

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

Date: September 16, 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 September 11, 2026.

ROLL CALL

BOARD MEMBERS PRESENT:

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

ABSENT:

Tom Di Liberto

STAFF:

Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Bob Blyth, Associate Director of Finance
Kelly McIver, Director of Communications
Brooke Wagner, Assistant Superintendent for Administrative Services
Oscar Loureiro, Director of Research and Planning
Steve Shiningier, Network Services Manager
Dan Farley, Director of Technology
Cynthia Calletano, Executive Assistant to the Chief of Staff and Board
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

OTHER GUESTS:

None

EMPLOYEE ASSOCIATIONS:

Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) Eugene Chapter 1
President

*September 16, 2026 -- 4J Board of Directors' Work Session
Approved on*

Jamie Myers, Eugene Education Association (EEA) President
Dave Wines, Eugene Education Association (EEA) Vice President

MEDIA:

KRVM

I. CALL WORK SESSION TO ORDER AND ROLL CALL

Chair Thessen called the work session to order at 6:03 p.m. and conducted roll call.

II. BOARD CHAIR WELCOME

Chair Thessen welcomed attendees to the Eugene School District 4J work session. She brought attention to Senate Bill 141 – Education Accountability Act. She provided some context around the district’s goal of balancing mandate accountability with student support. She also highlighted inadequate state and federal education funding.

III. AGENDA APPROVAL

The agenda was approved as presented.

IV. HEARING OF THE PUBLIC

Sara Victoria Lopez, 4J parent, shared concern about recent budget cuts impacting educators indiscriminately. She challenged the process for determining which educators were kept versus which were cut. She described an incident involving her child and a 4J staff member and said she is filing a complaint. She claimed the staff member had disciplinary actions against them and questioned why they were not cut.

V. COMMENTS BY EMPLOYEE GROUPS

Jamie Myers, Eugene Education Association (EEA) President, provided comments. She brought attention to last minute involuntary transfers of from one school to another. She said shuffling teachers and students at the last minute is painful for all involved. She recommended recalling laid-off members to fill positions at schools where enrollment has exceeded expectations, while acknowledging that the 4J budget prevents it. She encouraged the district to partner with EEA to apply pressure on legislators in Salem to increase funding. She ended with a call to action to write and send letters to legislators on Sunday, September 20, 2026, from 11:00 a.m. to 3:00 p.m. at the WOW Hall in Eugene.

VI. CONSENT GROUP – ITEMS FOR ACTION

**1. APPROVE DRAFT MEETING MINUTES FOR: SEPTEMBER 2, 2026,
REGULAR BOARD MEETING**

There was no discussion.

2. APPROVE PHASE 2 DISTRICT INTERCOM REPLACEMENT PROJECT

There was no discussion.

3. APPROVE BOND PROJECT – MULTI SITE HVAC IMPROVEMENTS – BUILDING CONTROLS PHASE II

There was no discussion.

MOTION: Ms. Jonak moved to approve the consent agenda. Ms. Munro seconded. **The motion passed unanimously, 5:0:0; Chair Thessen, Ms. Jonak, Ms. Newman, Ms. Munro, and Mr. Hamilton all voting in favor of the motion.**

Vice Chair Rabasa was not present at the time of the motion; she arrived at 6:18 p.m.

VII. ITEMS FOR INFORMATION

1. COMMUNITY ENGAGEMENT SPOTLIGHT: FOOD FOR LANE COUNTY

Director of Development and Communications Rebecca Sprinson provided a PowerPoint presentation about Food for Lane County (FFLC).

She outlined FFLC programs in partnership with 4J:

- 4 school-based pantries in 4J
- Mobile Pantry distribution at Sheldon Community Center to serve Sheldon HS and Buena Vista
- Summer Food Program
- All 4J schools will be added to Cereal for Youth

Ms. Sprinson detailed the School Pantry start-up guide:

- Created by a coalition funded by United Way
- Incorporates extensive school and educator feedback
- Hard copies were offered to all Lane County Schools in 2025, pdf also available

She described how the district can help:

- Be a creative connector across the community
- Volunteer your time
- Visit our programs
- Advocate for policies that support food security

Ms. Sprinson briefly responded to questions and received comments from the Board of Directors (BOD).

Ms. Munro asked how many people are served by FFLC across Lane County, and how many of those people are children.

Ms. Sprinson said it is difficult to track the number of people FFLC serves across Lane County because there are 150 partner agencies with 170+ sites. She said there are over

80,000 individuals served on a monthly basis; they are unsure what percentage are children.

Ms. Newman asked if changes in federal eligibility have impacted their agency.

Ms. Sprinson described impacts from the cessation of national programs and the temporary freeze on Supplemental Assistance Nutrition Programs (SNAP). She said that generally their pantry partners do not have enough food to meet demand, and that some families feel unsafe visiting food pantries.

Chair Thessen invited collaboration with the 4J Legislative Committee.

Ms. Sprinson closed by announcing that the FFLC 23rd Annual Empty Bowls Auction is scheduled for Saturday, October 3, 2026, at the Lane Events Center. More information can be found at <https://www.foodforlanecounty.org/event/23rd-annual-empty-bowls-auction/>.

2. RECEIVE THE INTEGRATED GUIDANCE/PROGRAM (IG) 2025-26 ANNUAL REPORT

Chief of Staff Carmen Xiomara Urbina and Judy Jesiah Manager of Financial Stewardship and Compliance (State and Federal Grants) presented the Integrated Guidance/Program (IG) 2025-26 Annual Report.

Ms. Urbina highlighted the following:

- Regular attendance increased from 67 to 67.4
- Kindergarten attendance increased from 72 to 74
- Early literacy increased from 44 to 49
- Ninth grade on track increased from 85 to 87

She highlighted areas for improvement:

- Consistency across schools
- Secondary attendance

She said the report also includes 2025-26 expenditures, showing how the integrated guidance fund supported students and district priorities during the academic year.

Ms. Urbina and Ms. Jesiah invited questions from the Board.

Responding to a question from Ms. Munro, Ms. Urbina said the key priority driving attendance is belonging. She recognized the work of the Attendance Committee and of Director of Secondary Education Sebastian Bolden, for centering the Every Student, Every Day 4J campaign. She also highlighted Student Comprehensive Improvement Plans (SCIP) attendance goals.

Ms. Jesiah added that 2026-27 federal school improvement funding is mainly focused toward attendance.

Ms. Newman stressed the importance of educators and schools receiving data about the attendance progress being made.

Chair Thessen emphasized a need to track high school students missing school due to external factors such as work requirements, financial pressure, and/or familial responsibilities – pointing to challenging economic conditions.

VIII. ITEMS FOR ACTION

1. APPROVE POLICY KNA – IMMIGRATION ENFORCEMENT ON DISTRICT PROPERTY (REQUIRED)

Ms. Urbina recommended approval of Policy KNA – Immigration Enforcement on District Property (Required).

Ms. Jonak asked if there is an indemnity in case 4J employees find themselves in the crosshairs of state law and federal immigration policies.

Ms. Urbina indicated that the policy is straightforward to implement. She said staff will seek guidance from legal counsel and follow-up with Ms. Jonak's question. She mentioned further developing a safety plan alongside Director of School Safety and Emergency Management Jen Bills.

Superintendent Mickelson added that generally if staff members are following policy, they are protected and indemnified.

MOTION: Vice Chair Rabasa moved to approve Policy KNA – Immigration Enforcement on District Property (Required). Ms. Munro seconded. **The motion passed unanimously, 6:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Jonak, Ms. Newman, Ms. Munro, and Mr. Hamilton all voting in favor of the motion.**

2. APPROVE THE 2026-27 SUPERINTENDENT EVALUATION TIMELINE

Chair Thessen recommended approval of the 2026-27 Superintendent Evaluation Timeline.

Superintendent Evaluation Timeline:

- December 16, 2026: Mid-year Performance Check-in
- February 17, 2027: Superintendent Evaluation Development
- April 14, 2027: Superintendent Evaluation Review
- May 5, 2027: Superintendent Evaluation Presentation

Ms. Newman recommended expanding opportunities to receive diverse feedback in future years.

Responding to a question from Ms. Munro, Superintendent Mickelson said that there are opportunities to discuss the process in November or December.

MOTION: Vice Chair Rabasa moved to approve the 2026-27 Superintendent Evaluation Timeline. Mr. Hamilton seconded. **The motion passed unanimously, 6:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Jonak, Ms. Newman, Ms. Munro, and Mr. Hamilton all voting in favor of the motion.**

IX. ITEMS FOR ACTION AT A FUTURE MEETING

1. BOARD SELF-ASSESSMENT

Chair Thessen invited the BOD to discuss a Board Self-Assessment. Ahead of the meeting, Board members reviewed samples of self-assessments from other school boards.

Board members discussed the components they preferred/did not prefer from the samples.

Ms. Munro recommended starting with a Likert scale (5 or 7-point ordered categories; e.g., strongly disagree → strongly agree) combined with the Mapleton School District questions.

Mr. Hamilton recommended incorporating components from various samples.

There was consensus for Board members to email additional feedback about their preferences to Board leadership in a timely manner. The goal is to complete an interim Board Self-Assessment by October 21, 2026, and begin development of a longer Board Self-Assessment for future use.

X. BOARD COMMITTEE REPORTS

Ms. Newman reported that the Board Workforce Negotiations Ad Hoc Committee met and discussed gaining an understanding of lines of authority, determining who is going to bargain, decision-making, and other components of public employee collective bargaining law.

XI. CONSIDER BOARD REQUESTS FOR AGENDA ITEMS OR INFORMATION

Ms. Jonak recommended discussing a potential workgroup to develop an artificial intelligence (AI) policy. Ms. Munro referenced Policy BDD.

Vice Chair Rabasa suggested discussing the Oregon Department of Education (ODE) 10-day Inactive Policy. Ms. Munro referenced Senate Bill 315.

Chair Thessen recommended discussing developing a neurodiversity policy.

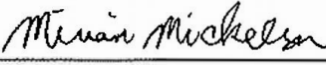
XII. FOR THE GOOD OF THE ORDER

Vice Chair Rabasa reported speaking with district students and relayed the enthusiasm she observed.

Chair Thessen shared a positive story from a former student – specifically about the positive influence of janitors and food service workers.

XIII. ADJOURN

Chair Thessen adjourned the work session at 7:46 p.m.



Miriam Mickelson, Superintendent



Ericka Thessen, Chair

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

