

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

June 17, 2020

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a regular session at 6 p.m. Notice of the meeting was mailed to the media and posted in the Education Center on June 12, 2020, and published in *The Register-Guard* on June 17, 2020.

NOTICE: In light of current public health concerns related to coronavirus COVID-19, the regular meeting of the Eugene School District Board of Directors on June 17, 2020 took place via Zoom Meeting. Pursuant to ORS 192.670, the meeting was open to the public via live radio broadcast on KRVM 1280-AM and via the internet at www.4j.lane.edu/

ROLL CALL

BOARD MEMBERS PRESENT:

Anne Marie Levis, Chair
Mary Walston, Vice Chair
Alicia Hays
Judy Newman
Gordon Lafer
Martina Shabram
Jim Torrey

STAFF:

Dr. Gustavo Balderas, Superintendent of Schools
Charis McGaughy, Assistant Superintendent for Instruction
Cydney Vandercar, Assistant Superintendent for Support Services
Oscar Loureiro, Director of Research and Planning
Christine Nesbit, General Counsel
Kerry Delf, Chief of Staff
Lisa Fjordbeck, Executive Assistant to the Superintendent/Board Secretary
Brook Wagner, Director of K-8 Instruction
Jeff Johnson, Director of K-8 Instruction
Andy Dey, Director of Secondary Education
Kyle Tucker, Chief Operations Officer

MEDIA: KRVM

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE

Board Chair Levis called the meeting to order at 6:01 p.m. and announced all Board members were there.

III. AGENDA REVIEW

There were no additions or changes to the agenda.

IV. SUPERINTENDENT'S REPORT

Dr. Balderas thanked the Board and community for an amazing year. He provided the Board with some highlights. He spoke on how he was hired to work on equity. He spoke on how he had improved graduation rates and how there had been a lot of work done and how there was still work that needed to be done.

V. COMMENTS BY BOARD CHAIR

Chair Levis thanked the Board and community as well. She said she tried to keep hope and optimism, as well as how hard it was to stay optimistic with the pandemic and budget cuts. She spoke on the work that needs to be done to end systemic racism and expressed how heavy her heart was that this is an issue that needed to be addressed. She related some of the comments that she heard at the Educators march as well as the Student's march.

VI. ITEMS RAISED BY THE COMMUNITY

Chair Levis addressed all of the emails that she had seen from the community. She spoke on how powerful they all were, and how they had all been answered to the best of the board's abilities.

VII. COMMENTS BY EMPLOYEE GROUPS

Ms. Waggoner (OSEA President) spoke about the employee group's position on preserving and saving classified positions. She said Resolution 2020-06 includes a lot of reductions in support services and she was concerned with the proposed increase in district contributions to medical insurance for 4J's administrators. Waggoner said she hopes that the Board will make responsible financial decisions that benefit all.

Ms. Gordon (EEA President) thanked Dr. Balderas on his work increasing diversity in the school district and thanked the individuals that attended the recent marches. She acknowledged the efforts of teachers, specialists, and all staff. She then called attention to release times for religious observance, and said she supported increased inclusivity for students taking this time. She spoke about the renewal of the Eugene Police Department's contract for school resource officers and how while some community members support the police presence, many do not. Schools and police departments have always worked together for student safety, and Black and brown student voices need to be considered, as well. She stated that EEA stands in unity with 4J in reimagining what this would look like.

Mr. Tromba, the incoming president of MAPS, spoke on the renewal of 4J's contract with EPD. He said applying the equity lens to SROs is critical, and whatever actions the Board made that night needed to include that frame of thinking. SRO roles in the school need to be reimagined and looked at if the contract is renewed.

VIII. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Vice Chair Walston thanked Dr. Balderas for all his work as Superintendent. She also thanked

Chair Levis, Ms. Gordon, and Mr. Tromba as well as others.

Ms. Shabram began by thanking Dr. Balderas, Chair Levis, and the rest of the committee and community.

Mr. Torrey also thanked Dr. Balderas. He then spoke on reading all of the community messages.

Mr. Lafer echoed the other Board members. He said that another issue that needed to be addressed was to waive the 3 by 5 schedule in schools. He spoke about a petition circulating that attacked teacher's tenure and asked for that campaign to be rethought. He spoke on the poor retention of teachers of color as well as the University of Oregon cutting their program for bilingual educators.

Ms. Hays echoed the many thanks that were given. She spoke about the amount of emails received by the community and how important it was to go through them all and respond.

Ms. Newman also echoed the many thanks and spoke on how important it was to think about the students of color and listen to their voices with every item of action for the upcoming year.

IX. CONSENT GROUP– ITEMS FOR ACTION

- 1. Approve School Meal Prices for Fiscal Year 2020-2021**
- 2. Approve Personnel Action**
- 3. Approve Meeting Minutes from May 6, 2020**
- 4. Approve Meeting Minutes from April 22, 2020**
- 5. Approve a Resolution Making Appropriations Resulting from Transfers**
- 6. Approve Renewal of FuelEd Contract**
- 7. Approve Increase in District Contribution Towards Health Insurance for Insurance-Eligible Managers, Administrators, Professionals and Supervisors, and Non-represented Senior Staff.**

MOTION: Vice Chair Walston moved, seconded by Ms. Hays, to approve the Consent Group.

VOTE: The motion passed unanimously – 7:0.

Mr. Lafer wanted to make a comment on the FuelEd contract. He said that online charter schools were some of the poorest quality education systems available, according to research. Mr. Lafer spoke on hoping to have a personalized plan with students' regular teachers teaching them to improve these conditions.

X. ITEMS FOR INFORMATION

- 1. Receive an Update on District Response to COVID-19 and Restarting 4J**

Dr. Balderas turned this over to the incoming interim superintendent Ms. Vandercar. She said last week they received word from the Oregon Department of Education to start school up in the fall and how tight the schedule was to get these plans for reopening off the ground. If the dates are approved for board meetings, the plan would be to be those reopening plans before the Board for approval on August 5th.

Ms. Delf put up a slideshow on the eight steps on this plan. The first three are how to manage the virus if kids are put into brick and mortar schools. The steps discussed are as followed:

- 1) Public Health Protocols, such as common areas.
- 2) Facilities and School Operations, how to manage social distancing and visitor protocols.
- 3) How to prevent an outbreak and what to do in case there is an outbreak.

Ms. McGaughy echoed the many thanks given. She congratulated the seniors who graduated. She spoke about the survey that has been sent out to all students this last year and how the community felt about the response and would like to go forward. Ms. McGaughy gave a report on the attendance data for elementary, middle, and high schools. She also explained that the district has begun working on the required operational blueprint for school re-entry. She discussed the type of learning models and how they would work. She then spoke about the family resources for families in need.

Mr. Torrey asked about the guidelines of how to keep facilities clean as well as playgrounds. The playgrounds will not be open until June 30th and the guidelines from there would be adhered to as they are mandated.

Ms. Newman asked Ms. McGaughy what were the strategies to reach out to the kids and parents that were not connecting. Ms. Delf explained what communication and outreach has been made to all families, including via email, text, paper survey both in English and Spanish, on the website and also at the meal sites.

Mr. Lafer expressed his appreciation on the work and quality done on this complex task. He stated he was hoping to hear why the 3 by 5 schedule that was established by the Board should not be done. Ms. Vandercar stated that during the pandemic the hybrid model may or may not be the 3 by 5 model because some classes will be hard to do while maintaining social distancing. Dr. Balderas also explained the district is still getting guidance by the ODE and that they are working with five other districts and Lane County partners to figure out what models of learning would work best during these times. He urged the Board to allow the professional staff to look into what models are out there and have them be successful during these complex times.

Ms. Hays asked for clarification on who's decision it is to implement schedules for schools. Dr. Balderas explained that daily schedules are staff and the Superintendents decision, not the Board's.

Ms. Shabram expressed her uneasiness about changing the curriculum so much and asked how the district is connecting with students to address the turmoil they may be experiencing. Ms. McGaughy talked about offering Summer Bridge as well as outreach plans during the summer and developing summer school.

2. Receive a Report on School Climate Survey for School Year 2019-2020

Ms. McGaughy gave a summary of the School Climate Survey. She said that there was a very high response rate. However, it was given in February pre-COVID and how to best capture student voices now would be important to figure out.

Mr. Loureiro presented the responses of the School Climate Survey. The trend on question seven that concerns students feeling secure in their identity has improved positively, as well as a steady positive trend in the rest of the questions. He went through a slide presentation that showed the breakdown of all student responses and trends to the survey questions.

Ms. Hays asked if neighboring districts asked the same questions to get a clear trend across the

board. Mr. Loureiro said the rest of the districts use the national survey, and 4J's was created within the school district.

3. Receive an Update on Corridor School Closure and Student Placements

Ms. Delf recapped that Corridor had been asked to close as per the decision of the Board during the last meeting. She said because it was so late in the school year that there has been a special plan put in place to help these students transition to a new school. She said 119 students will be displaced. The district has reached out to student's families and received 94 responses so far, and most were returning to their neighborhood schools. The Comprehensive Learning Center (CLC) will be moved in whole to Spring Creek. She stated that 28 students have replied that they would be returning to their neighborhood school and that most families were offered a seat at their first, second, or third choice of school.

Ms. Levis inquired about the handful of students that had not been placed anywhere. Ms. Delf clarified that it was literally five students that were not placed at any school due to no response or the school they chose did not have space for incoming students. She stated they are making efforts to get in contact with the families to allow them a chance to make their selection where there is space available.

Ms. Newman asked for clarification regarding the families that did not get placed. Ms. Delf clarified those families weren't place due to a lack of space available at the one school they requested or they only filled out the survey but did not request a school.

Mr. Lafer wanted to know the number of families that did not get into their school of choice and the reasons behind the decision. Ms. Delf explained that, as an example, they would not be adding more students into a classroom that had 30 students already. She stated that 30 students got into their first choice of school, 22 students got into their second choice of school and 6 students were placed at their third choice of school. All had the option to return to their neighborhood school.

Ms. Delf stated they would be having further communication with the families that did not get placed and an update would be given at a later date of where the families ended up enrolling their students.

XI. ITEMS FOR ACTION

1. Consider Adopting Resolution 2021-01 Adopting the 2020-2021 Budget, Making Appropriations, Imposing and Categorizing Taxes

Dr. Balderas said state law requires the district to adopt an annual budget before July 1, but the budget before the board for adoption would change. District leaders could get additional information about those changes when Oregon lawmakers meet in a special legislative session starting June 24.

Mr. Torrey stated that it was important for the people to understand what changes are happening to the budget and the relationship to the SROs. Dr. Balderas explained that the budget has to be adopted but it can be changed and the Board will be updated.

MOTION: Vice Chair Walston made a motion, seconded by Ms. Hays, to Adopt the 2020-2021 Budget, Making Appropriations, Imposing and Categorizing Taxes.

VOTE: The motion passed unanimously – 7:0.

2. Consider Adoption of Proposed Board Policy EBC/EBCA Emergency Procedures

and Disaster Plans

Ms. Nesbit presented the disaster plan and emergency response. Unless there are any questions, she recommends the adoption of this EBC/EBCA.

MOTION: Vice Chair Walston moved, seconded by Ms. Newman, to approve the adoption of the EBC/ EBCA Disaster Plan.

VOTE: The motion passed unanimously – 7:0.

3. Approve Intergovernmental Agreement (IGA) Concerning School Resource Officers (SRO) and School Special Events between City of Eugene and Eugene School District 4J

Ms. Vandercar presented the three main changes the contract between the EPD and 4J:

1. The Board is asked to approve the contract for one year, not five.
2. Payment to the city is to be reduced.
3. Officers will not have access to school data concerning students.

Ms. Vandercar continued to say that SROs are not focused on arrests and enforcement actions but provide many critical needs in schools, including investigating reports of child abuse and sexual assault and conducting home safety checks. She asked that this program be reevaluated to keep in mind student support and resources, instead of cutting it altogether and leaving the student body needing more support.

Ms. Vandercar continued by telling the Board that disciplinary guidelines need to be reevaluated to make sure they are supporting students and staff of color.

Ms. Vandercar recommended that the Board approve the contract for one year instead of five.

Chair Levis asked the Board to speak on this issue if they would like before making a motion.

Vice Chair Walston spoke first. She echoed the need to reevaluate, and how this is one of the hardest decisions she has ever been asked to make. She felt moved by the need to do what they could to abolish any systemic racism in the community and district. She said that it is not the job of 4J to fix the EPD, and while the district needs to root out bad apples, we should not throw away the entire system. With hard work and integrity, she believes the district can get to a better place.

Ms. Shabram felt that enhancing the safety of students in the schools was important, but an important question in the midst of current event is, “Who gets to feel safe now?” She then cited studies that SROs actually create a less than desirable environment for students, and those were before taking systemic racism into account. She felt that reducing harm by eradicating the contract for SROs was the correct decision in this matter.

Ms. Newman said police presence in schools disproportionately affects students in a negative way. She has been trying to learn from what the community is saying about this matter. Her goal is that all students feel safe and that 4J chooses strategies that help all students positively. She expressed that there should be a solid plan on how to proceed before school begins in the fall.

Mr. Lafer thanked Ms. Shabram for her comments on the subject. He looked at how the murder of George Floyd affected the EPD. He also talked about the increased military style policing that has been seen recently in Eugene. He voiced support for ending the EPD contract and

reallocate the money to different resources.

Ms. Hays echoed what Ms. Shabram said about “Who gets to feel safe?” and that she would not support a five-year contract. She stated that when making a decision it should be in the best interest of all students, and when the decision is made that the board make it clear to the community why the decision was made.

Mr. Torrey then spoke of his experience when SROs were asked to come into schools at that point in history. He said that this is a national crisis, and it is not a crisis that can be dealt with in a matter of three weeks.

Chair Levis talked about students of color she has talked to, and how intellectualizing sometimes isn't the right thing to do. She wants to use the equity tool to look at how to ask the hard questions, and that doesn't end with this contract as a whole.

Ms. Levis asked for clarification on the stories regarding the treatment towards students at rallies. Dr. Balderas stated that it was his understanding that there were no weapons drawn but that he would get further clarification from EPD.

Ms. Walston thanked everyone for their comments. She stated change needed to happen and wanted to proceed with a motion.

Ms. Newman asked what the SROs are doing during the summer when school buildings are closed and what would happen if the contract was left to lapse in the summer. Dr. Balderas clarified that SROs are paid for the whole year and are just kept on for nine months and asked to help in the summer when needed. If the contract was left to lapse, then the district would not have an active contract for the fall.

MOTION: Vice Chair Walston made a motion, seconded by Mr. Torrey, to extend the contract with the EPD only until December 31, 2020, and taking the time between now and then to have conversations with marginalized groups, the community, and staff to reevaluate school safety models and SROs through the equity lens. The SRO presence would continue to be there until December 31st, and the new plan would be presented to the Board and community at least two times to allow opportunities for public comment.

There was some discussion to clarify how the reevaluation of the district's safety system should happen and what this motion meant. Also, the Board had a desire for more supporting data on students and SROs before a definitive decision is made.

An amendment was made to the motion to include a short-term extension until, no later than the end of the year with hopes to present something earlier. Ms. Hays stated that Dec. 31 could be the hard date that the community can count on, but the contract could be terminated with 30 days' notice.

MOTION: Ms. Shabram moved, seconded by Mr. Torrey, to amend the motion to add a 30-day escape clause to terminate the EPD contract if needed.

VOTE: The motion passed unanimously – 7:0.

MOTION: Ms. Shabram moved, seconded by Ms. Hays, that another amendment be added to say that no matter what decision was made it would be different than the current EPD SRO contract.

Ms. Hays asked for clarification on not having four uniformed SROs in the schools or not having any contract with EPD at all.

Ms. Shabram said that we cannot commit to changing the contract if the changes yield the same results.

Mr. Lafer spoke on making a more definitive decision on this that night, more of what the system would look like after a vote or change, either way.

Ms. Shabram stated that there would be a lot of work going into the reimagining of these programs, and that police presence is detrimental at all. She thought that the way this could be phrased would be to say that no matter the changes to this policy there would not be sworn officers in the schools.

There was discussion on what exactly the Board was voting on, and Mr. Lafer ended the discussion by saying that the vote then would be to take sworn officers off the table for the fall school year.

MOTION: Ms. Shabram moved, seconded by Mr. Lafer, to amend the motion to include a stipulation that whatever model was selected would not include SROs stationed in 4J schools.

Ms. Newman was reluctant to make these decisions before receiving more information. At the end of the day she wanted to create a safe environment to every student. Mr. Lafer clarified that the amendment meant that SROs might not be involved in the future, but if they were then their role would be different

Ms. Shabram stated that she doesn't believe that the current school safety model with SROs is appropriate.

Ms. Levis stated she needed more clarity and data to understand the roles of the SROs.

Mr. Torrey expressed that they were at the point where they could vote on the current issue.

Ms. Hays said she doesn't know everything that SROs do in the schools and was reluctant to move forward with the decision. She stated the board want everyone to feel safe.

Mr. Lafer said the board wants to create a system that is safe for everyone. He favored making a decision about SROs now rather than delaying it.

Ms. Shabram stated that the board can continue to see data and get clarification on what the SROs do but continuing to have officers in the schools is harmful and the way the current model is set up doesn't work.

Ms. Newman agreed the current school safety model needs to be replaced but expressed concern with bringing in people under a new model who don't know how to deal with an issue at a school, haven't had the proper training or haven't formed a relationship with students.

Mr. Lafer stated that he understood the value to Ms. Newman's comments. However, he feels that spending money on a police presence in schools is misplaced and those funds should be used to provide support for students, such as mental health counselors or campus coordinators, among other things.

Ms. Shabram noted there's a systematic problem within policing that the board can't fix by continuing to have a specially trained individual respond to schools.

Ms. Walston expressed that they all can agree that the current system isn't working but that it is not the fault of the current four SROs but that of the system and systemic racism.

Ms. Shabram replied that the important distinction is that they are not proposing to never have a contract with EPD but that it would not look as it does now.

Mr. Lafer stated that he is concerned that they are creating a situation where they are demanding people of color and indigenous people to do more and more work on the issue to convince the board before it can act and make a decision.

Ms. Hays added she agreed they needed to prove to people that they understand without further convincing. She also stated a bold statement needs to be made.

Ms. Walston stated that the outcome should be clear to all the people to avoid confusion.

Ms. Levis stated that she will not vote for something that is the same as it is now.

Mr. Lafer stated that what they are voting on is to no longer have SROs in the schools. Ms. Shabram agreed.

Ms. Walston expressed her concern on removing all SROs from the schools.

VOTE: The motion passed on the friendly amendment – 5:2. Mr. Torrey and Ms. Walston were opposed.

MOTION: Vice Chair Walston moved to pass the amended motion: to extend the contract with the EPD only until December 31st, and taking the time between now and then to have conversations with marginalized groups, the community, and staff to reevaluate school safety models and SRO's through the equity lens. The SRO presence will continue to be there until Dec. 31, and a new plan would be presented to the board and community at least two times to opportunities for public comment. An amendment was added to include a 30-day escape clause to terminate the EPD contract, if needed. Another amendment was added that stated that the choice made at the end of the period would not include SROs stationed in 4J schools.

VOTE: The motion passed – 6:1. Mr. Torrey was opposed.

Ms. Shabram thanked the Board for hearing out all sides of the issue.

Ms. Newman said that she sent out a proposed draft resolution to the Board that she and Ms.

Shabram worked on. She thought that this would help give action to these words.

Ms. Newman read the intention of this document is to create safety and equity for all students, and to tackle the issue of systemic racism in our schools and to honor these groups of students in the best way. The proposed resolution states that 4J is committed to identifying and changing policies that inhibit equitable education for students in protected groups. The district's goal is to present alternative methods to ensure the safety and support of all students using the equity lens going forward.

Mr. Torrey asked that there be a vote on this resolution tonight.

Ms. Walston stated that it is not a good practice nor transparent to the community, and that the legal counsel needs to review the resolution first.

Mr. Lafer wanted to add a friendly amendment to move the subject of "Religious Items" to the next meeting.

Ms. Levis declined the request of Mr. Gordon.

Mr. Torrey withdrew his comment on voting on the resolution tonight.

4. Organize the Board of Directors for the 2020-21 School Year

Ms. Hays nominated Mary Walston for the Chair of the Board of Directors. Mr. Torrey seconded.

Mr. Lafer nominated Judy Newman as Chair of the Board of Directors. Ms. Newman declined, and said she would like to learn more before she was put in a position of leadership.

MOTION: Ms. Hays moved to vote to make Mary Walston the Board Chair.

VOTE: The motion passed – 6:1. Mr. Lafer was opposed.

Ms. Hays nominated Judy Newman for Vice Chair.

MOTION: Ms. Hays moved to vote to make Ms. Newman the Vice Chair.

VOTE: The motion passed unanimously – 7:0.

MOTION: Ms. Hays then made a motion to have Ms. Walston and Ms. Newman sign for next year's budget.

VOTE: The motion passed unanimously – 7:0.

5. Set the Board Calendar for the 2020-21 School Year

Mr. Lafer asked to have the meeting on Ash Wednesday moved.

Ms. Shabram supported the change, saying it's important for the Board to model what it is asking the schools to do regarding religious holidays.

Ms. Hays stated she is not comfortable moving a meeting from Ash Wednesday and supported approving the board calendar and revisiting it at a later time when there's more information available.

Mr. Lafer spoke on the guidance that goes out to principals for religious holidays, and Ash

Wednesday is one of them, and that there is reason to ask the Board to take this into consideration.

Dr. Balderas stated the issue before the Board is approving its calendar but it does have options, including changing the calendar to remove the board meeting scheduled for Ash Wednesday or approving the calendar as proposed and scheduling a future discussion about changes.

MOTION: Vice Chair Walston moved, seconded by Ms. Hays, to adopt the calendar as presented with a notion that some meetings may need to be moved due to holidays.

VOTE: The motion passed unanimously – 7:0.

XII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider Revisions to Board Policies:

JEF Release Time for Religious Instruction

JED Student Absences and Excuses

Chair Levis asked the rest of the Board to discuss moving these items to the following meeting.

Mr. Lafer said it would be a hard conversation and agrees it should be moved to next week.

MOTION: Mr. Lafer made a motion, seconded by Ms. Shabram, to move these items to a future meeting.

VOTE: The motion passed unanimously – 7:0.

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

1. Meeting Dates:

Wednesday, June 24, 2020

XIV. ADJOURNMENT

Chair Levis adjourned the meeting at 10:08 p.m.

(Recorded by Alex Sullivan)

Cydney Vandercar
District Clerk

Mary Walston
Board Chair