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

January 13, 2021

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a regular session at 7 p.m. Notice of the meeting was mailed to the media and posted in the Education Center on January 13, 2021, and published in The Register-Guard on January 8, 2021.

NOTICE: In light of current public health concerns related to coronavirus COVID-19, the meeting of the Eugene School District Board of Directors took place virtually 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:
Mary Walston, Chair
Judy Newman, Vice Chair
Anne Marie Levis
Alicia Hays
Martina Shabram
Jim Torrey
Gordon Lafer

STAFF:
Cydney Vandercar, Superintendent
Charis McGaughy, Assistant Superintendent for Instruction
Kerry Delf, Chief of Staff
Brooke Wagner, Director of K-8 Education
Jeff Johnson, Director of K-8 Education
Andy Dey, Director of Secondary Education
Kat Lange, Director of Student Services
Christine Nesbit, General Counsel
Karen Hardin, Director of Human Resources
Dawn Strong, Human Resource Administrator
Joyce Smith-Johnson, Student Services Administrator
Lisa Fjordbeck, Executive Assistant/Board Secretary

STUDENT ADVISORY PANEL MEMBERS:
Harmony Simmons, Churchill High School
Dusty Temple, ECCO
Joel Sadofsky, IHS
Paige Dunnavant, North Eugene High School
Mazie McNamara, Sheldon High School
Noa Ablow Measelle, South Eugene High School

MEDIA: KRVM

EMPLOYEE ASSOCIATIONS:
Sabrina Gordon, EEA
Peter Tromba, MAPS
Sheila Waggoner, OSEA

I. **Executive Session**
1. The Board convened in executive session to consult with legal counsel concerning current litigation or litigation that was likely to be filled, pursuant to ORS 192.660 (2) (h).
2. The Board convened in executive session to conduct deliberations with persons designated by the governing body to carry on labor negotiations, pursuant to ORS 192.660 (2) (d).

II. Regular Board Meeting Call to Order
Chair Walston called the meeting to order at 7:00 p.m.

III. Roll Call, Flag Salute, Land Acknowledgement
Chair Walston noted that all members of the board were present. She led the Board in the flag salute and read out the land acknowledgement.

IV. Agenda Review
There were no changes made to the agenda.

V. Introduction of Guests and Superintendent Report
Superintendent Vandercar mentioned that January was School Board Appreciation Month. The Oregon School Board Association (OSBA) had written a statement that she read into the record. Superintendent Vandercar said that appreciation extends to all staff and students, as well.

Superintendent Vandercar stated that at past meetings they had talked about bringing 4J's youngest students back to a hybrid model soon. They heard feedback from concerned staff and families about going forward with that plan. Staff has worked hard to avoid changing classroom rosters until shortly before students begin hybrid learning. Even so, there will be challenges with the transition, and she hoped families would trust them.

Superintendent Vandercar noted that the Governor had announced that the metrics for going back to school will be advisory instead of mandatory. The metrics themselves would not change, and neither would the health crisis. She stated that 4J safety precautions still need to be in place to conduct hybrid learning safely. Staff would give an update when they had more information. The Governor also announced people 65 and older as well as educators would be in the 1A group to get the vaccine. 4J's focus was to vaccinate all their staff. Superintendent Vandercar noted that they needed 3,000 vaccines.

VI. Comments by Board Chair
Chair Walston thought that they needed to remember the lessons learned in 2020 while moving forward. There were challenges still to come and their focus should be on student and staff burnout and how they could prevent it.

VII. Receive Reports from High School Student Representatives
Paige Dunnavant, North Eugene High School, reported that they watched the Martin Luther King Jr. presentation put together by the Black Student Union at school that day. She shared

that office hours had changed from 1:30 – 2:30 p.m. to accommodate students better. Ms. Dunnavant appreciated all the work that the Board does.

Dusty Temple, ECCO, shared that more students were showing up since the new trimester started, but participation was down. Students had an issue with teachers reading private messages out loud and naming the student that sent it. She said that this embarrassed some students who did not think it would be read out and led to less participation.

Harmony Simmons, Churchill High School, said that students were still getting settled in after the break. There were issues with miscommunication between teachers and students because they were unsure how to reach each other. Every Wednesday they held their Lunch and Learn program, which everyone was enjoying.

Joel Sadofsky, IHS, thanked the Board for all their hard work. IHS had been doing social Zoom calls to help students. Mr. Sadofsky emphasized that they could not deny what happened on January 6, 2021, when insurrectionists breached the U.S. Capitol during a violent assault to disrupt the Electoral College vote count that formalized the victory of President Joe Biden.

Mazie McNamara, Sheldon High School, shared that they were hosting another food drive, which would continue through the week. Students found it helpful when they could choose who was in their breakout room. This allowed for more socialization and helped students see their friends. She stated that it even got better discussions out of students.

Noa Ablow Measelle, South Eugene High School, reported that they finished their food drive and ended up with more than they anticipated. They had started planning for their annual Acts of Kindness week. Student government was organizing a way to help students find volunteer opportunities in the area. Ms. Measelle said that South Eugene lost a student and their father over the break and shared that the school was heartbroken and would always remember them.

VIII. Items Raised by the Audience – Public Comment

Rosa Lopez appreciated the work the Board did, and the statement made by Mr. Sadofsky. She was thankful the decision was made to not change class rosters until on-site learning started. Ms. Lopez mentioned that a lot had changed since November when families changed their education pathway and hoped they could have another opportunity before they opened up for in-person learning.

Kate Siegfried was impressed with the statements made by the student representatives. She wanted to speak to the Board about equity and the use of cameras when learning online. Many students did not feel safe using their cameras. Not all students had their own space to do online school and that added unnecessary pressure. Ms. Siegfried knew that 4J had some teachers that required all students to have their cameras on. She recommended that the Board make cameras an option.

Maya Rabasa gave a statement on behalf of elementary school parent groups. They wanted to find a way to support teachers while navigating these troubling times. Elementary school parents did a lot of work pre-COVID-19 volunteering at schools and helping enrich the education of students. They thought it would benefit everyone if they found a way to allow volunteer support for teachers during online learning. Ms. Rabasa asked the Board to let them know how they could help moving forward.

Roscoe Caron noted that recently the Oregon Journal of Social Studies published a paper called “From the Field: How Oregon Social Studies Teachers Are Preparing Students for the 21st Century”. It talked about how student learning in that subject was curtailed by the emphasis on standardized testing for other subjects. The data collection model was not beneficial to students in the long run.

IX. Comments by Employee Groups

Shelia Waggoner, President of Oregon School Employees Association (OSEA), thanked the Board and all classified workers for their work. She stated that the District could not function without their classified employees, including food service employees, custodians, bus drivers, and so many more. Ms. Waggoner said that during COVID-19 many employees were having to choose between their job and their safety. The District had to be clear with its employees on when and where they would get vaccinated.

Peter Tromba, incoming President of 4J Managers, Administrators, Professionals and Supervisors (MAPS), thanked the OSBA for all they had dealt with in 2020. He appreciated the comments Ms. Levis made at the last Board meeting about mental health issues. The district had to step up and do more. Winter was usually a hard time, and it would be harder this year. Mr. Tromba had heard that students were taking grades more seriously with online learning. The district had to be clear that grades were not something students should define themselves by. He said that they should teach the suicide prevention method Question, Persuade and Refer (QPR).

Sabrina Gordon, President of Eugene Education Association (EEA), thanked the Board and the District for addressing feedback about changing rosters. They wanted students back in the classroom, but there were many challenges ahead of them. She stated that learning could only occur when students and staff were physically and emotionally safe. That meant having online options available throughout hybrid learning to help students and staff stay safe. Ms. Gordon emphasized that until a safe space was made, only teachers who volunteered should be in the classrooms. She noted that the district needed to get input from teachers, since they interacted with students the most.

X. Consent Group – Items for Action

1. **Equitable Athletic Facilities – Construction Manager/General Contractor (CM/GC) Award**
2. **Equitable Athletic Facilities – Architectural Design Services Award**
3. **Camas Ridge Elementary School Replacement – Architectural Design Services Award**
4. **Bleacher Replacement – Monroe and Kennedy Middle Schools**
5. **Outdoor School Contract Agreement**
6. **Approve Agreement with Eugene Education Association (EEA) Concerning Coaching Stipends**
7. **Approve Meeting Minutes: October 14, 2020; November 18, 2020; December 2, 2020**
8. **Amendment of Deed Restriction**

MOTION: Ms Newman moved, seconded by Ms. Levis, to approve the consent group as presented.

VOTE: The motion passed – 7:0.

XI. Items for Information

1. Receive Update on COVID-19 and Return to Learning

Superintendent Vandercar shared that they would talk about the staff survey data, elementary hybrid plan, athletic plan and vaccinations.

Ms. Delf noted that the Governor said that the school metrics would change from mandatory to advisory and she hoped to see more elementary schools open, safely, by February 15, 2021. Ms. Delf clarified that the public health metrics and general metrics were not going to change and that the COVID-19 case rate was still three times what they needed it to be to go into a hybrid model. There would be more information given on January 19, 2021. 4J would start assessing their hybrid model starting that same week. Ms. Delf emphasized that they would give a two-week notice before hybrid learning began. She mentioned that the limited number of students they had doing in-person learning would continue, but expansion would be on hold until they entered the correct metrics.

Most 4J staff had indicated that they wanted to get the vaccine. One issue they faced when coming back to in-person learning was childcare. Ms. Delf noted that there would be a gap between the time staff was on-site and the time that their children would be in schools. They polled 1,500 staff members and 14% said that they needed childcare but that it was not covered for them.

Ms. Wagner said that they had their first Elementary Hybrid Operations Team meeting the day before. In December, she worked with EEA on doing outreach for members. There were 34 members, 10 administrators and 24 teachers. The teachers involved covered a wide variety of subjects and school types. The Team was working to make sure that the plan created supported hybrid students and staff and online students and staff. They had found that it was difficult to find what worked when the students were split over online and hybrid. Ms. Wagner was optimistic that the Team would do good work. They would meet later that week and the following week.

Mr. Dey reported that athletics was in the process of formalizing communications for parents that would inform them of next steps. The district planned to start all athletics on January 25, 2021. He mentioned that this was a training and conditioning season prior to the start of the fall season with football starting on February 8, 2021, and everything else on February 22, 2021.

Ms. Shabram inquired into if there were any additional costs for students who participated in sports that year. Mr. Dey replied that it would cost less than normal. There would be a one-time fee for student-athletes which participated in competitions.

Mr. Torrey asked if there was a way for Churchill or North Eugene high schools to provide funds for students who could not afford equipment. Mr. Dey could not respond with certainty. Once everyone was signed up and registered, they would have a better idea of what supports were needed. They were able to save some funds since they would not be paying for transportation. As a result, they could reallocate those funds to equipment.

Ms. Newman asked Ms. Wagner if they were discussing how to involve volunteers in the hybrid model. Ms. Wagner replied that they were still at the beginning of their planning, but they would be incorporating volunteers into their conversations and potentially the plans. They would need to have more discussion with the District about what would be required for volunteers.

Ms. Newman inquired into if other groups of students would be brought in if they needed more learning help. Mr. Johnson said that they were gearing up to start providing limited in-person learning at the secondary model. He stated that they had plans in place, but they were not comfortable putting them into action until case numbers went down. Schools were creating a list of students they would want to bring in-person when they could.

Mr. Lafer thought that the insurance would not be applicable if they were outside of the metrics. Ms. Delf said that was true and liability and safety was a big concern.

Mr. Torrey asked who the district was providing one-on-one services to. Ms. Lange responded that those services were dependent on an Individualized Education Program (IEP) team. If a family was struggling, they should reach out to their counselor to get an IEP. If they already had an IEP, they should reach out to discuss what should be changed.

Ms. Shabram wanted an update on supports for students leaving at the end of the year. Mr. Dey noted that that had been a challenge for staff. Their college and career centers were working to help students find colleges, internships and job shadows.

Mr. Lafer was surprised to hear that students were being forced to have their cameras on. He thought that district policy was that students did not have to have cameras on. Also, Mr. Lafer thought it would be important to incorporate volunteers into their plans. At the next meeting he wanted to hear about the barriers involved with that decision. Ms. Newman agreed that classrooms should be camera optional. She understood the issues presented from both sides but thought it should be a choice.

Ms. Hardin shared that there was a team put together to create their vaccination plan. 4J had just short of 3,000 employees. They were working to vaccinate everyone, including substitutes, temps, coaches and those on leave. She shared that they were working with PeaceHealth to get health services in the 1A group. Cascade Health operated 4J's on-site health center. Ms. Hardin said that they were under the guidance of Lane County Public Health and Oregon Department of Education (ODE) to come up with prioritization list and scheduling vaccinations. They would work to educate staff and the community of the importance of the vaccine and how it worked.

Ms. Levis felt unclear on how many providers they were working with and if they had any influence on the number of vaccines they got. Ms. Hardin clarified that they were working with PeaceHealth and Cascade Health and they had no control on the number of vaccines.

Mr. Sadofsky hoped that teachers were being included in these communications. He had talked with a few and they were confused. Ms. Hardin agreed and said that they would be giving them information after the meeting. They wanted to wait until they had a plan.

Ms. Newman asked if the clinics or 4J nurses would be giving out the shots. Ms. Hardin replied that it would all be done at the clinics and staff would oversee it.

Mr. Lafer asked if they could prioritize staff that worked with special needs students. Since they would be some of the first students back it seemed like they would be the most important. Ms. Hardin responded that they were taking this into account for their prioritization list.

XII. Items for Action

1. Approve Instructional Hours for 2020-21 School Year

Ms. McGaughy said that this was the second reading of the 2020-21 instructional hours. For kindergarten through 8th grade, it was 900 hours. For 9th grade through 11th grade, it was 990 hours. For 12th grade, it was 966 hours. For the 2020-21 school year, ODE modified the regulations. They now allowed for up to 90 hours for staff professional development and 90 hours for parent communications. They recommended adopting those hours for a total of 180 hours.

> **MOTION:** Ms. Newman moved, seconded by Mr. Torrey, to approve the 2020-21 school year instructional hours.
>
> **VOTE:** The motion passed unanimously – 7:0.

2. Approve COVID-19 Temporary Paid Leave Program

Chair Walston noted that this was a time sensitive issue which is why they were approving this item the first time they heard it.

Superintendent Vandercar said that staff had met with Union leadership and MAPS to discuss this issue. Original protections ended on December 31, 2020, and they had prepared a program to address the ongoing issue.

Ms. Hardin sought approval of the COVID-19 temporary paid leave program. This would create a leave bank of up to 10,000 hours that could support employees who were on leave because they were subjected to quarantine issued by Lane County Public Health or the District contact tracer; a positive diagnosis with no sick leave left; or staff with symptoms who had no known exposure and were awaiting a test with no sick leave left. This would allow for 10 days of timed leave with another possible 10 days of timed leave in certain situations. This plan was set to expire on June 30, 2021, unless terminated or modified before then.

Ms. Levis asked why they would terminate the program before it expired. Ms. Hardin told her that they did not know if there would be an extension of FFCRA or another federal program. They chose June 30, 2021, because it was the end of the current contract. She said that they could extend the program.

Ms. Hays was happy to see this was in the packet since it was an important program.

> **MOTION:** Ms. Newman moved, seconded by Ms. Shabram, to approve the COVID-19 temporary paid leave program as presented.
>
> **VOTE:** The motion passed: 7-0.

XIII. Comments and Committee Reports by Individual Board Members

Ms. Shabram stated that it had been a hard week and she was glad they were able to pass the motion for paid leave. She thought that they ended to acknowledge the events of January 6, 2021. Ms. Shabram hoped that students had supports available to them to process those events. She appreciated the Board, staff, and their team and the work they did to get staff vaccines.

Mr. Lafer gave condolences to the student's family who had passed. He thought that Board comments should be moved to after public comment so they could respond. Mr. Lafer thanked

the staff for their hard work in getting students back to in-person learning. He hoped that in the coming years they could make changes to reduce standardized tests.

Ms. Newman shared that they had their legislative breakfast the previous week. The full Board and some student representatives were present to talk to most of Lane County's representatives. She thought they were able to have a good conversation. They were moving forward in interviewing potential facilitators for the All Students Belong work.

Ms. Hays thanked technology services as well as all other classified staff for the work they did. She said that working on the school Board was hard work but very fulfilling. Ms. Hays brought up Jack Trice Stadium, Iowa State's football field, which was named after the first black athlete to play there. He died in 1923 of injuries. She explained that he was stomped to death by the opposing team and died of those injuries. Ms. Hays mentioned some announcers at the Oregon football game brought up Jack Trice and his legacy, but left out what really caused his death. She wanted them to think about what they were taught and what was being left out.

Ms. Levis reported that she had taken some time to regroup after the tough year. She had hope for 2021 being better. Ms. Levis agreed that they had to acknowledge what happened at the Capitol on January 6, 2021. She stated that everyone's mental health was the most important thing at this time.

Mr. Torrey thanked classified staff; without them the District would not run. He said that they needed to keep accessibility in their minds. Bleachers were a big issue for those with disabilities. Mr. Torrey wanted them to do an audit to see if they were liable if someone got injured trying to climb the bleachers.

Chair Walston was excited that they had a plan for vaccinations. She stated that they would have a work session on January 27, 2021, to talk about the Budget Committee schedule and they would hear recommendations for facilitators for the All Students Belong Subcommittee. Friday, January 29, 2021, would be LCOG's annual awards event. It would be virtual this year.

XIV. Suggestions by the Board for Consideration of Items at a Future Meeting

February 2021: Wednesday, February 3 & Wednesday, February 17
March 2021: Wednesday, March 3 & Wednesday, March 17
April 2021: Wednesday, April 21
May 2021: Wednesday, May 5 & Wednesday, May 19
June 2021: Wednesday, June 2 & Wednesday, June 16

XV. Adjourn

Chair Walston adjourned the meeting at 9:20 p.m.

(Minutes recorded by Lydia Dysart)

Cydney Vandercar	Mary Walston
District Clerk	Board Chair