

**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

December 6, 2017

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a regular meeting at 7 p.m. at the Education Center, 200 North Monroe Street, Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on December 1, 2017, and published in *The Register-Guard* on December 4, 2017.

ROLL CALL

BOARD MEMBERS:

Eileen Nittler, Chair
Alicia Hays, Vice Chair
Anne Marie Levis
Judy Newman (excused)
Evangeline Sundgrenz (excused)
Jim Torrey
Mary Walston

STAFF:

Dr. Gustavo Balderas, Superintendent of Schools
Dr. Charis McGaughy, Assistant Superintendent of Instruction
Ms. Kerry Delf, Associate Director of Communications
Dr. Brooke Wagner, Director of Elementary Education
Ms. BJ Blake, Director of Secondary Education
Dr. Cheryl Linder, Director of Educational Support Services
Ms. Cydney Vandercar, Director of Human Resources
Ms. Christine Nesbit, Associate Director of Human Resources
Mr. Harlan Coats, Director of Facilities Management
Mr. Steve Menachemson, Director of Technology
Mr. Oscar Loureiro, Director of Research and Planning
Ms. Lisa Fjordbeck, Executive Assistant / Board Secretary

STUDENT REPRESENTATIVES:

Jack Ohlsen-Johnson, Churchill High School (excused)
Maya Treder, ECCO
Zoe Chilhorek, IHS (excused)
Jane Brinkley, IHS
Claire Baboyan, North Eugene High School (excused)
Jillian Peterson, South Eugene High School
Tiffany Huang, South Eugene High School (excused)

MEDIA: KRVM, Register-Guard

OTHER: Megan Perdue, K-12 Music Coordinator; Tad Shannon, Eugene Education Association (EEA) President; Ray Martin, OSEA President

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE

Board Chair Nittler called the regular meeting to order at 7:00 p.m. Ms. Hays led everyone present in the Pledge of Allegiance.

III. AGENDA REVIEW

Dr. Balderas requested an item for approval be added regarding cost of living increases for senior staff.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Dr. Balderas said that night the board would recognize student musicians and their accomplishments. He said it was the end of the fall season for some extracurricular activities. He understood the commitment students had to their organizations, no matter what the activity was. He also wanted to thank parents for their commitment; he knew extra-curricular activities were a whole family commitment to do extracurricular

Dr. Balderas introduced Megan Purdue, a kindergarten through 12th music teacher and choral director for the 4J district.

Ms. Purdue introduced herself and called students honored to the front, for recognition and photos. Only 18 students were selected to sing in the All Northwest Jazz Choir and 4J had three of those students, all from Churchill High School. She recognized Emma Rosenberg, Eli Cleveland, and Natalie Musgrove.

Ms. Purdue then recognized the four students from Sheldon who were accepted into the national honors choir. The singers were invited to come together and practice, then eventually perform at Carnegie Hall. It required several days of rehearsal and individual practice. Those national honor students were Hanna Lake, Quinn Cudley, Madelyn Frame, and Timothy Martinez

Ms. Purdue explained the Oregon Music Educator's Association (OMEA) was a state organization, affiliated with the National Music Educator's Association. They held a statewide conference each year in January. There were many ensembles which auditioned hundreds of students from all around Oregon. 4J had 20 students accepted into OMEA all state ensembles. Those ensembles included All State High School Band; All State High School Choir; All State High School Jazz Band; All State Middle School Band; and All State Middle School Orchestra All State High School Orchestra. Ms. Purdue recognized and congratulated the students participating in OMEA ensembles.

Ms. Purdue said the Western International Band Clinic was a convention for directors and students held in Seattle, Washington. The clinic featured four, 165-member high school honor bands. She congratulated 4J students involved with WIBC.

Dr. Balderas hosted coffee with the superintendent the morning of December 6th, 2017 at River Road. He said they would continue to have them, to listen to the community. They would be posted on the 4J website and held monthly across district. Also, the night of December 5th, 2017 there was a North visioning at Kelly Middle School, and around 25 to 30 people showed up. Dr. Balderas said the district would use the process to frame its vision for the entire north 4J community. The district would continue to have those conversations throughout all three subsequent regions.

Dr. Balderas said he participated in the State English Learners' advisory group to provide recommendations in the House Bill (HB) 34 English learners' strategic plan. HB 34 provided support for school districts most in need. Part of the advisory group's charge was to set criteria for how school districts should spend their dollars.

Dr. Balderas noted he was involved in Every Student Succeeds Act Leadership Learning Committee. The committee worked with the Center for School Turnaround and the Oregon Department of Education. He noted it was a collaboration of states 10 using nonprofit funding from the Wallace Foundation to impact turnaround schools. There were two school districts involved, one being 4J Eugene. They were using funding to look at turnaround principles, and exactly what that turnaround meant.

Dr. Balderas informed the audience the board would meet on Monday, December 11, 2017 at 5:30 p.m. for a work session on student supports, specifically behavioral programs. The work session was open to the public, however, public comment is not allowed during the work session.

V. REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Jillian Peterson reported that Sheldon High School had a choral concert on December 7, 2017 at 7 pm. Audience members were welcomed onstage to sing Handel's chorus during the finale. Sheldon was performing Shakespeare's Twelfth Night beginning January 2018. Sheldon's dance team, the Colleens, were the 2017 Novelty Champions at state. They were the only dance team in Oregon to qualify for the championships in five categories. The swim team had a home meet on December 7, 2017. Lastly, Sheldon's Associated Student Body (ASB) was hosting its annual fundraiser, Snowflakes for Joy. Every year, leadership raised money to buy gifts for elementary students in need. Each leadership student received snowflake with a couple of gifts listed; for example, her student had asked for walkie-talkies.

Jackson Ohlsen-Johnson, provided an update via his board buddy Ms. Walston. Ms. Walston reported the boys' varsity football team advanced to state finals, but Hermiston won. A few weeks ago, he attended his first Lane Leadership Alliance meeting and in attendance were presidents of North Eugene and South Eugene high schools, the vice presidents, leadership advisor, and Ms. Walston. Ms. Walston said the new trimester began and the school hoped to have scheduling issues sorted out that following week. Leadership class was at its highest

enrollment ever, registered at 51 students. The school and leadership hoped to throw more unique events.

Maya Treder reported ECCO began its new trimester with 52 new students, and 45 of those transitioning into the GED program. Ms. Carmela Fleming, the newly hired on-site mental health professional joined ECCO that past week. She had been in the 4J district since 2013. Ms. Treder said 20 students earned their GED so far that year. The start of a new trimester meant new unique classes were added, like financial algebra, anatomy and physiology, robotics, web design, and recreation management. In addition, ECCO renewed its partnership with LCC so students could access their recreation and health facilities. Guidance counselor Kelly McGhehey secured \$2,000 in scholarship opportunities for a female student to enter a CET program after graduation. In addition, LCC was going to offer a free class designed to help students transition from high school to college.

Jane Brinkley said IHS kicked off their annual holiday penny wars fundraiser. She explained the four grades across campuses competed to raise the most money. Basically, pennies were positive points, and other denominations were negative points. Grades put different denominations in other grades' jars, and it turned into a fun competition. The funds would go to a local and a global charity. Ms. Brinkley said IHS would host Informational meetings for the Belize clean water trip and the annual IHS trip to Bolivia; more information would be on the website, and interested students were encouraged to sign up fast as there were limited spots. Ms. Brinkley shared the new apparel design would arrive after winter break. IB testing was approaching and IHS was working to get scholarships for students who needed testing costs covered. She added some events in the spring, such as a dance, to raise money for IB testing costs. Finally, Ms. Brinkley said students had complained about disruption during final exams due to the different bell schedules in the host schools; IHS would work with host schools to create a more efficient schedule for IHS students.

Tiffany Huang provided a report via her board buddy Ms. Levis. South tried a new finals schedule that year; in previous years, finals were only held during periods 1, 3, and 5 and periods 2 and 4 on Thursdays. That meant school started around 10:00 a.m. and ended around 3:00 p.m. That year, to increase instructional hours, students attended all periods on both days, but students were upset over loss of sleep. Senior sweatshirts were on sale, and were designed by senior student government members. Student government elections for 9th grade wrapped up, and 4 students ran for president, 5 for vice president, and 4 for senator; unfortunately, there were only 7 spots available. Ms. Huang shared that South was selling tickets for a movie night on December 9th, and students could donate food as entry. Ms. Huang said South was also selling secret snowflakes, where students buy a message for other students and teachers delivered those snowflakes. Lastly, the Axe Magazine dropped several new stories online, including commentaries, profiles, and a playlist. The content could be found at theaxe.xyz.

Claire Baboyan provided a report via her board buddy Chair Nittler. Winter sports had begun and both boys' and girls' basketball teams were doing well. In addition, the winter production of the Legend of Sleepy Hollow was a success. Ms. Baboyan said senior project presentations were completed the past week, and based off feedback from staff, seniors did well. Ms. Baboyan said Project Give began that week at North Eugene, which was a competition between classes. Students brought in money or nonperishable items to 2nd period and whatever class with the most won a prize.

VI. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Torrey recognized Ms. Treder for being selected as ECCO's student of the month and noted she was also highlighted in the register guard. Recently, he had the chance to participate in a discussion regarding comprehensive learning centers (CLC). It was an opportunity to see two classrooms at Camas Ridge and Edison. Finally, he said the policy subcommittee met recently for a lengthy discussion.

Ms. Hays said that past week she went to the equity committee meeting. The group had a structured conversation regarding CTE and providing recommendations to staff. Ms. Hays also had the chance to have coffee with the Mapleton superintendent, where they talked about 4J's equity tool, and equity across the county. She would be going to a youth development meeting in Salem the following week so was unavailable to go on the next equity meeting on the December 14, 2017. Chair Nittler said it may be possible for her or Ms. Levis to attend instead.

Ms. Walston attended a policy review meeting that past week. She reported OSBA was having a one day conference on bonding and running a campaign; she wondered if 4J board should send one or two representatives to Salem for that conference on February 9, 2018. Ms. Walston said that past Thursday, she attended a Lane Council of Governments (LCOG) board meeting as the 4J representative. They hosted the meeting at ATA and it was a chance to show the beautiful new building. Finally, there would be an LCOG appreciation dinner on February 10, 2018 at LCC.

Ms. Levis reported on November 27, 2017 she attended the audit and finance committee meeting and received a full report of the nutrition services audit. She noted it was really well done document; she appreciated finance department and their efforts. Ms. Levis added the committee would present it to the board, sometime in January. It was a lengthy document, and they wanted to work on boiling it down for a presentation.

VII. BOARD CHAIR'S UPDATE ON CURRENT ISSUES

Chair Nittler reported there was a work session on November 29, 2017 for further discussion of the upcoming bond. The next day, there was a nice article in the Register Guard regarding Tier I needs in 4J schools. Chair Nittler attended the North Eugene visioning, and it was interesting to have groups come together and discuss what was important in schools – there was a lot of alignment between groups discussing what was important to prepare youth for the future, such as having holistic education and services.

VIII. ITEMS RAISED BY THE AUDIENCE

Chair Nittler said there was no public comment.

IX. BOARD'S RESPONSE TO ITEMS RAISED BY THE AUDIENCE

There was no public comment.

X. COMMENTS BY EMPLOYEE GROUPS

Ray Martin acknowledged OSEA and the district had recently acknowledged positive strides in the community. On that vein, Mr. Martin wanted to share OSEA was celebrating an anniversary that month; the organization officially began in 1937 when the director of Eugene schools and the director of Lane County janitors' association joined and formed OSEA, the first labor union within the state of Oregon, which was why Eugene was chapter 1. Mr. Martin shared the organization thought it was beneficial to tell the board when its members thought things within

the district were going well, or were not going well. He reiterated they needed honest conversations with one another. Mr. Martin said the district faced some big issues, that were also occurring at the national level; he hoped that didn't discourage the board to hone in on issues and address them locally.

Tad Shannon wanted to mention that on December 7, 2017 a couple members were going to Salem to testify at the State Board of Education on school safety and student behavior. Mr. Shannon noted there was a big legislative package of initiatives focused on the current issues to bring to the legislature. Mr. Shannon wanted to ask the board at what extent the two groups could work together and speak with one voice on the pressing issue involving lack of support for behavior problems. On January 27, 2018, EEA would host its first legislative breakfast of the new year. A captive audience of legislatures would be present, poised to enter legislative sessions.

XI. ITEMS FOR INFORMATION

1. Update on the Oregon Schools Activity Association (OSAA) Reclassification Review

Dr. Balderas said he sat as the 5A classification representative on OSAA. Every four years, OSAA did a reclassification to see if adjustments were needed. The reason he wanted to be on the committee was to see if the district could stay local as much as possible and keep kids as close to home as possible. That would ensure kids, coaches, and parents got home at a decent hour, from sporting events and other extracurricular activities. Dr. Balderas learned a lot in his first year on the committee. He found there was lots of politicking happening with committees; the committee made a change from 5A to 6A classifications. A majority of the 197 school districts within Oregon were smaller 1A through 4A districts, and schools were used to traveling. Dr. Balderas explained the schools with a 6A classification included Roseburg, North Medford, South Medford, Sheldon, Grants Pass, Sheldon, and South Eugene. The designation was based on a weighted score including a 25% differential for free or reduced lunch. 5A schools included North Eugene, Springfield, Churchill, Thurston, Willamette, North Bend, Eagle Point, Crater, and Ashland. The biggest differences were Marist was no longer included in 5A, and Willamette moved down to 5A from 6A.

Dr. Balderas said the committee was then working to try and limit required travel times for events. Ms. Blake would work with athletic directors, trying to stay as close to home as possible, and limiting away competitions to only varsity teams. He added freshman and junior varsity would stay more local, and there was a variety of ways to stay more local – some districts put a 60 to 70-mile radius on travel distances. Dr. Balderas said it was difficult because not much movement for 4J, although the community expressed wanting change. He thought the board could send a letter to OSAA in regards to 4J 6A schools not traveling to the Bend area. Recently, Salem-Keizer had a hearing protesting their classification because they did not want to travel to Bend (the same reason 4J wanted to be a 5A school). Dr. Balderas concluded that was the recommendation approved by the committee, the remaining issues was with Salem-Keizer and was being remedied.

Chair Nittler said it sounded like the process was not complete if Salem-Keizer were protesting. Dr. Balderas responded that the process was not finished, however, the committee itself accepted those classifications. In response to a question from Chair Nittler, Dr. Balderas responded the classifications would be reviewed in totality in another 4 years. Chair Nittler wondered if something could be done before then; she said travels like that took all day, and students, staff and parents sometimes would be home until 1:00 a.m.

Ms. Peterson said she was a track and cross country athlete; she said not only was there not enough funding to pay for busses, athletes were sometimes at meets up to or over 14 hours due to travel time. This timeframe made people miss meets, as it was a hard commitment to make, and with finances mixed in, it was not very feasible. Chair Nittler asked within 4 years what the board could do. Dr. Balderas said there was an initial game plan to have some larger districts go to 5A; at the first committee meeting, 17 different proposals were brought forward to state. Dr. Balderas added there was a lot of push back from smaller districts, because it was a snowball effect to them. He recognized there was a lot of passion from every district, but each had the goal to ensure students safety, more instructional time and less cost. He said they would have an open dialogue with the other two districts and have more public testimony. Dr. Balderas could keep board more abreast during the process.

Mr. Torrey agreed the system did not make sense. He thought it would be practical to work with 6A schools and think of creative ways to approach the problem and do it differently; he did not think the rest of the state was concerned. Mr. Torrey thought it could easily be group of people from 6A in Eugene area to talk about ways to do it differently. For example, maybe all the games played in Eugene area one year on Friday and Saturday, then the Medford area the next year. In addition, the districts could always agree to pull out of OSAA, and continue to play sports but not go into tournaments. A third idea he had was to only send varsity teams on trips, which he saw some value for, but was worried freshman and junior varsity teams would not be able to play the same number of games. Dr. Balderas said there were lots of creative ways the committee discussed. The goal for varsity-only away would be to have local contests for lower team levels. He thought the Salem area made the most sense for traveling to and from instead of going across a mountain pass to Bend. Dr. Balderas noted Hermiston was moving to a Washington league.

Ms. Levis was bothered because the classifications were political and at the heart of the issue was kids. She appreciated Ms. Peterson's comments, she too thought there was an equity issue within sports. Ms. Levis explained the system was created in a way where only wealthy kids who are doing well in school can be in sports. She did not think that was right for kids, for equity, or for giving everyone a fair chance. Ms. Levis gave her son as example; his grades had been hurt from playing a sport due to the high demand of traveling and practices. She said it was difficult for her to say he could keep going. In addition, the cost of things was out of control.

XII. CONSENT GROUP – ITEMS FOR ACTION

Information about the consent group item was included in the agenda packet.

XIII. ITEMS FOR ACTION

**1. Vote on OSBA Elections for OSBA Board, Legislative Policy Committee
(second read)**

Dr. Balderas said the OSBA elections were a second read; the board was asked to select Legislative Policy Committee (LPC) position 6 and a resolution that moves OSBA into a nonprofit corporation. Mr. Torrey said the own board's subcommittee was meeting the following week; Ms. Walston advised the LPC candidate to reach out to the subcommittee.

MOTION: Ms. Hays, seconded by Ms. Walston, to approve the slate of elected committee OSBA members and the resolution.

VOTE: The motion carried unanimously, 7:0.

2. Approve Cost of Living Increases for Manager, Supervisors, Administrators and Professionals

Cydney Vandercar the superintendent was recommending cost of living increases for district managers, administrators, professionals, and senior staff (MAPS) of 2.1%. Increases were retroactive from July 1, 2017. There were two different motions: one related to cost of living increases for MAPS, and the second for senior staff. With regards to the cost of the increases, the MAPS approval would have a total three-year cost of \$1.7 million and new ongoing costs of \$860,000 starting July 1, 2020. With regards to senior staff, the approval of the recommendation would result in a total three-year cost of \$250,000 and a new ongoing cost of \$125,000 starting July 1, 2020.

Mr. Torrey asked legal counsel to describe language for the individual motions. Ms. Brown said MAPS met and conferred, as they were not part of a union. So, it still needed to be decided the amount of sick leave, and entry salaries for brand new administrators

Ms. Walston wondered if the decision was time sensitive; she did not recall seeing the item on a previous agenda and wondered the process. Dr. Balderas said it was time sensitive for tax purposes. Mr. Torrey said the cost of living increases mirrored the numbers agreed to with EEA's contract.

Dr. Balderas said even with the increases, and when compared to other districts, the agreement was still below entry-level salaries for those high level positions.

MOTION: Mr. Torrey, seconded by Ms. Walston, moved to approve the cost of living increase of 2.1% in 2017 and 2018; 1.8% in 2018 and 2019; and 2% in 2019 and 2020 for management, administrators, and professionals.

VOTE: The motion carried unanimously, 7:0.

3. Approve Cost of Living Increases for Senior Staff

Ms. Vandercar explained the proposed motion.

MOTION: Mr. Torrey, seconded by Ms. Walston, moved to approve the cost of living increase of 2.1% in 2017 and 2018; 1.8% in 2018 and 2019; and 2% in 2019 and 2020 for senior staff.

VOTE: The motion carried unanimously, 7:0.

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Discuss the Annual Board Self Evaluation Process

Chair Nittler said a self-evaluation form was included in the agenda packet. She wondered if the board wanted to use form again, and asked the timeframe to go over the form.

Ms. Walston asked if there was ever a final summary from last year's results, as that would help her to evaluate the tool for the current year. She wondered what were the issues the board wanted to address that had not been. Ms. Hays said leadership could see if the evaluations were there and if so, would send to board members.

Ms. Hays asked what the board wanted to evaluate themselves on. She thought work session would be beneficial. Ms. Walston agreed.

Chair Nittler wondered if there was a way the board could have the discussion in an open, regular meeting. Ms. Hays noted work sessions were open as well; she asked if there was availability in January 2018 for a work session. Ms. Levis would also appreciate a work session. She worked on creating the tool with Mr. Torrey, and would hate to not give it a try; however, she was not sure they ever used the evaluations to improve their process after filling them out. She wanted a less formal discussion.

Ms. Walston said January 17, 2018 was a regular meeting, without a work session scheduled before. The date could be a possibility; she encouraged the public to go to a work session when scheduled.

2. Consider Approving Revisions to Board Policies in Section "D"

Dr. Balderas said revisions in Section "D" could be decided on next meeting. Chair Nittler asked if recommendations should be sent to district staff in between meetings. Dr. Balderas said in between, so it could be discussed and decided on at a future meeting.

3. Protocols for Scheduling Meetings and Observance of Religious Holidays

Ms. Walston said the topic was better for a work session or even a retreat topic, because it was important to have a thorough discussion. She thought the item would be appropriate in the board's policy, with some correlation to the school calendar. Ms. Walston said it could be added to working agreements. She encouraged a work session for the discussion, or at a retreat.

Ms. Hays agreed with Ms. Walston. She thought the board's schedule could set the tone for the school calendar. Wondered if they should take stab at something for someone to review.

Ms. Walston preferred the item as a retreat topic, as it gave board members more time to read about the other holidays and how they related to the school calendar. Her suggestion was to put it on the agenda for the spring retreat. Ms. Walston said it would be helpful to see what other school districts did regarding religious holidays.

Chair Nittler was hesitant to put issue back to far, but said they could look at spring retreat. She thought the board should narrow dates and get something on the calendar.

XV. SUGGESTIONS BY THE BOARD FOR CONSIDERATION OF ITEMS AT A FUTURE MEETING

Ms. Levis mentioned a “loose threads spreadsheet.” She remembered it being an overwhelming list, with lots of different issues laid out. She wondered if there could be a process to get feedback from the superintendent on the current work load, to discern what could reasonably be accomplished that year. Chair Nittler agreed.

Chair Nittler said at end of Friday memos, staff put the status of issues. She said lot of issues on the list were resolved or were ongoing, so the list was less overwhelming than when it was first made. Chair Nittler thought board should prioritize the “hot topics,” such as school choice. Dr. Balderas said the board chose to wait until the district went to bond or the alternative school audit to discuss school choice He would work with leadership and staff to ensure workshops were set up for the issue.

Ms. Hays said the board should send someone to bond conference; she asked who would like to go. Both Mr. Torrey and Ms. Levis offered to go to the February 9, 2018 conference.

XVI. ADJOURN

Ms. Nittler adjourned the meeting at 8:22 p.m.

(Recorded by Marina Brassfield)

Dr. Gustavo Balderas

District Clerk

Eileen Nittler

Board Chair

Minutes approved February 14, 2018