibility for maintaining certification during the leave rests solely upon the unit member. The substitute also shall be entitled to resume paying insurance premiums subject to agreement by the carrier provided that the substitute had been eligible for coverage prior to commencing the leave.

A substitute who takes a one (1) year professional leave and returns to substitute teaching in the District and who had qualified for the District paid insurance contribution before taking the leave, will be eligible for the District-paid contribution after working fifteen (15) regular full days or thirty (30) half (1/2) days upon returning to the District.

### C. FAMILY MEDICAL LEAVE

A ~~substitute-guest~~ teacher eligible for FMLA or OFLA leave under state or federal law can use accumulated sick leave for such leave.

## ARTICLE X - RIGHTS OF PROFESSIONAL EMPLOYEES

Commented [LL10]: TA'ed 1.22.26

### A. PERSONAL LIFE

The Board of Directors recognizes that the personal life of a ~~substitute-guest~~ teacher outside the scope of the working environment is not an appropriate concern of the Board, except as it may affect the ~~substitute-guest~~ teacher's work performance, student relationships, peer relationships, the regular operation of the school, or except as it may impinge on statutory responsibilities of the District.

### B. REQUIRED MEETING OR HEARING

Whenever any ~~substitute-guest~~ teacher is required to appear before the Superintendent, Board, or any District administrator, the ~~substitute-guest~~ teacher shall be given prior written notice of the specific reasons for the meeting or interview and shall be entitled to be accompanied and advised by a person of ~~his/her~~their choice; however, the substitute may be required to attend such a meeting or interview immediately following the notice herein described.

### C. CRITICISM OF EMPLOYEES

Any criticism by a supervisor, administrator, or Board member of a ~~substitute-guest~~ teacher and ~~his/her~~their job performance shall be made in confidence to the ~~substitute-guest~~ teacher and not in the presence of students, other teachers, or parents. This clause is not intended to stifle or hinder resolution of classroom problems. EAST representatives and ~~substitute-guest~~ teachers shall apply this standard to their criticism of the Superintendent, District administrators, Board members, and other employees.

D. NONDISCRIMINATION

The provisions of this Agreement shall be applied equally to all ~~substitute-guest~~ teachers without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, marital status, age, mental or physical disability or perceived disability, pregnancy, familial status, genetic information, military or veterans' status, Association membership or non-membership, or other legally protected status. A substitute may work in the same building as their spouse, ~~relative or other member of their household or significant-other~~; however, they may not be assigned to substitute for their spouse, ~~relative or other member of their household or significant-other without the prior approval of~~ unless the director of the Human Resources Department or ~~his/her/their~~ designee, is informed in writing of the actual or potential conflict of interest, and makes the assignment. Additionally, a substitute may not accept an assignment from their spouse, relative or other member of the household unless the director of the Human Resources Department or their designee, is informed in writing of the actual or potential conflict of interest, and approves the assignment. As defined in the District Code GBC, *Staff Ethics*, relative means the spouse, parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the employee; or the parent, step-parent, child, sibling, step-sibling, son-in-law or daughter-in-law of the spouse of the employee. Relative also includes any individual for whom the employee has a legal support obligation, whose employment provides benefits to the employee, or who receives any benefit from the employee's public employment. "Member of household" means any person who resides with the employee. A ~~substitute guest~~ teacher who alleges discrimination under this Article shall have the right to seek resolution through the applicable District complaint procedure, as further defined in District policy and administrative rule. Based on the availability of complaint procedures and legal remedies, Article V - Grievance Procedures ~~apply only to the extent described therein. do not apply.~~

DUTY OF FAIR REPRESENTATION

EAST agrees to fulfill its duty of fair representation and agrees to indemnify, defend and hold the District harmless against any claim, demand, suit or liability (monetary or otherwise) arising from any action taken or not taken by EAST with respect to its duty of fair representation. EAST's liability begins at the point EAST breaches its duty of fair representation. Under this provision EAST is not liable for the District's attorney fees. EAST will be liable for any breach of the duty of fair representation that occurs on or after July 1, 1993.

E. USE OF SCHOOL BUILDINGS

EAST and its representatives have the right to be present in school buildings, providing there is no interference with the normal school program or activities and providing the building and district procedures for visiting a building are followed. EAST may use school building rooms and other meeting rooms for EAST collective bargaining contract business after regular building hours ~~with and the use shall be with prior approval of the building administrator. EAST must request prior approval from the building administrator in writing at least 48 hours prior to EAST's use.~~

**ARTICLE XI – IN-SERVICE AND ONBOARDING**

Commented [LL11]: TA'ed 4.27.26

- A. The ~~D~~istrict shall provide one half-day (1/2) of district-sponsored in-service program at the beginning of each work year. Persons on the master ~~Substitute Guest Teacher~~ lists at the time the in-service is provided are eligible to participate in the in-service program. Each ~~substitute-guest~~ teacher who attends this one half-day (1/2) in-service, ~~up to a maximum of two hundred (200) substitute teachers~~, shall be paid at the per diem rate for a half day. A committee appointed by the association may consult with the district regarding in-service programs. ~~The Association shall be allowed a table and the opportunity to make an announcement at the beginning of the in-service. After the in-service, the Association shall be provided an opportunity to present.~~
- B. ~~Substitute-Guest~~ teachers may attend District-sponsored in-service under the same conditions as regular teachers upon prior approval of the sponsor of the in-service and providing space is sufficient. ~~Substitute-Guest~~ teachers will not be paid for attendance at these in-services.
- C. The District will compensate Guest Teachers to complete any District required training needed to carry out assigned duties at the per diem rate. The amount of paid time authorized for District required training will be in line with pre-determined training guideline estimates.
- D. Required District annual training must be completed before the school year or the teacher takes their first assignment. ~~The amount of paid time authorized for District required training will be in line with pre-determined training guideline estimates.~~

- E. Newly hired Guest Teachers shall be required to attend a New Employee Orientation. The Association shall have the opportunity to present to new Guest Teachers during regularly scheduled New Employee Orientation. New Employee Orientation will be in compliance with ORS 243.804 and occur during paid time. Guest Teachers hired over the summer months will be required to attend New Employee Orientation prior to taking their first assignment. New Employee Orientations for Guest Teachers shall not occur prior to in-service week without mutual agreement between the Parties.
- F. The District shall notify the Association of any and all new-hire guest teachers pursuant to the law. One (1) EAST representative who is a current guest teacher will be paid 30-minutes at the per diem rate for presenting at New Employee Orientation.

**ARTICLE XII - PROFESSIONAL RECOGNITION**

Commented [LL12]: TA'ed 10.29.25

- A. **Substitute Guest** teachers will have the opportunity to apply for regular teaching employment.
- B. In the event that a District **substitute-guest** teacher is hired into a regular teaching position, credit for days of substituting in District 4J shall be given for the purpose of salary placement. Such credit shall be based upon the following formula: one year of teaching experience shall equal a total of two hundred seventy (270) full days of District 4J substituting, or five hundred forty (540) half-days, or combination of full days and half-days equaling two hundred seventy (270) full days. Beginning with the 1989-90 school year, a record of days worked by substitutes will be maintained by the District.
- C. Prior to reviewing outside licensed teacher applicants, and at the same time an administrator can review district probationary and temporary teacher applicants for vacant licensed teaching positions, the district will encourage the hiring administrator to review EAST's bargaining unit applicants. EAST will hold the District harmless from any applicant's claim based on the terms of this paragraph.

**ARTICLE XIII - STRIKES AND LOCKOUTS**

Commented [LL13]: TA'ed 4.27.26

A. NO STRIKE

Neither the Association, nor any person acting on its behalf, nor any **substitute guest** teacher will initiate, cause, participate or join in, or sanction any strike, work stoppage, slowdown, unlawful picketing, concerted activity or other restriction of work, e.g. failure to report for duty, willful absence of a **substitute guest** teacher from **his/her/their** position, abstinence in whole or part from the full faithful and proper performance of duties of employment during the term of this Agreement. Violation of this provision shall make the **substitute guest** teacher liable to deletion and removal from the **Substitute Guest Teacher** List for up to two (2) years pursuant to rules established by the District pursuant to Article II (B).

However, in the event of a lawful strike by the bargaining unit of certified, regularly-employed unit members represented by the Association, the District will not discipline, reprimand, or remove from the **Substitute Guest Teacher** List a substitute unit member because **he/she/they** refuses to work, or commit to work, during such strike. Nothing in this provision shall be construed to modify in any way Article II of this Agreement except that refusal to work during a lawful strike by the regular certified unit shall not be the reason for removal of a **substitute-guest** teacher from the **Substitute Guest Teacher** List. Association officials and members will not take any action adverse to any substitute who commits to work, or works, during a strike by the regular certified unit. The District shall determine compensation at its sole discretion for substitute unit members who choose to work in the event of a strike provided the compensation shall not be less than provided in this Agreement.

B. NO LOCKOUT

There will be no lockout of **substitute-guest** teachers by the District as a consequence of any dispute arising during the period of this Agreement. The inability of the District to provide work as a consequence of a strike or work stoppage by employees not covered by this Agreement shall not be deemed a lockout.

**ARTICLE XIV - EAST RIGHTS**

Commented [LL14]: TA'ed 4.27.26

A. EAST BUSINESS

Association business shall be conducted outside the regular eight (8) hour day.

B. MAIL

EAST may use the District's intra-school mail service. The District shall collect and deliver mail daily at the EAST office.

C. COMMUNICATIONS

Communications shall be posted only in a display area which has been designated by the principal for that purpose. All EAST communications must clearly identify the authorship and be approved by EAST officers. No defamatory or scurrilous material shall be distributed or posted.

ARTICLE XV - DISTRICT RIGHTS

Commented [LL15]: TA'ed 4.27.26

It is recognized that the Board has and will continue to retain the rights and responsibilities to operate and manage the school system and its programs, facilities, properties and activities of its employees. Except as expressly limited by this

Agreement and applicable law, without limiting the generality of the foregoing above, it is expressly recognized that the Board's rights and responsibilities include:

The right to determine location of the schools and other facilities of the school system; the determination of the financial policies of the District; the determination of the management, supervisory or administrative organization of each facility in the system and the selection of employees for promotion to supervisory, management, or administrative positions; the maintenance of discipline and control and use of the school system property and facilities; the determination of safety, health, and property protection measures; the enforcement of the rules and regulations now in effect and the establishment of new rules and regulations from time to time; the direction and arrangement of all working forces in the system, including hiring employees, and suspending, discharging, disciplining or transferring employees for poor or unacceptable work or for other reasons; creation, combination, modification or elimination of any teaching position; the determination of the size of the working force, the allocation and assignment of work to employees, the determination of policies affecting the selection of employees, and the establishment of quality standards and judgment of employee performance; the layout of equipment to be used and the right to plan, direct, and control school activities; the determination of the processes, techniques, methods and means of teaching and the subjects to be taught; the establishment of hours of employment; the determination of the time, days and manner of payment; the scheduling of classes and assignment of work loads; selection of textbooks, teaching aids and materials; and assignments to all duties of an extracurricular nature.

ARTICLE XVI - MISCELLANEOUS PROVISIONS

Commented [LL16]: TA'ed 10.29.26

A. JOINT PROBLEM SOLVING

Upon request, representatives of EAST and Human Resources will meet up to three times per year to discuss concerns relating to the implementation of this Agreement and other employee relations issues.

ARTICLE XVII – DISCIPLINE PROCEDURE

A. REPRESENTATION AND DISCIPLINE

EAST bargaining unit members have the right to request union representation during investigatory interviews that could reasonably result in disciplinary action. Disciplinary action may include but is not exclusive to a written reprimand, a building restriction, and/or removal from the substitute list.

B. CLASSROOM RESTRICTION

Upon request, Guest teachers shall be provided reason for repeated job cancellations.

C. PAID ADMINISTRATIVE LEAVE (PAL)

A Guest Teacher placed on PAL will receive their regular wages for all assignments scheduled prior to being placed on PAL for the entirety of the PAL. If PAL extends beyond assignments scheduled prior to being placed on PAL, then the Guest Teacher will be compensated while on PAL based on their average weekly work pattern, calculated as follows:

- a. The applicable look-back period will be the six (6) complete pay periods immediately preceding the start of PAL (subject to subsection e).
- b. The District will total the Guest Teacher's hours worked during the six (6) pay periods.



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**ITEM FOR ACTION (Second Read)**

**Date of Meeting:**

May 13, 2026

**Title:**

Consider Setting a date in June for a Board Planning Work Session

**Background:**

The Board of Directors typically holds a Summer Work Session sometime in late summer or early fall of each school year.

Possible Dates:

Monday, June 22<sup>nd</sup> – 4:30–8:30 p.m.

Tuesday, June 23 – 4:30–8:30 p.m.

Wednesday, June 24 – 4:30–8:30 p.m.

The June Board Planning Work Session would be scheduled to allow the board to discuss and develop the plan for the Summer Work Session meeting and to suggest possible agenda items.



## ITEM FOR INFORMATION

### **Date of Meeting**

May 13, 2026

### **Title**

Receive the Superintendent's Annual Evaluation

### **Presenter**

Tom Di Liberto, Board Chair

### **Background**

Board Policy [CBG-Evaluation of the Superintendent](#) states: The Board will formally evaluate the superintendent's job performance at least annually as per the timelines set forth in the superintendent's employment contract. The evaluation will be based on the job duties described in the superintendent's contract, Board policy and progress in attaining any goals for the year established by the Board and/or superintendent.

The Board and the Superintendent will establish goals for the district, to be evaluated annually. Such goals, and any additional criteria for the superintendent's evaluation will be developed and approved in a Board meeting open to the public. The superintendent will be notified of the additional criteria prior to the evaluation.

The Board's discussions and conferences with and about the superintendent and his/her performance will be conducted in executive session, unless the superintendent requests a session open to the public. Such an executive session will not include a general evaluation of any district goal, objective or operation.

Results of the evaluation will be written and placed in the superintendent's personnel file.

The time invested in providing meaningful feedback in the assessment of the superintendent's performance, and the progress made in meeting the goals specified by the board for the superintendent, is critical to the success of the district. The evaluation provides the opportunity for the board to assess the district's progress.

The board met in executive session in April and May to review evaluation results and comments and to reach consensus. They met prior to this meeting in executive session to review the results with the superintendent.

At this meeting, the board chair will present the evaluation to the community.



**Dr. Miriam Mickelson  
Superintendent Evaluation 2025-26**

Over the course of her first year, Dr. Mickelson has demonstrated strong leadership during a highly complex and demanding period for the district. Her work has been grounded in transparency, integrity, and a commitment to student-centered decision-making.

A particular strength of her leadership is communication and relationship-building. She has been visible and accessible across the district and community, engaging staff, students, families, and partners in meaningful ways. She has been working on increasing trust and strengthening collaborative processes.

Dr. Mickelson has also established a solid foundation in governance and organizational leadership. She has built effective working relationships with the Board and strengthened the policy development process. She has taken thoughtful steps to assess and begin improving district systems, workforce structures, and leadership capacity.

Throughout significant budget reductions, she has led a visionary and values-based process—prioritizing student impact, engaging stakeholders, and clearly communicating difficult decisions. During this time, the district also experienced a significant budget error. While the issue originated within internal systems, it represents a serious challenge for the organization. Miriam addressed the situation directly, and has begun strengthening systems and oversight to prevent future discrepancies.

In the area of equity and inclusion, Miriam has prioritized broad engagement and has begun building a more inclusive and collaborative culture. Foundational progress is evident, with continued work needed to ensure consistent, systemwide implementation and measurable outcomes.

Dr. Mickelson's first year reflects ethical and transparent leadership under complex conditions. She leads by example. She has begun establishing trust, improving communication, and important systems work that positions the district for continued progress. Key next steps include strengthening internal systems, deepening leadership team capacity, and ensuring long-term sustainability and coherence across the organization.



## ITEMS FOR ACTION AT A FUTURE MEETING (First Read)

**Date of Meeting:**

May 13, 2026

**Title:**

Consider Adopting Resolution 2027-01 Adopting the 2026-27 Budget, Making Appropriations, Imposing and Categorizing Taxes

**Presenter:**

Miriam Mickelson, Superintendent

**Background:**

On May 06, 2026, the Budget Committee approved the Superintendent's Proposed 2026-27 Budget.

**Approved Budget**

For fiscal year 2026-27, total General Fund resources are projected to be \$289,618,800 while other funds are projected to be \$242,299,138. This represents a total budget of \$531,917,938.

District operating expenditures in the General Fund are projected to be \$274,991,982 with \$8,876,818 in contingency and \$5,750,000 unappropriated. General Fund operating revenues are projected at \$258,598,800 representing a \$16.4 million structural deficit.

The 2026–27 budget represents a strategic realignment of the Eugene School District 4J's fiscal resources with its core mission to prioritize student outcomes, even as the district navigates persistent economic headwinds. A convergence of enrollment decline, constrained revenue growth, escalating operational costs, and an influx of unfunded mandates—compounded by legislative restrictions on revenue enhancement—continues to pressure the District's financial stability.

The Board will adopt tax rates and debt service levy for the General Fund tax at a rate of \$4.7485 per \$1,000 assessed valuation of the district and for the Local Option Levy tax rate of \$1.50 per \$1,000 of assessed valuation of the district and for the Debt Service Fund tax levy of \$37,385,792.

The budget presented here represents a balanced budget under Oregon budget law. The Board may amend the adopted budget within legal limits during the 2026-27 fiscal year.

**Options and Alternatives:**

The ORS does not provide for any alternatives to this process. After a public hearing, the Board could request limited adjustments in the budget for consideration and adoption at the May 27, 2026 meeting.

**Budget/Resource Implications:**

A budget must be adopted by June 30, 2026 to provide spending authority and certify to the tax assessor an ad valorem tax rate and debt service levy for the fiscal year beginning July 1, 2026.

**Recommendation:**

The Superintendent will recommend approval of a resolution adopting the 2026-27 budget, making appropriations, and imposing and categorizing taxes at the May 27, 2026 meeting.



**RESOLUTION No. 2026-27-01**

**RESOLUTION ADOPTING THE BUDGET**

BE IT RESOLVED that the Board of Directors of the Eugene School District No. 4J hereby adopts the budget for fiscal year 2026-2027 in the total amount of \$531,917,938. This budget is now on file at the District Finance Office, 200 North Monroe Street, Eugene, OR.

**RESOLUTION MAKING APPROPRIATIONS**

BE IT RESOLVED that the amounts for the fiscal year beginning July 1, 2026 and for the purposes shown below are hereby appropriated as follows:

<b>General Fund (100)</b>	
Instruction	\$ 159,692,887
Support Services	109,544,977
Enterprise & Community Services	814,118
Facilities Acquisition	2,600,000
Debt Service	640,000
Transfers	1,700,000
Contingency	8,876,818
<b>Total</b>	<b>\$ 283,868,800</b>

<b>Debt Service Fund (300s)</b>	
Debt Service	\$ 42,234,000
<b>Total</b>	<b>\$ 42,234,000</b>

<b>Internal Service Fund (600s)</b>	
Support Services	47,784,200
<b>Total</b>	<b>\$ 47,784,200</b>

<b>Special Revenues Fund (200s)</b>	
Instruction	\$ 25,751,399
Support Services	18,587,108
Enterprise & Community Services	9,969,897
Debt Service	59,000
Contingency	3,850,000
<b>Total</b>	<b>\$ 58,217,404</b>

<b>Capital Projects Fund (400s)</b>	
Instruction	\$ 500,000
Support Services	22,341,581
Facilities Acquisition	37,205,153
Debt Service	253,000
Transfers	12,900,000
<b>Total</b>	<b>\$ 73,199,734</b>

<b>Custodial Fund (700s)</b>	
Instruction	\$ 43,000
Enterprise & Community Services	127,000
<b>Total</b>	<b>\$ 170,000</b>

<b>Total Appropriations, All Funds</b>	<b>\$ 505,474,138</b>
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General Fund	\$ 5,750,000
Debt Service Fund	13,932,000
Internal Service Funds	6,761,800
Total Unappropriated and Reserve Amounts	\$ 26,443,800

<b>TOTAL ADOPTED BUDGET</b>	<b>\$ 531,917,938</b>
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**2026-2027 Budget Resolution**

**RESOLUTION IMPOSING THE TAX**

BE IT RESOLVED that the following ad valorem property taxes are hereby imposed upon the assessed value of all taxable property within the district for tax year 2026-2027:

- (1) At the rate of \$4.7485 per \$1,000 of assessed value for permanent rate tax;
- (2) At the rate of \$1.5000 per \$1,000 of assessed value for local option tax; and
- (3) In the amount of \$37,385,792 for debt service on general obligation bonds.

**SOLUTION CATEGORIZING THE TAX**

BE IT RESOLVED that the taxes imposed are hereby categorized for purposes of Article XI section 11b as:

**Education Limitation**

Permanent Tax .....\$4.7485 / \$1,000  
Local Option Tax.....\$1.5000 / \$1,000

**Excluded from Limitation**

General Obligation Bond Debt Service .....\$37,385,792

The above resolution statements were approved and declared adopted on May 27, 2026.

\_\_\_\_\_  
Clerk

\_\_\_\_\_  
Chair of the Board

# Budget Presentation <sup>53</sup>

Board Meeting/Public Hearing | May 13, 2026

## Budget Process Roles and Responsibilities

- Superintendent and staff propose the budget
- Budget Committee approves the budget proposal and property tax rate for bonds
- School Board adopts the budget and property tax rates for bonds

## Budget Process

- Phased budget reductions (November-February)
- Three Budget Committee meetings
  - April 8, 2026
  - April 22, 2026
  - May 6, 2026
- Budget Committee unanimously approved the 2026-27 budget proposal and property tax rate for bonds
- School Board holds a budget public hearing on May 13
- School Board set to take action on the adoption of the 2026-27 budget proposal and property tax rate for bonds

## Budget Reduction Values, Considerations and Priorities

- Protect direct, student-facing services to the extent possible
- Protect Special Education and English Language Development services to the extent possible
- Ensure decisions reflect commitment to district values (i.e. educational equity, academic excellence)
- Close operating deficit and minimize revenue overrun

## Budgetary Requirements and Pressures

- Balanced budget as required by state law but structural deficit exists
- Board Policy requires 3% contingency and 2% unappropriated of total operating expenditures
- Enrollment declining faster than state decline rate
- One-time funds (e.g. federal COVID relief dollars) used to fund staffing have ended but staffing have been sustained
- Inadequate state and federal funding to fully meet complex student needs
- Unfunded mandates

## Tax Rates

- General Fund tax rate: \$4.7485 per \$1,000 assessed valuation of the district
- Local Option Levy tax rate: \$1.50 per \$1,000 of assessed valuation of the district
- Debt Service Fund tax levy: \$37,385,792

## General Fund 2026-27

Beginning balance	\$ 18,120,000
Transfer in	\$ 12,900,000
Misc. revenue	\$ 12,814,200
Local Option Levy	\$ 27,834,100
Local revenue	\$ 96,927,800
State School Fund	\$121,022,700

**Total Resources \$289,618,800**

Salaries and benefits	\$236,879,274
Materials and services	\$ 36,412,708
Transfers out	\$ 1,700,000
Contingency	\$ 8,876,818
Unappropriated	\$ 5,750,000

**Total Requirements \$289,618,800**

## Funds Totals

**General Fund (100) – \$289,618,800**

Special Purpose (200s) – \$58,217,404

Debt Service (300s) – \$56,166,000

Capital Funds (400s) – \$73,199,734

Insurance Reserves (600s) – \$54,546,000

Private Trust (700s) – \$170,000

(Other Funds Total - \$242,299,138)

# 2026-27 Staffing

## Direct Services and Supports for Students in Schools

- Classroom Teachers/EAs
- SPED/ELD/TAG
- Office Support
- Principals/Assistant Principals
- Student Well-Being and Response Team
  - Counseling/Student Success  
Coordinator/BBSA/Nursing
- CTE, Electives and Specialists (Music, PE, Librarians)
- Athletics and Extracurriculars
- Affinity Groups

*Not an exhaustive list*

# 2026-2027 Staffing

## Special Education Positions Continuing

- SPED director and program administrators
- Autism consultants
- Staff development Specialists
- Life Skills specialist
- School psychologists
- Occupational therapists, physical therapists
- Speech-language pathologists
- SPED Synergy/analytics/psychologist lead
- Talented and Gifted coordinator
- Nurses

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*Not an exhaustive list*

# 2026-27 Staffing

## Equity/Inclusion/Belonging Positions Continuing

- Equity managers (regional support)
- Affinity Group facilitators (schools)
- NATIVES Program (district-level)
- English Language Development/Dual Language (district-level)
- Interpreter coordinator (district-level)

*Not an exhaustive list*

# 2026-27 Staffing

## Instruction Positions Continuing

- Counselors (schools)
- Specialists/career-technical/electives (schools)
- Building Behavior Support Assistants (schools)
- Campus monitors (schools)
- Educational assistants (schools)
- Curriculum administrators (district-level)
- Various support assistants (district-level)
- Grant support positions (district-level)
- MTSS specialists (district-level)

*Not an exhaustive list*

# MAPS Reductions

## Multiple methods of FTE reductions:

Total FTE reduced: 31.85 FTE (up to 32 approved by the Board)

## That included the following:

- 21 positions eliminated: 65
  - Resulted in either staff bumping into another position or layoff
- 10 staff retired or resigned:
  - Resulted in elimination of the position or a bumped staff moving into that position
- 8 staff reassigned to other positions
- 11 vacant positions were eliminated
- 9 staff laid off

## Elementary Specialists

Percentage of staff retained in at least one original location:

Music:

10/17 staff members = 59%

PE:

12/16 staff members = 75%

Librarians:

2/10 staff members = 20%

## Grant Funding Shifts 2026-27

Grant	Licensed FTE		Classified FTE		MAPS FTE	
	2025-2026	2026-2027	2025-2026	2026-2027	2025-2026	2026-2027
TITLE I	12.225	11.21	28.81	22.488	0.80	0.80
SIA	78.25	55.42	21.06	48.93	10.75	67 8.8
HSS	27.03	21.83	3.88	4.50	0.50	0.45
Elementary Early Literacy	4.00	3.00	2.50	7.00	0.00	0.00
CLSD Grant	0.90	1.00	0.63	0.00	0.00	0.00
BEST	0.00	0.00	9.75	2.5	0.75	0.75

# Camas Ridge and Family School Co-location Transition Committee Update

- Transition team recommendation
- Classroom assignments and building utilization for 2026-27
- Reviewing and co-creating building-wide expectations
- Community-building opportunities
  - May 2
  - June 9
- June Meetings
- Group leadership will transition to incoming Principal Carlos Sequeira

# Budget Reduction and RIF Updates—EOA

## Key Areas for Continued EOA Planning & System Design

As part of the district's broader EOA review and future planning efforts, several important areas have emerged for deeper discussion, cross-system alignment, and thoughtful design consideration as we plan for 2026–27:

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- Clarifying the mission and purpose of EOA
- Reimagining course design, progression, and credit recovery
- Ensuring student-centered access, referral and placement practices
- Evaluating middle school alternative programming and system capacity

# Systemwide Facilitation & Alignment

Over the past year, district leadership has engaged in extensive facilitation, focus areas and actions, and alignment work across multiple systems and departments.

## Major Facilitation Efforts

- Multilingual learner systems alignment framework
- Equity, Inclusion & Belonging action Plan
- “Uncensored Data: Listening with Heart” ThoughtExchange
- Instructional framework refinement
- MTSS and SB141 alignment work
- EOA redesign facilitation
- Student Services think tank
- Human Resources and Financial Services calibration work

# Current Areas of Focus

## Instruction and Learning

- Instructional framework alignment
- MTSS, SIP, and SB141 coherence
- Assessment and academic growth planning

## Student Support

- Wellness and support systems redesign
- Alternative pathways and EOA planning
- Belonging and continuity of care work

## Human Resources and Operations

- Staffing transition planning
- Leadership alignment
- Operational sustainability planning

# As We Engage in This Work, We Are Continuously Asking:

## What Must Be:

- Maintained
- Paused
- Sunsetting

## We Are Also Examining:

- Student impact
- State and federal requirements
- Alignment to our North Star
- Long-term sustainability and coherence

# We Are Working Toward A System Where:

## Every Student Experiences:

- High-quality instruction
- Strong support systems
- Equitable access
- Belonging and connection
- Consistent experiences across schools

## Our Commitments:

- Protect the classroom
- Build one coherent system
- Reduce fragmentation
- Focus on what matters most

## The Budget Work Ahead

- Systematically assess reduction decisions in the fall and make adjustments within budget constraints as needed
- Communicate a clear plan and timeline for future budget reductions and adjustments
- Strengthen forecasting, staffing position controls, and financial monitoring systems

Budget Process Continues

## Upcoming Meeting

Budget adoption (anticipated)

**Board Meeting**

**Wednesday, May 27, 2026**

6 p.m.

# Questions & Discussion



**ITEM FOR ACTION AT A FUTURE MEETING (First Read)**

**Date of Meeting:**

May 13, 2026

**Title:**

Approve for Adoption the Board Meeting Calendar for the 2026-27 School Year

**Presenters:**

Miriam Mickelson, Superintendent

**Description:**

The Board of Directors traditionally meet on the first and third Wednesday of the month.

Agenda and materials related to the meeting agenda will be provided to the board on the Friday preceding the Wednesday meeting. Special board meetings and executive sessions may also be scheduled during the year; board members typically set aside every Wednesday evening for that purpose.

A copy of the proposed calendar of the board meetings for the 2026–27 school year is included in the packet. The proposed calendar has been reviewed and it does not interfere with major holidays and the winter break schedule.

**Recommendation:**

The superintendent recommends approval of the proposed 2026–27 calendar for regular board meetings and work sessions.

**2026-27 Calendar**  
**Scheduled Regular Board Meetings and Board Work Sessions**  
**Eugene School District 4J Board of Directors**  
**July 1, 2026 - June 30, 2027**

Eugene School District 4J, 200 North Monroe St., Eugene, OR 97402 • www.4j.lane.edu • 541-790-7700

<u>Meeting Date</u>	<u>Meeting Type</u>	<u>Materials Delivered to Board</u>
Wed., Aug. 05	Regular Board Meeting	Fri., Jul. 31
Wed., Aug. 19	Board Work Session	Fri., Aug. 14
Wed., Sep. 02	Regular Board Meeting	Fri., Aug. 28
Wed., Sep. 16	Board Work Session	Fri., Sep. 11
Wed., Oct. 07	Board Meeting	Fri., Oct. 02
Wed., Oct. 21	Board Work Session	Fri., Oct. 16
Wed., Nov. 04	Regular Board Meeting	Fri., Oct. 30
Wed., Nov. 18	Board Work Session	Fri., Nov. 13
Wed., Dec. 02	Regular Board Meeting	Wed., Nov. 25
Wed., Dec. 16	Board Work Session	Fri., Dec. 11
Wed., Jan. 20, 2027	Regular Board Meeting	Fri., Jan. 15, 2027
Wed., Feb. 03	Regular Board Meeting	Fri., Jan. 29
Wed., Feb. 17	Board Work Session	Fri., Feb. 12
Wed., Mar. 03	Regular Board Meeting	Fri., Feb. 26
Wed., Apr. 7	Regular Board Meeting	Fri., Apr. 02
Wed., Apr. 14	Board Work Session	Fri., Apr. 09
Wed., May 05	Regular Board Meeting	Fri., April 30
Wed., May 19	Work Session	Fri., May 14
Wed., Jun. 02	Regular Board Meeting	Fri., May 28
Wed., June 17	Board Work Session	Fri., Jun. 12

- Board meetings are typically held at 6 p.m. at the Eugene School District Education Center, 200 North Monroe Street.
- Additional meetings may be scheduled and meetings on this list may be rescheduled.
- Board members and staff are asked to hold all Wednesdays in case an additional meeting is scheduled.