

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

**June 2, 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 May 28, 2021, and published in The Register-Guard on June 2, 2021.

**NOTICE:** In light of current public health concerns related to coronavirus COVID-19, the meeting of the Eugene School District Board of Directors was open to the public via Zoom Meeting, live radio broadcast on KRVM 1280-AM and via the Internet at [www.4j.lane.edu/](http://www.4j.lane.edu/).

**ROLL CALL**

**BOARD MEMBERS:**

Mary Walston, Chair  
Judy Newman, Vice Chair  
Alicia Hays  
Martina Shabram  
Anne Marie Levis  
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  
Christine Nesbit, General Counsel  
Steve Menachemson, Direction of Technology  
Kyle Tucker, Chief Operations Office  
Oscar Loureiro, Director of Research and Planning  
Karen Hardin, Director of Human Resources  
Andrea Belz, Director of Finance  
Holly Langan, Director of Support Services  
Misael Flores Gutierrez, Equity, Instruction, and Partnerships Administrator  
Eric Anderson, Director of Curriculum  
Joyce Smith-Johnson, Education Administrator  
Lisa Fjordbeck, Executive Assistant/Board Secretary

**STUDENT ADVISORY PANEL MEMBERS:**

Joel Sadofsky, IHS  
Paige Dunnavant, North Eugene High School  
Noa Ablow Measelle, South Eugene High School  
Harmony Simmons, Churchill High School

**EMPLOYEE ASSOCIATIONS:**

Sabrina Gordon, EEA  
Tina Leaton, EEA Secretary  
Tom Horn, MAPS

**MEDIA:** KRVM

**I. REGULAR BOARD MEETING****II. CALL TO ORDER, ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT**

Chair Walston opened the meeting at 7:02 p.m., called out roll, led everyone in the Pledge of Allegiance and read out the land acknowledgement.

**III. AGENDA REVIEW**

Ms. Levis made a motion to add: consideration of a permanent superintendent to Item #4 under Items for Information. The motion was seconded by Ms. Hays. Mr. Lafer questioned the policy (legality) of such a motion and was assured, by Ms. Levis, that it was legal.

**VOTE:** The motion passed – 7:0.

**IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT**

Superintendent Vandercar updated the board on the status of the 2021-22 4J budget approval which would be voted on at the June 16, 2021 meeting. In addition she informed the board that 180 staff members had been nominated for A Champion in Education (ACE) awards and happily announced that graduation services will be offered in-person.

**V. COMMENTS BY BOARD CHAIR**

Chair Walston thanked the high school students who had participated on the board. She indicated things that would need to be addressed are: the change in schools after summer break, the August board retreat and student safety.

**VI. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES**

Paige Dunnivant, North Eugene High School, shared regarding preparation for graduation, a good-bye assembly, enjoying an awards assembly as well as Spirit Week.

Harmony Simmons, Churchill High School, informed the Board that they would be looking forward to graduation, painting the rock (which normally happens in the fall), finishing AP testing, and continuing COVID-19 vaccine clinics.

Noa Ablow Measelle, South Eugene High School, affirmed continued middle school outreach, basketball, safety, and they would be looking forward to virtual and in-person graduation.

Joel Sadofsky, IHS, stated that they also would be preparing for graduation, acknowledged that one good thing that came out of COVID-19 was the lack of regulated testing during class hours and hoped that would change the testing procedures in the future. He added that he appreciated the forward progress brought about by SeeChange, thanked the Board for posting COVID-19 vaccine clinics events, and reminded the Board that more parking, at Camas, would deny climate change.

## **VII. CONDUCT A PUBLIC HEARING ON THE 2021-22 BUDGET**

Ms. Belz reported there had been four budget meetings, throughout the year; consequently, the budget was approved on May 10, 2021 and published May 23, 2021.

There were no questions regarding the budget.

## **VIII. ITEMS RAISED BY THE AUDIENCE**

Larry Lewin, 4J retired teacher, updated the board on the progress of HB 2001, stating he was fearful the bill would be a proclamation without action, or would incur injury to the hiring process. He urged the board to look into the Grow Your Own Garden program.

Mary Christensen, 4J retired teacher, encouraged the board to change the design of the Camas Ridge plans to lessen the number of parking spaces. She added not doing so would seem to be a regression and did not appear to be popular amidst the community.

Rob Zako, previous teacher, encouraged the board to leave a good legacy and set an example for students while meeting community goals.

Chelsea Hardrath, confirmed to the board, the need for students to return to socializing and suggested an end-of-year event. In addition, she questioned the board regarding hearsay that a large number of YG parents may be pulling their children from the school and commented that while Camas Ridge was concerned about losing Camas bulbs nothing had been done to replace the cherry trees that were removed at YG.

Joel Kuiper, Special Education teacher, reported that new administrative curriculum changes to meet individual student needs would require a change in teacher/student ration. Special Education teachers currently have caseloads of 25-40 teachers when they should have less than 25; he encouraged the board to consider adding 1.0 FTE now, not in the fall.

Rebecca Gourgey, Special Education teacher, stated more research would need to be done to determine co-teaching variations and classroom size which should be limited to less than 25 students, not 35-40.

Timothy Sutherland stated the law allows students the opportunity to salute the flag, once a week and this has not been re-implemented since students returned to class. In addition, he affirmed that the law does not require wearing masks for outdoor activities.

Roscoe Caron, 4J retired teacher, urged the board to look into the Gaining Access 'N Academic Success (GANAS) program which has allowed the Latino population to thrive and be successful.

## **IX. COMMENTS BY EMPLOYEE GROUPS**

Sabrina Gordon, President of Eugene Education Association (EEA) expressed the need for individualized educational plans for special education and reaffirmed the necessity of a lower student to teacher ratio.

Tom Horn, President of Managers, Administrators, Professionals, & Supervisors (MAPS), acknowledged that last years' experience had shown the need for creative energy, shaping children, and leadership in transition to foster growth opportunity and teamwork.

## **X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS**

Mr. Lafer started the member reports by reminding the board that June was Pride Month. He also expressed concern about inequities in the Camas building versus the Kelly/YG loss of building usage.

Ms. Shabram commented that as diverse groups are celebrated the teaching of their history should change.

Mr. Torrey noted that time is precious, as are students, and following the loss of life of three teenagers, recently, parents need to constantly remind their students to be safe. He also suggested that some ESSER monies might be used to further special education needs.

Ms. Levis, too, expressed concern about the disparity between the Camas Building and Kelly/YG, suggested an end of school year event and stated she had attended an EEF meeting.

Ms. Hays thanked the board, present/retiring/incoming for their work and agreed with Ms. Shabram that high school students look for equity.

Ms. Newman affirmed that there would need to be more information regarding options for Camas parking and the Kelly/YG building. She informed the board of the status of current legislature: Senate 580, HB 206, Senate Bill 732, HB 201.

Chair Walston stated that while work will continue on the Camas Ridge project who sets the number of parking spaces is missing the bigger picture.

## **XI. CONSENT GROUP – ITEMS FOR ACTION**

### **1. Set the Tuition Rates for the 2021-22 School Year**

Presenter: Kat Lange, Director of Student Services and Andrea Belz, Director of Finance

### **2. Adopt Resolution 2022–02 Designating Depositories for School Funds**

Presenter: Andrea Belz, Director of Financial Services

### **3. Designate Executive Officer and Budget Officer for Fiscal Year 2021-22**

Presenter: Andrea Belz, Director of Financial Services

### **4. Designate Auditor for Fiscal Year 2021-22**

Presenter: Andrea Belz, Director of Financial Services

### **5. Designate Clerk and Deputy Clerks for Fiscal Year 2021-22**

Presenter: Holly Langan, Director of Support Services

### **6. Approve School Meal Prices for Fiscal Year 2021-22**

Presenter: Holly Langan, Director of Support Services

### **7. Approve Meeting Minutes for the following Board Meetings: February 17, 2021; March 2021; April 16, 2021; April 21, 2021**

Presenter: Cydney Vandercar, Superintendent

### **8. Approve Personnel Action**

Presenter: Karen Hardin, Director of Human Resources

### **9. Approve Renewal of FuelEd Contract**

Presenters: Andy Dey, Director of High Schools and Paula Nolan, Principal, Eugene Online Academy

Ms. Newman moved the Items for Action be accepted; Ms. Shabram seconded.

**VOTE: The motion passed – 7:0.**

## **XII. ITEMS FOR INFORMATION**

### **1. Receive Update on Building Issues at the Kelly Middle School/YG Elementary School Site**

Ryan Spain, Director of Facilities, reported that shoring had been completed May 28<sup>th</sup> and is stable. Mr. Spain stated his confidence that the school would be able to open in the fall; but, probably without the use of the inner gym.

Mr. Torrey asked if there is a way to divide the segment of the school that is being worked on so that there is no student access and the repairs can continue when students return in the Fall. He also asked where they were in the permits process for the modulars.

Mr. Spain continued discussion regarding: confidence whether the building would really be ready, locks or walls for safety, permits for modular units, traffic impact, storage for gym contents, possible constructional issues throughout the building, and a Plan B.

Mr. Lafer asked how confident they were about repairing the roof and what impact it will have on what happens inside the school. Mr. Lafer also asked if there was anything that was discovered in the gym that gives them pause or concern about the condition of the building as a whole.

Mr. Spain responded that he was completely confident that the building would be ready for fall and should that not be the case they would be aware of it early in the repair stage and address any issues so opening would still take place.

Ms. Shabram asked if there were any programs on the table for the Kelly/YG students.

Discussions regarding how the school would function without the inner gym were addressed by Superintendent Vandercar, Brooke Wagner, Director of K-8 Education and Jeff Johnson, Director of Secondary Education, who assured the board that the previous reduction of one Physical Education teacher meant less use of the gym; COVID-19 unusable items in storage would be returned to classrooms; additional in-person learning would take place at Howard Elementary and River Road/El Camino del Rio.

Mr. Johnson shared that Kelly Middle School would have a grant for summer school.

Ms. Wagner announced they had scheduled a field day for YG families on June 16<sup>th</sup> and would be working on summer programs.

Chair Walston asked regarding having enough space at the school and enrollment.

Mr. Johnson stated that the space issue will not be impacting the academic offering at this time and added that he had not heard any concerns about parents withdrawing their students from YG.

### **2. Update on COVID-19 School Operations and Planning**

Joyce Smith-Johnson, Education Administrator, commented that COVID-19 vaccination clinics continue at Churchill and North Eugene until the end of the school year with South Eugene's clinic ending in two weeks. She reported that no COVID-19 cases have been contracted via school spread and employees are now able to work, without masks, when students are not in class.

Superintendent Vandercar queried the status of ESSER funds to which Ms. Wagner replied a third-party grant would be opening with more to come: \$500,000 awarded to K-8 level, \$200,000 awarded to High School level, with another \$4,000,000 on the table.

Holly Langan, Director of Support Services, pointed out that there would be multiple groups involved in the planning and institution of summer programs, to include: 4J facilities, nutrition services and transportation.

Andy Dey, Director of Secondary Education, informed the board that there would be a number of opportunities for summer program participation.

Ms. Newman asked if the BIPOC would be included in summer programs and was assured by Ms. Wagner that they would be.

Mr. Torrey addressed the issue of mask-wearing by pointing out there would only be two weeks of the school year left and suggested putting the mask issue aside for the safety of students until then. He also asked if employers could mandate mask wearing or schools could mandate vaccination. Ms. Smith-Johnson responded that would be a legal issue and they had not heard anything yet. Mr. Lafer agreed with Mr. Torrey.

### **3.Receive Superintendent's Evaluation**

Chair Walston read the completed review of Superintendent Vandercar who was hired as Interim Superintendent. At the time of hire the board listed four projects for Superintendent Vandercar to address: maintain the budget, keep bond projects on schedule, support 4J staff/students/families, strengthen and expand equity. The board review concluded that Superintendent Vandercar met, and exceeded, those proposed items, adding that she did an exemplary job and was a good communicator through personal outreach.

Members of the Board responded by extending they're thanks to Superintendent Vandercar for the extra effort it took to do the job during COVID-19.

### **4. Consider Scheduling a Superintendent Search Meeting**

Ms. Levis stated the board had just heard the report of stellar performance by Superintendent Vandercar and a decision would need to be made regarding extending her contract or hiring a consultant firm to do a national search.

Ms. Levis moved that the board schedule a meeting on June 9<sup>th</sup> to include public input, via Zoom, to consider the process of a national search or reappointment of Superintendent Vandercar. Ms. Hays, seconded the motion.

Ms. Shabram felt it would be best to wait until the incoming board members are sworn in and could participate. Mr. Lafer moved the motion be amended to take place in July with the new board members and not provide the opportunity to permanently extend Superintendent Vandercar's position without public input. Ms. Levis said the motion could be amended to July for discussion only. Ms. Shabram seconded the motion.

Discussion continued regarding whether the proposed meeting would allow for a renewed contract with the superintendent or the start of a search and whether the new board and public would be left out. Also, discussed was the unavailability of all board members on June 9<sup>th</sup> and the upcoming summer break. The original motion was reread and restated numerous times but there was a lack of clarity. Ms. Levis stated that the motion was not an Item for Action.

Ms. Shabram queried the chairman as to the order of the meeting as the discussion, motions and amendments were confusing. Chair Walston replied the next order of business would be to vote on the motion to amend.

**MOTION:** Mr. Lafer restated the motion to amend and Ms. Shabram again seconded.

**VOTE:** The motion failed – 2:5.

Chair Walston advised Ms. Levis that she could revise her motion to a different date or leave the date out of the motion.

**MOTION:** Ms. Levis restated her motion to meet to consider a national search or a contract extension for Superintendent Vandercar.

**VOTE:** The motion passed – 6:1.

### **XIII. ITEMS FOR ACTION AT A FUTURE MEETING**

#### **1. Consider Adoption of 2021-22 Budget**

Ms. Belz reported that the budget was finished and ready to be presented to the board on June 16<sup>th</sup>.

Mr. Torrey asked Ms. Belz to explain Oregon Budget Law to the public. Ms. Belz responded that should events take place that would not have been budgeted for there would be a supplemental budget which would have been added for adoption.

#### **2. Consider Board Calendar for the 2021-22 School Year**

Superintendent Vandercar presented the 2021-22 calendar for the board's approval noting two meetings were scheduled for each month with the exception of January and April, following long breaks. Board members would review the calendar and approve it at their next meeting.

#### **3. Consider Community Benefits Bidding**

Ms. Nesbit confirmed that work had been done on the Community Benefits Bidding but there would still be a need for more research. In keeping with the context of the 2019 statement focus has been on local businesses, wages, equity and learning. She stated that it would be best to initiate this process with a part of a larger project (i.e. Camas Ridge); with a contract of at least \$1,000,000. She added that contracts would be based on factors provided by the Board and the Superintendent. She also pointed out that prevailing wage, year-round health care benefits for an employee and dependents, diversity and apprenticeships, are all contributors to a contractor bid.

Ms. Shabram questioned the difference between CBB and CBA. Ms. Nesbit responded that they would both deliver community goals and mandatory prequalification efforts.

Ms. Levis expressed that it still feels that they have not gone far enough and felt that they need to worked with their trades to figure out how to get them where they want to go.

Ms. Newman stated she would like to see this be more robust and have better understanding on this.

Mr. Lafer suggested that \$500,000 might be a better figure for the trial project, adding that projects need to be connected to an apprenticeship program.

Ms. Hays indicated she would like to see the group dig deeper using equity as a guideline, not certification. Mr. Lafer agreed with Ms. Hays.

Mr. Lafer agreed that while this project is better than the equity status ten years ago; it still is not enough, and, since most apprentices are well-established it might behoove the board to start something akin to a pre-apprenticeship program.

Ms. Nesbit added that Lane County is currently the program they are using as a research guideline and the county is a CBB not CBA. In response to Ms. Levis comment that health insurance for employees and families needed to be more specific to which Ms. Nesbit reminded the board that 4J does not pay these benefits to their employees. Ms. Levis concluded that she hoped there would be more exhaustive research done.

#### **XIV. SUGGESTIONS BY THE BOARD FOR CONSIDERATION OF ITEMS AT A FUTURE MEETING**

##### **1. Consider Update on Portables at Kelly/YG**

Mr. Lafer said a discussion needs to take place regarding permits/placement of portables at Kelly/YG as they are going to be needed at some point.

The superintendent was confirmed that planning for portables is already in motion.

2. Ms. Levis asked that the newly elected board members be polled to see if they can listen in on the next meeting.

#### **XV. ADJOURN**

Chair Walston adjourned the meeting at 10:33 p.m.

*(Minutes recorded by Marlene Hockema)*

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Cydney Vandercar  
District Clerk

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Judy Newman  
Board Chair