

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

May 5, 2021

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m., a regular session at 7:00 p.m. Notice of the meeting was mailed to the media and posted in the Education Center on April 30, 2021, and published in The Register-Guard on May 5, 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/.

ROLL CALL

BOARD MEMBERS:

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

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 Betz, Director of Finance
Holly Langan, Director of Nutrition Services
Misael Flores Gutierrez, Equity, Instruction, and Partnerships Administrator
Eric Anderson, Director of Curriculum
Lisa Fjordbeck, Executive Assistant/Board Secretary

STUDENT ADVISORY PANEL MEMBERS:

Joel Sadofsky, IHS
Paige Dunnivant, North Eugene High School
Noa Ablow Measelle, South Eugene High School
Mazie McNamara, Sheldon High School

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, EEA

Imelda Cortez, EEA

MEDIA: KRVM**I. EXECUTIVE SESSION**

The Board convened in executive session to evaluate the employment related performance of the chief executive officer, pursuant to ORS 192.660 (2)(i).

Executive Session was closed to the public. All matters discussed during Executive Sessions are confidential and shall not be disclosed by any representative of the news media without authorization by the school board.

II. CALL REGULAR BOARD MEETING TO ORDER

Chair Walston called the regular Board meeting to order at 7:09 p.m.

III. ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Walston called roll, led everyone in the Pledge of Allegiance, and read out the land acknowledgement.

IV. AGENDA REVIEW

There were no changes to the agenda.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Vandercar reported there would be a lot going on: graduation, athletics, vaccines, and with the FDA considering approval of juveniles for vaccines the school district would be closer to normal. She added it would be exciting to move forward with school design and construction funded by the 2018 school bond measure.

In addition, the District would be seeking community input regarding the distribution of the Emergency Relief Fund which would be accessible. Likewise, surveys would be sent out to question how to support students and staff over the next two years.

Work at North Eugene and Edison is underway and the design process has begun for the new Camas Ridge Elementary school. Design of each of the three new schools would follow the same process that was established to provide equity and consistency between school buildings across sufficient design process with opportunities for community updates and feedback.

Two Open Houses have been scheduled with the first taking place on May 26th for Camas Ridge to give an opportunity to see and weigh in on the preliminary design of the school building.

The Board would get a design preview at the next meeting on May 19th. This would be an Item for Information and not a decision point. The Board does not approve building design. The Board would also get an update on summer facilities projects in June.

Finally, this is Teacher Appreciation Week and Superintendent Vandercar expressed her appreciation and support to all teachers for all they do.

VI. COMMENTS BY BOARD CHAIR

Chair Walston indicated she wished to take this time to apologize if her comments, at the last Board meeting came across as a lack of support for the work that Unions do. She added that she made a mistake in wordage and apologized, profusely, asking that the Board would not judge her based on that comment as it does not represent who she is or what she does.

VII. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Joel Sadofsky, IHS, shared that he finds himself strongly conflicted, regarding HB 2001, as many of the people he admires are voicing support for it; he believes that the bill is the wrong way to address the disparity. Joel also commented that in respect to the building of the Camas Ridge facility there had been much discussion about the large size of the parking lot he would hope that planners in the future would consult with public transportation.

Paige Dunnivant, North Eugene High School, shared that ASB is currently in the works of planning a goodbye assembly for seniors. For Teacher Appreciation week she reported they posted baby photos of teachers on Instagram for students to identify.

Noa Ablow Measelle, South Eugene High School, reported that currently it is Green Week at South and they would be promoting sustainable practices around school as well as having a raffle; in order to participate in the raffle students need to participate in a sustainable activity and submit a photo. In addition, they would be working on safe intramural activities opportunities for students. A virtual senior map is in the works which would document what students are planning to do following graduation. AP testing has just started. Finally, seniors have indicated that they would prefer any type of live graduation to a virtual event.

Mazie McNamara, Sheldon High School, commented that they would be wrapping up a great sports season. She added that ASB made cards for teachers for Teacher Appreciation Week.

VIII. ITEMS RAISED BY THE AUDIENCE

Larry Lewin, retired 4J teacher, wished to announce the passing of Don DeWitt, a prior teacher and his mentor. Mr. DeWitt worked for 4J from 1968-1998.

Trish Richter, teacher at Kennedy Middle School and a teacher of color, who stated there were comments made at the previous Board meeting that caused her alarm and awareness in spite of an expressed apology.

Rebecca Gourgey, Special Educator in 4J District, indicated that she felt compelled to comment on the remarks made by the Board Chair, at the previous Board meeting. She added that the teachers in the district are the union and when the Chair's actions mirror her words, of earlier in the meeting, her apology will be accepted.

Jennifer Hehnke, teacher, confirmed that she would be looking forward to a new normal and hoped that the new normal would be a collaboration and change.

Kyle Yamada, High School teacher, stated that during the last Board meeting the Chair compared the teachers' union to a police union. He added that it is the teachers' union that made him feel he had a voice and the Board should be supporting the union. While Mr. Yamada accepted the Chair's apology he questioned why she would make such comments in the first place. Additionally he stated he felt HB 2001, which is making its way through the system would undermine people of color. Mr. Yamada commented that he felt there is not enough

communication between the Board and teachers and would like to see them reach out to each other.

Marion Malcolm reported that she has been sitting in on the Equity Committee meetings for months and has been disappointed in the attendance, especially among minorities. She added that there is no membership information on the district website and she felt it was time to reconstitute the committee. She stated that the Equity Committee needs to be totally reconstituted.

Getanjali Ommen, student at Churchill High School, started by pointing out that slavery is referred to in the past tense but countless people of color are still being killed and whites are still picking curriculum for students of color. Her intent was to question the censorship of Kendrick Lamar from an English curriculum.

Roscoe Caron, a retired 4J middle school teacher, stated that 25 years ago a program was discussed for 4J to provide a system that would provide support for more teachers of color.

IX. COMMENTS BY EMPLOYEE GROUPS

Sabrina Gordon, President, Eugene Education Association (EEA) joined by EEA Vice-President Imelda Cortez, opened with a comment that EEA provided a chance for teachers to be seen and heard, something that many times is not felt in this District. She added that they are tired of being marginalized, dismissed and being labeled as too loud. If 4J is truly committed to retaining teachers of color then this would be shown through concrete action, not just words. Another concern from the comments was the false distinction between the union and its members. The union is the members. The educators of color in 4J are the union. EEA speaks on behalf of educators that are the union.

Imelda affirmed that an apology was the first step but it would not solve the problem or erase the impact. The Board has the power to work with EEA to create conditions that support educators and students; together we would expand the scope of the All Students Belong work to include staff. Let us provide school schedules that provide time for collaboration and professional development, let us support restorative systems that would support staff of color.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Torrey reported that yesterday he attended the BEST meeting; he encouraged members of the board to join him in attendance. He relayed that BEST is a result of the Thurston shooting, 20 years ago, and provides afterschool activities. Last night he also attended the ESD budget committee where he gained a lot of confidence in the committee's work. Mr. Torrey encouraged the Board to reach out to teachers; they are a wealth of information.

Ms. Shabram mentioned that not only is it Teacher Appreciation Week but May is Asian Pacific American Heritage (APA) month and Mental Health Awareness month and she wanted to draw attention to the part that schools play in mental health for students and the full community. She added that it would be important to note how much the staff needs mental health support. Now is the moment for the Board to answer the calls for mental health support. She advocated for a goal of next year for authentic and collaborative engagement.

Ms. Newman thanked the teachers for their creative, hard work. She also complimented previous speakers on their clear mention and the need to collaborate. In addition, she thanked those parents who speak up for their children. She gave a brief report on the All Students Belong work, she stated the consultants from See Change have been reviewing existing data,

policies, and focus groups, related to safety in our schools. New focus groups are being added and they would provide the Board with some recommendations on how to step up a community group to work on this. Just a reminder that this would be Phase I in a multi-year process.

Mr. Lafer stated that they received what he perceived as an extraordinary letter from teachers at Kelly Middle School that stated their most important request was to replace the things that had been taken away during COVID-19. He believes the Board made a big mistake by not putting in portables during Kelly during the transition but the Board has the unique task of being able to have a do over. With a community meeting scheduled for May 26th he stated he wanted to know what parts can be changed and not give the impression that it would be too late to do anything; we are just available to hear what you have to say. He added that he would not want to move forward with Camas Ridge without community input, not as a political issue but just to make smart decisions. Also, he indicated he does not want to go forth with Camas Ridge until an agreement is reached that guarantees the contractors working on this job, and their families, would all be offered health insurance coverage, year-round. Additionally, it would be critical that we work together for the communities when we have the opportunity and resources. Lastly, he was disappointed to hear that in some schools instructional time is going to be taken away in order to administer standardized testing; this was discussed at the last Board meeting.

Ms. Levis started by thanking all the speakers of the evening that came to share their concerns, their advocacy, their thoughtful comments and their excellent questions to us. She stated she would like to commend Ms. Ommen on her comments about Kendrick Lamar; they were thoughtful arguments and points about why that would be so important to education today. Also, thank you to Ms. Malcom for her questions about the Equity Committee and how we got here; specifically comments about how people can apply, etc. Lastly, she thanked the teachers and the OEA for their comments which made an impact on many. She reported she attended an Equity Committee meeting where they had SeeChange come meet with them and receive feedback. She also attended the EEF meeting in preparation for the event and the Budget Committee for which she is thankful.

Chair Walston appreciated what Ms. Levis said about the staff and she agreed whole-heartedly. She announced that the Budget Committee will meet on May 10th and the Budget Committee would hold a public meeting to make their recommendation to the Board so she encouraged people to listen in on that. She reported that Leadership and the Superintendents met with the mayor and discussed climate change and how important that is. She also reported that the Safe Routes to School representative, Sarah Mazze, had been working with Peter DeFazio's office and had been successful in the first step to getting \$1.5 million to complete a bridge over Beltline so that the students in North Eugene, Santa Clara area, do not have to go through that intersection. They also discussed, at that meeting, what it would take to get portables at Kelly and she understood that the Superintendent would be talking to the staff about that; however, it might require a traffic study and therefore it would not happen overnight. Superintendent Vandercar interjected that two to three weeks ago she reached out to those who had started the procedure to get the permits with the City of Eugene, and it could be Lane County, who would look at this and see what is needed (i.e. sidewalk, stoplight, crosswalk), and they should find out soon.

XI. CONSENT GROUP – ITEMS FOR ACTION

- 1. Approve Purchase of Replacement Document Cameras**
- 2. Approve Meeting Minutes for March 3, 2021**

MOTION: Ms. Newman moved to approve the consent group, Ms. Levis second.

VOTE: The motion passed – 6:0

XII. ITEMS FOR INFORMATION

1. Update for Eugene Education Foundation

Dana Fleming, Director of Eugene Education Foundation (EEF) provided a slide presentation highlighting the three priorities for the upcoming year: Equity, Access and Engagement. She stressed that the foundation was able to continue throughout the COVID-19 largely due to an annual fund raiser that was held just prior to the COVID-19 lockdown. Additionally she encouraged anyone to access their website to submit grant requests and reiterated how thankful the foundation is for ongoing contributions.

Ms. Newman reported that she had the chance to attend a youth forum where there was concern about some communities having the ability to raise more money than others which gave her the opportunity to talk about EEF and thanked Ms. Fleming for what she did and the smoothing of inequities.

Mr. Lafer questioned Ms. Fleming as to whether they have any small grant needs that did not fit the criteria but could be handled with small amounts of resources. Ms. Fleming thanked him for bringing that up in the past and affirmed there are still some things left to be funded.

2. Update on COVID-19 School Operations and Planning

Superintendent Vandercar introduced Joyce Smith-Johnson, Health Services Administration, who announced they had completed their first vaccine clinic administering 18 vaccines to ECCO students on April 22nd; it was a success and they would be working on the second dose. In addition they would be getting ready to move on to their first really large clinic and are working in partnership with Cascade Health for that one on May 12th, with 270 doses available for students sixteen and up. She stated that the FDA is considering adding the twelve and up at any moment and should that happen by May 12th they would be able to fill any unused spots with fifteen and up, going with the age of medical consent. She added that they would open their first twelve and up clinic on May 17th, 4:00 p.m. to 6:00 p.m. They have received comments and know that they need to add capacity and are working with Cascade Health to make that happen. She acknowledged that they have a second partner, Lane County Public Health, to offer a vaccine clinic at Churchill, Saturday. They continue to offer more clinics adding smaller clinics around the area.

Ms. Newman asked how parents are notified when there is an open appointment. Ms. Smith-Johnson answered that parents are notified in numerous ways: direct text, links on 4J, newsletter, etc. Ms. Delf added that there are links available through Lane County and Google as well as walk-in services and texts go out in English and Spanish.

Ms. Shabram questioned sign-up protocol to which Ms. Smith-Johnson responded that it would differ depending on which health partner is involved.

Ms. Smith-Johnson went on to report regarding meals in classrooms; she had visited all schools and meal options vary from school to school. While the ideal option is outdoor eating it is not always possible due to weather and alternatives sometimes need to be creative. She stressed that no eating takes place outside of the mealtimes and protocols are tight with washing and sanitizing occurring before and after meals.

Mr. Dey reported that it would be the last week of athletic competition and they continue working on graduation possibilities. He indicated that there would definitely be some form of in-person ceremony, as well as a virtual event, however, due to the ever changing COVID-19 risk levels it

would be difficult to determine what size groups can meet until the risk level for those dates has been finalized. They plan to have the answer by the middle of May.

Ms. Levis asked if there was any clarity should the county be in high risk at mid-May regarding numbers of people and what could be done. Mr. Dey responded that even at a high risk it does not preclude them from doing something; the variable is the number of people that can gather in one place.

Mr. Torrey questioned if the Board can supersede the regulations they received from the Governor's office and through the ODE and asked that it be clarified as to what can and cannot be done, especially this late in the school year.

Superintendent Vandercar responded that the last directive that was received from the ODE was not a directive, it was a here is what you could do or suggestions and moved away from a complete directive like they started off the year. However, she stated they had agreements with EEA and OSEA when school started so teachers were placed and to try to go back to something, for instance bus drivers, would be difficult without more room to move students. So, if they would go back they would not have everything that is needed to protect students. COVID-19 spread is currently happening outside of schools.

Ms. Nesbit stated it is not realistic to try to go back as there are some hard and fast regulations and even recommendations, that if not followed, opened the district to lawsuits as any immunity to lawsuits rests on following the State's safe learning guidance. Mr. Torrey said he was comfortable with that response and added that the district has responded admirably to COVID-19 and the safety of staff and students. Mr. Lafer also added that there are some things that would have to be done for insurance that would not be legal but would negate insurance. Ms. Nesbit responded that there is no insurance and no price could purchase any to cover COVID-19 related catastrophes.

Ms. Delf stated that as addressed in the last Board meeting; the Board is aware of the district's plan of reduced testing. This testing would be on days outside of regular student learning time occurring on Wednesdays in May. Families were asked to respond by April 30 as to whether they would participate in state testing and needed transportation and/or meals. Families that did not respond received direct follow-up.

Mr. Loureiro provided a slide presentation which showed the response rate and the percentages of those who did, or did not, respond and the differences across schools.

Mr. Lafer questioned whether the students would experience any loss in instructional time; discussion followed which reiterated that no student would lose any teacher time. He additionally asked how test results would remain the same when circumstances have changed, to which Ms. Wagner responded the end result is not to test to determine if a student should be moved from main stream but rather to determine which students might end up in that category if they were not found in need through testing. Mr. Loureiro also stated that the last testing results were very similar than the previous ones. Ms. Lang said they do use the data to help determine if there is a need for special education and to plan if it may be needed in the future.

XIII. ITEMS FOR ACTION

Approve Re-adoption of Board Policies on Sexual Harassment

Ms. Shabram confirmed that she thought this re-adoption would be a good idea; however, she expressed concern regarding retaliation to those who report harassment and suggested they

need equal support and opportunity to report. While she does not necessarily think any action needs to be taken at this time it would need to be discussed in the future.

MOTION: Ms. Newman moved that the Board approve the deletion of the existing policies GBN/JBA and JBA/GBN sexual harassment and re-adoption of proposed new policies GBN/JBA and JBA/GBN; Ms. Shabram seconded.

VOTE: The motion passed – 6:0.

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider for Approval Updates and Revisions of Board Values

Chair Walston reminded the Board that they had discussed reviewing Board values at their January 27th retreat and a rewrite was distributed at the April 16th retreat but changes still need to be approved. Areas in the rewrite that are in yellow signify new language while those that are in blue signify a rework. She is submitting this item for action on May 19th.

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

Ms. Newman asked that the board consider adopting a community benefits agreement, she thought they passed a resolution about their values to reflect a lot about what is in the community benefits agreement and would like to see it moved on this year as they are still doing construction and this would be a good time. Lane County and the City of Eugene have done work on this and would provide some good templates. She suggested this go to leadership first to figure out how to move forward.

Chair Walston clarified that would be before the end of this fiscal year and Ms. Newman responded in the affirmative.

Ms. Levis responded to a query as to what a community benefits agreement was. Originally when the resolution was made the board thought it would go to the level the community benefits agreement did and through her work and looking back at work that has been done by other entities and through some documents this is a really critical thing as a public entity that would be spending bond dollars, which are taxes. She stated that the Superintendent is a person that comes from union background and a very huge supporter of unions and it sends a very strong message if 4J would do this as well.

Mr. Lafer added that he, too, supports this action, and wants to be sure that this would go through in time to work with Camas Ridge construction. He added this is not a union versus non-union thing but rather it establishes certain benefits. It does not in any way increase the cost of the project. Ms. Newman agreed and stated that it would help the community and would add money to it.

Chair Walston concluded that this item would be added to the agenda and she suggested this take place before the end of the fiscal year and asked the Superintendent if June 2nd is too soon to provide a staff report and set it up for action on June 16th. This will be discussed Monday, May 10th at leadership.

Mr. Lafer indicated he would also like to add portables to Kelly to the agenda.

Superintendent Valdercar said it could be added to the agenda as they are working with the City of Eugene to get a permit and once they had that they could get the classroom. This is currently

waiting on the process which could be short or long. Chair Walston confirmed that this item would be on the agenda for an update.

1. Meeting Dates:

May 2021: Wednesday, May 5 & Wednesday, May 19

June 2021: Wednesday, June 2 & Wednesday, June 16

xvi. ADJOURN

Chair Walston adjourned the meeting at 9:55 p.m.

(Minutes recorded by Marlene Hockema)

Cydney Vandercar
District Clerk

Judy Newman
Board Chair