



## **BOARD RETREAT of the Board of Education**

Friday, September 5, 2025 8:30 AM

Jacksonville Community Center  
160 E. Main Street  
Jacksonville, OR 97530

Board members present: Lilia Caballero (via teleconference), Kendell Ferguson, Erik Johnsen, Sandra LaNier McHenry, Sunny Spicer, Michael Williams, and Angela Zbikowski

*A video recording of the Board meeting can be found on the district website at [this link](#).*

### **1. Call to Order / Roll Call**

The meeting was called to order at 8:30 AM and members present were noted.

### **2. Reflection of Learning**

#### **2.a. Article - First 90 Days on the School Board**

Board Directors shared things learned from reading the article titled “First 90 Days on the School Board.” Points of interest included working for a common goal, assuming positive intent, recognizing the Board as a team, importance of building relationships, and knowing limits and responsibilities of the role.

#### **2.b. Oregon School Boards Association (OSBA) Conference Share Out**

Board Directors shared insights and observations from the OSBA Summer Conference. Topics included:

- The policy development process and how other districts are addressing similar challenges statewide
- Sessions on equity and strategies for navigating controversial topics within the community
- The diverse backgrounds and experience levels of elected officials serving on school boards

The Board also discussed the district’s policy regarding weapons on campus and gauged interest among members for attending the upcoming OSBA Conference in November.

### **3. Interim Superintendent Report: Entry Plan Findings**

Interim Superintendent Jeanne Grazioli presented an overview of the Entry Plan findings, which informed the recommendations and proposed projects for the 2025–26 school year. She highlighted both the areas where the district is performing well and those identified for growth, then invited feedback from the Board.

Board Directors shared questions and comments focused on:

- Evolving needs and challenges within special education programs
- The importance of early identification of student disabilities
- The critical role of consistent student attendance in overall success

#### **4. Board/District Goals & Priorities**

Interim Superintendent Grazioli directed the Board’s attention to the *Connecting Priorities* document, which organized individual Board Member responses to their top three priorities. She explained that the document was structured to align with district-identified priorities. Chair Ferguson clarified that the purpose of this discussion was to establish Interim Superintendent goals for the 2025–26 school year, which will serve as the basis for the evaluation process.

Grazioli shared that she is working with a former superintendent from the Salem-Keizer School District as a mentor in her new role as Interim Superintendent.

*Board Director Michael Williams arrived during this part of the agenda (9:23 AM).*

Grazioli provided an overview of each priority area and invited Board feedback and consensus on whether the priorities presented aligned with their own. Board members indicated their level of alignment by placing sticky notes on a consensogram chart on the wall (with percentages ranging from 50% to 100%). Director Williams requested clarification regarding the ranking process.

Board Directors shared perspectives on their rankings and support for the identified priorities. Comments included:

- A desire for data-driven decision-making (“facts, not vibes”) and a system in place for measuring progress
- The importance of building trust with the community
- Concerns regarding enrollment decline and school closures, emphasizing transparent communication and community engagement
- Consideration of state assessment testing

The Board also discussed safety and security, noting that no additional items had been added under this area but recognizing that student behavior is closely tied to it. Board Directors further discussed ongoing security assessments and the importance of conducting age-appropriate security drill training for students.

Following discussion, the Board agreed that all of the priorities presented were important and should be addressed during the 2025–26 school year, even if individual members ranked them differently. Chair Ferguson concluded by noting that the final *Board/District Goals & Priorities* document will be placed on the September Board meeting agenda for adoption.

## **5. Recess**

*The meeting was recessed from 10:00 to 10:15 AM.*

## **6. Review Resolution No. 2024-3**

Chair Ferguson opened the discussion by referencing Resolution 2024-3, which formally censured Board Director Williams and imposed time, place, and manner restrictions on communications, school access, and staff interactions.

Chair Ferguson clarified that she directed Interim Superintendent Grazioli to gather feedback from district employees and principals. Principals expressed that they would like flexibility to bring an assistant principal or other staff to one-on-one meetings, requested that conversations not be recorded without prior consent, and emphasized the importance of giving 24-hour notice, specifying the purpose and duration of school visits, and respecting staff work time as outlined in the Board Operating Agreement (BOA).

Board members engaged in an extended discussion about whether the restrictions in the resolution should remain in place. Key points included:

- **Purpose of the Resolution:** Questioned the goal of the resolution, its connection to employee safety, and whether its restrictions were still necessary.
- **Respect for Staff Time:** Multiple members highlighted that teachers and classified staff are on the clock during the day, and Board interactions should minimize disruption to teaching and learning.
- **Balance of Access and Accountability:** Board members debated how to balance open access to schools with the need for accountability and professional conduct, noting that the BOA already sets expectations for school visits and communication.

Concern was expressed that lessons had not been learned from the original incidents, while others emphasized the importance of turning the page, restoring trust, and applying consistent standards for all board members moving forward.

**A motion was made by Angela Zbikowski and seconded by Michael Williams to dissolve Resolution 2024-3 in its entirety.**

**Discussion:** Some Board members supported dissolving the resolution to create a "clean slate" and rely on the BOA as the guiding framework for Board conduct. Others urged

caution, noting the seriousness of the original findings and the need to protect staff and ensure Board members model appropriate behavior.

**Roll call vote: Caballero: No, Spicer: Yes, Williams: Yes, LaNier McHenry: Yes, Johnson: Yes, Zbikowski: Yes, Ferguson: No  
Result: Motion passed (Yea: 5, No: 2)**

Following the vote, Chair Ferguson distributed a proposed policy titled “Board Member Concerns About Board Member Behaviors.” The policy outlines a progressive, four-step process for addressing alleged violations. Board members reviewed the policy individually, then shared feedback. Themes included:

- Support for early steps focused on communication and relationship-building before escalation
- Suggestions to clarifying the Board Chair’s role in specific steps and ensure there is a process if the chair declines to advance the complaint;
- Requests for specificity about what privileges would be revoked in the case of censure
- Agreement that a legal opinion should be sought to ensure alignment with Oregon law and protection of Board member rights and due process

*The Board took a break for lunch at noon. Following lunch, the discussion continued.*

The Board then revisited the BOA, which already establishes procedures for school visits (24-hour notice, purpose and estimated time, principal notification). A discussion followed on whether to require two Board members to attend school visits. Discussion items included:

- Several members supported this as a trust-building measure and additional layer of protection for both staff and board members
- Others cautioned that it should not become an impediment to board member access to schools
- A compromise was proposed: make a good-faith effort to schedule visits with another Board member, but allow flexibility if scheduling conflicts prevent it

Chair Ferguson concluded that the BOA will be updated to include the two-member visit expectation and scheduled for formal approval at the September Board meeting. A six-month review of the new practice was suggested to evaluate its impact.

## **7. Lunch Break (approximately 12:00 - 1:15 pm)**

*Board Director Lilia Caballero exited the meeting at noon.*

*The meeting was recessed for a lunch break from 1:00 to 1:20 PM during agenda item #6.*

## **8. Interim Superintendent Evaluation**

Interim Superintendent Grazioli provided three evaluation documents for Board review:

- The Oregon School Boards Association (OSBA) sample evaluation
- The Medford School District superintendent evaluation
- A draft evaluation for consideration

A discussion followed regarding narrowing the areas of focus, identifying metrics for measuring goals and objectives, establishing a timeline appropriate for the interim role, and assessing the Board's interest in initiating a superintendent search process.

The Board reached consensus that the evaluation process would be less formal and focus on priorities identified in the Interim Superintendent's Entry Plan as well as Board/District priorities. A three-month check-in will be scheduled, during which Interim Superintendent Grazioli will provide a self-reflection to be presented at the December 11 Board Meeting. Written Board feedback will follow in January.

## **9. Board Meeting & Work Session Items for Consideration**

Chair Ferguson expressed the topics of Board meetings should be focused on Board goals and priorities. She opened the floor for Board Directors to share topics to be added to the 2025-26 meetings. Board Directors shared interest in the following topics:

- Superintendent Search
- Community engagement/YouthTruth survey results
- Behavior Matrix/Behavior Incident Reporting by grade level
- Budget Update
- Cell phone policy update
- Attendance
- Special Education Update
- Student Transfer Report

Other items of discussion included the Request for Proposal (RFP) for legal counsel; the future RFP for superintendent search and timeline, reduced number of work sessions and making sure the community has a chance to weigh in before the Board votes on items; contract negotiations; and keep the community informed on what is going well and where the district needs growth.

## **10. Measures of the System**

Interim Superintendent Grazioli directed the Board's attention to the current *Measures of the System* document and requested feedback on whether the listed areas remain the relevant measures the Board wishes the district to track. Topics of discussion included:

- Alignment of the Integrated Plan with the *Measures of the System*
- Grants and available funding sources

- State report card data
- iReady assessment results
- Tracking of student behavior incidents and attendance
- Teacher retention rates
- Conducting staff surveys and exit interviews following student transfers

*The meeting was recessed for 10 minutes.*

Following the recess, the Board provided feedback on potential measures to add and those that could be removed. An updated *Measures of the System* document will be presented for Board approval, alongside the Board/District Goals and Priorities, at the September 18 meeting.

Additionally, the Board held a discussion regarding the district's special education infrastructure and the timeline for student identification.

#### **11. Recess**

*The recess took place during the previous agenda item.*

#### **12. Organizational Chart Approval**

Interim Superintendent Grazioli distributed a draft organizational chart for Board review, along with charts from the previous two years for comparison.

**A motion was made by Sandra LaNier McHenry and seconded by Erik Johnsen to approve the updated organizational chart.**

Board Directors engaged in discussion, raising questions and comments regarding: potential future changes to the chart; growth of administration over the years and perceptions of the district office; administrative salaries; and the value of continued investment in the communications department given the complexities of a district this size.

**Roll call vote: Spicer: Yea, Zbikowski: Yea, LaNier McHenry: Yea, Williams: Yea, Johnsen: Yea, Ferguson: Yea**

**Result: Motion passed (Yea: 6, No: 0) (*Caballero was not present for this vote.*)**

#### **13. Consent Agenda**

The following items were presented on the consent agenda:

- Staff Assignment Report
- Minutes from Previous Meetings

**The consent agenda was approved without objection.**

#### **14. Adjournment**

There being no further business, the meeting was adjourned at 4:47 PM.