

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

Date: September 22, 2021

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 5:30 p.m. and a regular meeting at 7 p.m. at the Education Center, 200 North Monroe Street in Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on September 17, 2021 and published in *The Register-Guard* on September 22, 2021.

ROLL CALL

BOARD MEMBERS:

Judy Newman, Chair
Martina Shabram, Vice Chair (via zoom)
Alicia Hays
Gordon Lafer
Laural O'Rourke
Maya Rabasa
Mary Walston

STAFF:

Cydney Vandercar, Superintendent
José Salgado, Assistant Superintendent for Instruction
Kerry Delf, Chief of Staff
Brooke Wagner, Assistant Superintendent for Administrative Services
Kat Lange, Director of Educational Support Services
Christine Nesbit, General Counsel
Steve Menachemson, Director of Technology
Kyle Tucker, Chief Operations Officer
Oscar Loureiro, Director of Research and Planning
Misael Flores Gutierrez, Director of Equity
Larry Williams, Director of Equity
Dawn Strong, Human Resources Administrator
Lisa Fjordbeck, Executive Assistant / Board Secretary
Andrea Belz, Director of Financial Services

MEDIA: KRVM

EMPLOYEE ASSOCIATIONS:

Peter Tromba and Seth Pfaefflin, MAPS

I. WORK SESSION

Chair Newman opened the meeting at 5:30 p.m. The purpose of the work session was to continue the work on the *All Students Belong* work plan. Superintendent Vandercar introduced Misael Flores Gutierrez and Larry Williams, Directors of Equity to share the work that was already occurring in the district.

Mr. Williams introduced himself, gave a personal history, and shared his positions in the district up to the time he became Director of Equity. He reported that he and Mr. Gutierrez had developed nine high-leverage research-based teaching strategies to support black, indigenous and people of color (BIPoC) to be ready for administrators when they returned to their buildings. They divided the nine strategies so that they were more accessible over the year.

The first three strategies were:

1. Develop authentic learning task
2. Create a literacy rich learning environment
3. Make connections

Mr. Gutierrez added that they worked to develop a document that focused on the intersection of discipline, racism and bias. He referred to a practice developed in the medical field to reduce the instances of over-medication of patients based on the internal bias of the prescriber. He shared that he and Mr. Williams looked at ways to apply the same strategy to discipline referrals. He referred to the document they had provided to the Board which outlined the new process which would include opportunities for teachers and administrators to stop and check their biases before giving referrals.

Mr. Williams added that referrals would be collected at the end of the month so that administration could pay attention to the trends, and to assist schools that might be struggling to implement the new process, the focus of which was to reduce bias.

Ms. Shabram asked whether classified staff who interacted with students would also be included in the training. Mr. Williams said that the process would be made available to every adult in a building who might be making a referral, minor or major. He added that the words currently being used to describe behavior were very subjective and could be interpreted differently depending on the person's background and internal bias. He brought attention to the concern that referrals were often being written when the adult was not calm and regulated which might exacerbate the issues.

Superintendent Vandercar asked the directors to share their findings when they gave a presentation to the Transportation Department. Mr. Gutierrez shared that when they began their presentation, many staff got up and either left or indicated that they were not engaged. He said that as the training progressed, many of them returned. Mr. Williams continued that after the training, they had a good conversation with many of the staff. He realized that everyone has opportunities to check their assumptions, and that training needs to be provided to all staff so that they could learn.

Mr. Lafer thanked the presenters for focusing on the topic in a thoughtful and comprehensive way. He asked how they would know if the trainings had been effective and asked for structural milestones. Mr. Williams responded that they had provided the bus drivers with eight strategies to enhance relationships with students, which were proven to reduce negative behavior. He added that they had created walk-through tools and student surveys that could be used during class visits. Mr. Gutierrez said that their focus was getting feedback directly from students to determine what was and was not working.

Ms. Hays appreciated the concept of transfer of training: how to take the training and apply it to daily life. She referred to bias training that had been done with Lane County judges ten years

prior and resulted in check lists they could use to ensure their decisions were non-biased. She appreciated that Mr. Gutierrez and Mr. Williams had taken their training to the bus drivers: they played an important role in student's school experience.

Chair Newman also appreciated that the check-list provided prompts for self-awareness. She asked whether definitions were being created for different sorts of behaviors, for example, what did disruptive behavior look like? Mr. Gutierrez answered that it was their goal to work on those definitions in the year to come.

Ms. O'Rourke asked whether a matrix for referrals would be provided. She also asked what other work besides training was planned.

Superintendent Vandercar reported that there was data from prior to the pandemic that could be used to ensure that trainings were effective. She hoped that the new Equity Directors and the Committee would tackle the question of how the district could make things better.

Mr. Gutierrez suggested that the student Board representatives could report and give solutions on the big Equity issues taking place in their schools. Ms. Hays said that would depend on what student was chosen to represent the school. Ms. O'Rourke agreed that the student chosen would not necessarily represent an Equity voice. Mr. Gutierrez responded that he had been working with building administrators to broaden the group from which they chose a representative to include students in different affinity groups.

In response to a question from Mr. Lafer, Mr. Williams said that he would provide each of the Board members with the list of nine strategies.

Ms. Rabasa said that she was very excited to hear that the student representatives to the Board would be chosen from a broader group. She and Chair Newman had attended an OSBA student presentation that was compelling because the voices heard were very diverse.

Ms. Shabram wanted to learn more about how trainings would be provided to wraparound care providers.

Superintendent Vandercar and Mr. Gutierrez shared about a new welcome center located next to El Camino del Río/River Road Elementary School. The center would be staffed with social workers, bilingual support providers, and McKinney-Vento representatives, to assist families. The purpose would be to bring wraparound services to the district in one location. There would also be food services and student affinity group coordinators. Mr. Gutierrez was excited about the possibilities. There was discussion about how to name the center to best represent what programs were included.

Chair Newman thanked Mr. Williams and Mr. Gutierrez for forging ahead with the important work. She then referred to the Board packet and a document that outlined next steps in the All Students Belong initiative. The issues that needed to be addressed were: lack of a North Star that drives policy, resource decisions; lack of alignment in professional development; need for a deeper commitment to equity; individual bias and disparities; siloed initiatives and departments; and policies that leave a lot of room for exclusion. She continued that the group SeeChange, which had created the report, recommended the next step would be a community visioning process to develop a shared north star. Following that would be to develop a plan to align

policies and practices and resources to the north star. The third step would be to implement the plan, keeping the north star at the center of the work.

Ms. O'Rourke commented that the term north star was distracting. She hoped to come up with either a definition for north star or another term. Ms. Hays agreed and continued that it would be important to define what ideas or steps were included in the term.

Ms. Shabram supported the work of SeeChange. She added that it was important to have an external group give guidance. She suggested requesting a scope of future work before entering into an additional contract. Mr. Lafer wanted to see examples of best practices being used in other districts.

Chair Newman summarized that an item for future action would be placed on the agenda for a future meeting to clarify the district's work with SeeChange.

Chair Newman closed the work session at 6:41 p.m.

II. REGULAR MEETING – CALL TO ORDER

Chair Newman called the regular meeting to order at 7:00 p.m.

III. ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Newman noted that all board members were present either via zoom or in-person. After reciting the Pledge of Allegiance, Chair Newman read the Land Acknowledgement.

IV. AGENDA REVIEW

There were no changes to the agenda.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Vandercar reported that all students who had signed up for online school before the deadline had been placed. Enrollment was steady with over enrollment at three high schools and under enrollment at kindergarten and sixth grades. She continued that it was hoped that the COVID-19 vaccine would become available for students in mid-October and the district and its partners would assist interested families. All departments were working hard to provide normalcy for students including welcoming back vaccinated volunteers to assist with activities. The district would be holding a recruiting event to fill vacant positions for food service workers, bus drivers, nurses, custodians and educational assistants. The district had recently held a webinar to answer questions posed by the community regarding safety protocols to mitigate exposure to the virus. A recording was available on the web site at <https://www.4j.lane.edu/2021/09/watch-parent-info-session-on-health-safety-measures/>. Additional information would become available on the district's FAQ page as it was released.

Superintendent Vandercar also reported that the regional safety team and wellness team were ready to support students and teachers to prevent suicide and provide behavior assessment.

VI. COMMENTS BY BOARD CHAIR

Chair Newman reported that in September the district implemented its new Religious Accommodations policy by moving the first day of school so that it did not fall on an important Jewish holiday. She also thanked parents for their involvement in the first live webinar for which they received 175 questions and over 200 people attended live. She thanked all staff who helped to make the event a success. She also called attention to the resolution issued by the State Board of Education in direct response to the limitation by some school districts of symbols and signs showing solidarity with different student groups. She looked forward to the upcoming work session on Robert's Rules of Order and public meeting law.

VII. ITEMS RAISED BY THE AUDIENCE

Chair Newman read the protocols and requirements for making public comment.

Harry Sanger commented on recent state and district actions with regards to COVID-19 protocols; symbols and signs showing solidarity with certain student groups; and the formation of an equity committee.

Larry Lewin eulogized past superintendent Tom Payzant who implemented universal kindergarten and alternative schools, and transferred many high school principals to rejuvenate regions. Mr. Lewin spoke positively of Superintendent Payzant's leadership and innovation and urged the district to return to some of those principles.

Marion Malcom hoped that the Board would always remember that their role was to question the policy impact of administrative decisions. She referred to the equity implications of the difference in the size of online and in-person classes and the students who might be served in those classes.

Roscoe Caron referred to Professor Yong Zhao's comments that China, which had long used testing as the basis for success in school, was now changing its education model to include the important skills of creativity, communication, collaboration and higher order thinking. Mr. Caron continued that he agreed with Professor Zhao's concern that a generation of students, teachers and administrators would know nothing but testing.

VIII. COMMENTS BY EMPLOYEE GROUPS

Peter Tromba and Seth Pfaefflin represented MAPS (Managers, Administrators, Professionals and Supervisors). Mr. Tromba reported that in the second week of school staff had started to notice that students were more dysregulated than he and his colleagues had noticed in the past. Frontline staff were working to respond to issues with cool and calm, and to spend more time listening with empathy and working to reset expectations of how to behave together. Mr. Pfaefflin was a Student Services administrator. He emphasized how much 4J staff were all taking extraordinary measure to take care of students and make school a success. He asked the Board to focus on gratitude for all staff. He also urged anyone listening who was interested in being a special education assistant to apply.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Alicia Hays expressed a personal necessity to call out recent comments equating the Black Lives Matter movement to a hate group. She stated that she did not agree, and believed that Black Lives Matter was an important group moving the nation forward in equity. She continued by saying that she had the chance to attend an OSBA workshop on creating a high

performing board by focusing on working agreements: setting clear goals; creating conditions for success; holding systems accountable and using data effectively; learning together as a board; strong shared beliefs; and having collaborative relations with all stakeholders.

Gordon Lafer thanked Superintendent Vandercar for removing texts being used at the online academy because of their racist content. He added that he was happy to hear that the district would be transitioning the academy to a model taught by 4J teachers and using 4J approved curriculum. He asked that the district staff request a partial refund for the unusable material. He commented that the shortage of bus drivers was creating significant issues for families. He suggested that it was because wages were significantly lower than in neighboring districts and hoped that the district would respond positively to market conditions. He was intrigued by the idea of creating an ombudsman position for families with students who had special needs.

Laurel O'Rourke was glad that the work of All Students Belong was beginning in earnest. She continued that often the terms black, brown, and indigenous were used in the same sentence with the word discipline, which created a sense that students who identified as black, brown and indigenous were considered a problem.

Mary Walston congratulated staff on the first day of school. She would be attending the first Eugene Education Foundation Board meeting the next day and was looking forward to hearing about their work with All Students Belong. She would also be attending the Lane Council of Governments Board meeting the following week. She thanked Ms. Hays for her report on the OSBA workshop.

Martina Shabram appreciated the staff and parents for their participation in the live webinar. She reminded the audience that September 15 to October 15 was Hispanic Heritage month. She highlighted the discussion that had occurred in the work session regarding All Students Belong. She continued that racism and oppression have no place in the district and referred to the Board resolution from June 22 affirming the Board's support to anti-racism and equity and the movement for justice.

Maya Rabasa had met with Superintendent Vandercar and watched a report on leadership during which she was motivated to express her gratitude to staff and her recognition that they were working long hours under a lot of stress. She affirmed that she saw all the extra that they were taking on day after day. She asked how she could help and acknowledged what was already happening to improve their day. She hoped to keep the avenues of communication open.

X. CONSENT GROUP - ITEMS FOR ACTION

1. Personnel Action
Presenter: Karen Hardin, Director of Human Resources
2. Bond Project–North Eugene High School Replacement Building Controls
Presenter: Ryan Spain, Director of Facilities Management

Mary Walston moved to approve, and Alicia Hays seconded, the consent group.
The motion passed 7:0.

XI. ITEMS FOR INFORMATION

1. Receive Update on the Return to School in Fall 2021
Presenter: Cydney Vandercar, Interim Superintendent

Superintendent Vandercar asked Dr. José Salgado and Dr. Brooke Wagner to give presentations on attending school while in quarantine, and hiring needs. Dr. Salgado shared the plans for continued education if students or a whole class needed to quarantine. He began with the elementary level. He said that if a whole class needed to quarantine, learning would continue through the use of the online program Seesaw. Individual students who needed to quarantine would also access essential lessons through Seesaw. Students would also have access to districtwide teachers online.

Dr. Salgado continued that similar protocol would be followed at the secondary level, which included both middle and high school students, using the online program Canvas. Teachers would work with students to ensure that learning was continuing during the time they were not in school and would also support students in their transition back to school.

In response to a question by Ms. O'Rourke, Dr. Salgado said that staff at the secondary levels would work with students to ensure they were in cohorts as much as possible. In places in the building where high exposure might occur, such as lockers, student access would be staggered. This would minimize contact during the day. The district would implement contact tracing and quarantine students when needed. Dr. Wagner added that if students were vaccinated and were not showing symptoms, they could remain in school. Dr. Salgado added that the district had added cleaning measures. Ms. Walston asked about contact tracing with elementary school students. Dr. Wagner gave information about measures that were being taken to cohort students into small groups in order to minimize contact and create systems for tracing. Dr. Salgado shared sample questions being asked of students to determine who they might have been in contact with during the day.

Dr. Dawn Strong gave additional information about how classrooms were being organized and steps for contact tracing. She outlined the steps being taken to inform and educate families when exposure occurred. Ms. O'Rourke expressed her thanks for the detailed information she had received that night. She added that she would like more information to be shared with the community regarding when and where to get tested.

Ms. Rabasa reminded staff that she wanted to receive data regarding who had chosen online school. Superintendent Vandercar confirmed that she would share the information in her Friday memo.

Dr. Wagner gave a report on the issues that Human Resources was facing. She shared that licensed staff was stable. They were hiring additional guest teachers and would return teachers on special assignment to the classroom if needed.

There were 40 classified educational assistant positions open and nurses, bus drivers and custodians were also needed. They were working with labor groups to provide incentives for some classified positions such as bus drivers.

The online programs had 900 students. All students who applied before the deadline were offered a seat. There were 40 students still needing placement. Mr. Lafer asked for information

to be provided regarding bus driver wages. He also asked whether leave would be offered to staff who had to quarantine. Ms. Nesbit reported that the district had just reached tentative agreements with both EEA and OSEA and the Board would be asked to vote on them at a future meeting.

In response to a question from Ms. O'Rourke, Dr. Kat Lange, Director of Educational Support Services reported that at the end of last year, the ESS programs were not understaffed. However they were experiencing current staffing shortages this year, as were all school districts. They were actively hiring for open positions. There was a discussion and clarification on the education model that was being initiated at the kindergarten and ninth grade levels. Dr. Lange added that staffing numbers were being adjusted to accommodate the new model.

Chair Newman interjected that the discussion regarding Education Support Services had not been planned and would be discussed as an item to add at a future meeting.

2. Receive an Update on School Safety Systems

Presenters: Cydney Vandercar, Interim Superintendent and Brooke Wagner, Assistant Superintendent for Administrative Services

Superintendent Vandercar referred to the information provided in the Board packet. She wanted to share information about the district traveling safety team. There were two team members per region who responded to incidents at school. She added that the district also had a team that would respond when students were at risk of harming themselves or others. She showed a video highlighting the work of the suicide prevention specialist. The link to the video is <https://vimeo.com/614066629>. The district would be implementing curriculum called Sources of Strength to support and empower students.

Dr. Wagner commended Angi Meyer for her work with suicide prevention. She said that the Sources curriculum was an asset based program that trained students in peer-to-peer support. She added that the initiation of the program was in response to the Adi's Act, and that they would be adding staff to support suicide prevention. The district had renewed their contract with Helping out our Teens in School (HOOTS) to provide additional mental health support. Ms. Waggoner said that they would continue their summer support program as well.

Superintendent Vandercar shared that the Eugene Police Department would be called upon if a crisis rose to that level. Dr. Wagner said that they would bring additional information to the Board at a future meeting. Mr. Lafer asked for additional information on how the Sources of Strength program and additional personal asset building would be implemented.

Chair Newman thanked staff for their reports.

XII. ITEMS FOR ACTION

1. Approve Resolution 2021-22-09 Concerning Masking and Other Protective Measures to Ensure Safe Public Meetings
Presenter: Christine Nesbit, General Counsel

Ms. O'Rourke moved and Ms. Hays seconded to approve Resolution 2021-22-09 Concerning Masking and Other Protective Measures to Ensure Safe Public Meetings. There was no discussion. **The motion passed 6:0.** Mr. Lafer had stepped away during the vote.

2. Approve Revisions to Board Policy KGB Public Conduct on District Property
Presenter: Christine Nesbit, General Counsel

Ms. Walston moved and Ms. Hays seconded to approve Revisions to Board Policy KGB Public Conduct on District Property. In response to a question from Ms. Rabasa regarding bringing animals onto district property, Ms. Nesbit clarified that if a parent was walking their dog, the dog needed to remain on the sidewalk. Ms. O'Rourke asked whether the revisions had been a result of a complaint. Ms. Nesbit responded that the policy allows school administrators to manage the use of their property. Superintendent Vandercar added that during the pandemic many people had been using school property as open space to exercise their dogs and were not aware when school returned to session that they needed to restrain them. Ms. Walston added that the policy had been applied inequitably across the district. Ms. Nesbit responded to a question by Ms. Rabasa that the policy responded to safety issues and the inconsistency of the application of the policy across the district.

Chair Newman called for the vote. **The motion carried 7:0.**

3. Review Instructional Time and Consider Approval of Instructional Allowances
Presenter: Cydney Vandercar, Interim Superintendent and Christine Nesbit, General Counsel

Ms. Rabasa moved and Ms. O'Rourke seconded a motion to authorize the Superintendent to use 30 hours of professional development allowances as need determined. Ms. O'Rourke said that she initiated the item for action to give the Superintendent flexibility to respond to student and staff needs. Ms. Rabasa added that she was not interested in telling the Superintendent how to use the time, but rather to provide the option to use it if needed. Ms. Hays said that she had not heard Superintendent Vandercar ask for the approval of additional time. Mr. Lafer shared that he supported approving the motion so that the additional time could be used if needed and that there could be conversation amongst staff about how the minutes would be used. Ms. O'Rourke hoped that the time could be used for students and staff as flex time. Ms. Hays said that she was concerned it might put pressure on the Superintendent to use the flex time even when she had reported it was not necessary. Mr. Lafer reiterated that approving the motion would allow discussion amongst staff whether the time could be used to relieve some of the pressures they were feeling. Ms. Walston asked for the motion to be restated. Ms. Newman expressed concern that using the additional hours could reduce instructional time. Ms. Shabram said that she was not sure that approving the motion would functionally do very much, since the Superintendent said that if she were to determine that using the hours was needed, she would bring a report to the Board. Ms. Rabasa explained that her motivation to bring the item for action to the Board was to be proactive in light of the pandemic. Approving the motion would allow the Superintendent to act quickly to use the hours if she saw the need. Ms. Nesbit clarified for the Board that approving allowances is an annual event. She added that if the Board wanted to approve the use of time allowances for a longer period, a Board Policy would have to be created and approved. Mr. Lafer expressed concern that there was resistance to consideration of the motion. In response to a question from Ms. Hays, Superintendent Vandercar clarified that if the need were to arise to use time allowances, there

would be a discussion about their use among all the stakeholders. She added that any discussion would happen in a public format. Ms. Rabasa asked the seasoned Board members how often time allowances were used. Ms. Nesbit answered that there had been times in the past when the district had to request approval to use time allowances because of weather related issues. Ms. Rabasa expressed disappointment in the process. She repeated the motion. Ms. Walston called for the question. **The motion *did not* pass 3:4.**

4. **Approve Board Goals For 2021–22**

Presenter: Judy Newman, Board Chair

Chair Newman referred to the Board Packet for details regarding the eight goals; three tasks; and three additional goals to consider if there was time. Ms. Walston moved to approve the Board Goals for 2021-22. Mr. Lafer seconded the motion. Ms. O'Rourke expressed concern that creating a pandemic/disaster policy was not a primary goal. Ms. Hays hoped that if, at the mid-year check-in, it was determined that additional goals could be tackled, the Board would have a discussion whether there were other items they could consider besides the three goals listed. Mr. Lafer thanked Board Leadership that the Community Benefits Agreement was one of the tasks to be worked on.

Ms. Hays amended the motion to include that new goals could be considered along with the three goals that would be considered if there was time. Ms. Walston seconded the motion to amend.

Mr. Lafer said that any new goals would need to be added after the three that were on the lists. Ms. Hays shared that she had brought her concerns during the retreat and was expressing them again.

Ms. Shabram shared that there would be items that arose that took precedent over any goal that was agreed upon. She asked that the Board move forward in good faith and have discussions as needed on the merit of the goals on the list. Ms. O'Rourke called for the question.

Ms. Hays withdrew her amendment. Ms. Walston agreed to remove her second to the amendment.

Ms. Rabasa asked to amend the motion to include the pandemic policy onto the goals. Ms. O'Rourke seconded the amendment. Ms. Walston and Ms. Shabram said that the work on pandemic issues would happen whether it was a goal or not. Chair Newman agreed that creating a pandemic/disaster policy would not replace all the work that was currently happening in the district. Ms. O'Rourke said that she was frustrated that there was no written pandemic/disaster policy. Mr. Lafer supported moving forward the goal to create a pandemic/disaster policy. Ms. Rabasa shared that she was looking forward to creating an equity lens for decision-making so that future discussions such as the one occurring might be addressed through the equity lens.

Chair Newman called the question on the amendment. **The motion to amend the original motion to add the goal to create a pandemic/disaster policy to the list of Board Goals for 2021-22 *did not* pass 3:4.**

The motion to approve the original Board Goals for 2021-22 passed 7:0.

5. Oregon School Board Associations (OSBA) Elections: Nominate Judy Newman for OSBA Legislative Policy Committee
Presenter: Cydney Vandercar, Interim Superintendent

Superintendent Vandercar deferred to Ms. Shabram. Ms. Shabram moved that the Eugene School Board of Directors nominate Judy Newman for the OSBA Legislative Policy Committee in Position 6. Ms. Walston seconded the motion. Ms. Walston expressed that Chair Newman had done a great job and hoped that when the time came, all on the board would vote in the affirmative. **The motion passed 7:0.**

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider Revisions/Updates to Board Policy IKF-Graduation Requirements
Presenter: Christine Nesbit, General Counsel

Ms. Nesbit referred to the Board Packet for the revisions to Board Policy IKF. Staff were proposing to remove the graduation requirements regarding essential skills for English Language Learners to be in agreement with recent legislation that eliminated the skill for a period of three years. She added that if the state changed legislation, staff would make further revisions.

Ms. Nesbit continued that the legislature has adopted the term “Language Arts” in favor of the former term “English.”

The final revision to the policy would be in response to the request to award a diploma to deceased students who died while enrolled in the 12th grade. A section would be added to the policy under the heading *4J Honorary Diploma* which would give the requirements for the issuance of the diploma. The diploma would not be issued by the Oregon Department of Education, but by the district. Ms. Hays thanked the district for adding this revision to the policy. Mr. Lafer requested that the requirement that the student be on track to graduate. He asked for more latitude in issuing an honorary diploma within the balance of the law. There was further discussion regarding the term “on track to graduate” relative to the grade the student was in. Superintendent Vandercar clarified that the discussion was to remove the section “and been on track to meet graduation requirements by the targeted graduation date or the summer immediately following.” There was also discussion to consider the requirement that the student be enrolled in 12th grade. Mr. Lafer added that if there were a way to honor students, he would like to see it included. Superintendent Vandercar suggested adding the word guardian to parent(/guardian).

2. Appointment of Budget Committee Members
Presenter: Kerry Delf, Chief of Staff and Ms. Andrea Belz, Director of Financial Services

Ms. Delf introduced Ms. Andrea Belz, Director of Financial Services to give a brief overview of Budget Committee requirements. Ms. Belz said that the committee was a statutory committee required by law and included the Board and an equal number of members chosen from the community. The committee was required to meet at least once to receive the proposed budget, ensure that all requirements were met and approve and move the budget to the Board

for approval by June 30 of each year. Ms. Belz considered the important duty of the Budget committee was to represent and ask questions posed by the community. She encouraged any qualified individual to apply for an open position.

Ms. Delf continued the Board's process in the past to fill the Budget Committee was to solicit applications from qualified candidates; interviewed applicants in a work session or heard from them during a Board meeting. Since the Board had received large numbers of applicants in the past, a screening process or appointing a subcommittee to screen applicants was considered. She added that the Board could approve to start the process as early as September 24 to conclude on November 3. Ms. O'Rourke asked whether the Equity lens had been applied before the start of the process. Ms. Delf responded that the lens could be applied during the solicitation and application process.

Ms. Walston remembered that the Board had agreed not to use a subcommittee of members to screen applicants. She also urged not using a straw poll prior to voting. Mr. Lafer wanted to use the least time-consuming process possible and to make clear to applicants what their limited role was. He did not believe that the Budget Committee served its purpose of responding to the proposed budget with suggestions and alternative uses for funds.

In response to a question regarding the exclusion of 4J staff from serving, Ms. Delf said that it was a state law. She added that she was not aware whether stipends or payment for childcare were permitted. She and Ms. Nesbit said they would find out, but they believed that providing onsite childcare would be permissible.

Ms. Hays clarified that the description of the Budget Committee's role that would be made available to applicants was provided in the Board Packet. She gave her thoughts about how to choose candidates.

Ms. Delf clarified that the Board was to begin the process during the current meeting in order to appoint budget committee members at the next meeting. She referred to the process outlined in the packet. Mr. Lafer agreed with Ms. Hays suggestion that they choose candidates based on their paper applications and not have interviews. Ms. Walston suggested that the Board approve the recruitment process and could discuss the interview process at a later Board meeting. Ms. O'Rourke and Ms. Hays suggested adding questions from an Equity lens to the application. Ms. Shabram clarified that the only reason to not move forward was if the Board wanted to make changes to the questions on the application. There was a discussion about altering the questions in the initial application. Superintendent Vandercar suggested choosing candidates by high school regions.

Chair Newman asked whether the Board would approve the initial application process with suggested alterations so that it could be distributed to the community by September 24, and have a continued conversation at the Board work session on October 6. Ms. Delf clarified that the community engagement, job history, and educational background questions be removed. The Board agreed. The appointment of Budget Committee members would occur at a future meeting.

3. Consider for Approval Board Working Agreements
Presenter: Judy Newman, Board Chair

Chair Newman reviewed the four documents in the Board packet pertaining to the working agreements. Ms. O'Rourke was concerned that some of the discussion and suggestions had not been recorded. After a discussion about how to get feedback regarding items that the Board wished to revise, Chair Newman suggested sending an email with just the name of the item to her and the discussion would occur in public meeting. Chair Newman and Ms. Nesbit referred to the upcoming work session with OSBA to learn more about deliberations by email. Ms. Shabram acknowledged Ms. O'Rourke's discomfort that her suggestions had not been included. There was further discussion of how to get changes to Chair Newman and Vice Chair Shabram.

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

Ms. Hays and Mr. Lafer asked for data regarding special education students. Ms. Hays and Chair Newman also asked for a report on the current plans to respond to a disaster. Ms. Shabram and Chair Newman asked to have a conversation about the relationship between the Equity Committee and the School Board. There was additional conversation on the issues to be discussed at a future meeting.

Ms. Shabram asked for a discussion about crafting a resolution regarding student identities to align with the recent resolution from the State Board of Education. The Board agreed to discuss it at a future meeting.

XV. ADJOURN

Chair Newman adjourned the meeting at 10:52 p.m.

Cydney Vandercar
District Clerk

Judy Newman
Board Chair

(Recorded by Eliza Drummond)