

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

Date: December 1, 2021

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m. followed by a work session, and a regular meeting at 7:00 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 Friday, November 26, 2021, and published in *The Register-Guard* on Wednesday, November 26, 2021.

ROLL CALL

BOARD MEMBERS:

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

STAFF:

Cydney Vandercar, Superintendent
Brooke Wagner, Assistant Superintendent for Administrative Services
Christine Nesbit, General Counsel
Carole Knapel, Capital Improvement Program Manager
Ryan Spain, Director of Facilities
Kyle Tucker, Chief Operations Officer
Karen Hardin, Director of Human Resources
Andrea Belz, Director of Finance
Lisa Fjordbeck, Executive Assistant / Board Secretary

MEDIA: KMTR, KRVM

EMPLOYEE ASSOCIATIONS:

Jesse Scott, EEA

I. EXECUTIVE SESSION

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).

Executive Sessions are 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. WORK SESSION

Superintendent Evaluation Process
Presenters: Judy Newman, Board Chair

Chair Newman called the work session to order at 6:34 p.m. and noted that Ms. Rabasa would be joining the group at a later time.

Ms. Newman began the meeting by describing the work to be done: to review the Superintendent Evaluation Process. She read from Board Policy CBG, Evaluation of the Superintendent:
"The board will evaluate the superintendent at least annually as per the timelines set forth in the superintendent's employment contract. The evaluation will be based on the job duties described in the superintendent's contract, board policy and progress in attaining any goals for the year established by the board and/or superintendent."

She referred to the documents in the board packet titled Overview and Process, stating that the goals which would be used to evaluate the Superintendent were part of the Vision 20/20 plan. She continued that she had met with Superintendent Vandercar, and together they had determined which objective(s) from each goal the Superintendent would focus on for the upcoming year. In addition, they had identified objectives in the area of Administrative Performance and Superintendent Vandercar had added specific goals. The chosen objectives were bolded in each section.

Superintendent Vandercar said that some of the decisions made in bargaining could affect the outcome of some of the goals and objectives listed in the document.

Ms. Walston suggested that the document would be used to engender deeper conversation during the year and that the board would have an opportunity to evaluate and adjust at the mid-year meeting.

In response to Mr. Lafer, Chair Newman referred to the mid-year progress meeting in January or February of 2022 during which the board could adjust the goals and objectives. She continued that in May or June of 2022, the board would give their final evaluation of the Superintendent for the 2021-22 year. Chair Newman said that the board would vote on the document before them at the December 15 meeting.

Ms. Walston said the board was contractually obligated to do the process.

Superintendent Vandercar pointed out that there were projects that the district was implementing and addressing that were not necessarily listed in her plan. She gave the example of CTE projects. In response, Chair Newman said the alternative was to not bold any objectives and to allow Superintendent Vandercar to share during her evaluation the reasons why some items had not been addressed during the year.

At Chair Newman's suggestion that emphasis not be placed on any particular objectives, Ms. Shabram said that because of the circumstances, it was likely that the board would end up discussing all the objectives on the document and why they could or could not be addressed because of the pandemic.

Ms. O'Rourke expressed her concern that the board was changing their plan.

Ms. Walston pointed out that finding solutions to issues that arose because of the pandemic were part of the larger topic of the ability of the Superintendent to guide the district using resources available. She hoped that the document would prompt discussion and was less concerned about whether goals and objectives were bolded.

Chair Newman summarized that the board would return on December 15 to approve the process and that no goals or objectives would be bolded in the final document.

Chair Newman adjourned the work session at 6:51 p.m.

III. REGULAR MEETING – CALL TO ORDER

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

IV. ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Newman noted that all board members were present via video conference. After the board recited the Pledge of Allegiance, Chair Newman read the Land Acknowledgement.

V. AGENDA REVIEW

There were no changes to the agenda.

VI. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Vandercar reported her conversation with a mental health physician the prior evening who shared that 4J needed to add mental health support at all schools and levels. She thanked the board for approving funds from the Student Investment Account (SIA) to increase mental health supports across the district.

Superintendent Vandercar added her thanks for approving additional non-instructional days.

VII. COMMENTS BY BOARD CHAIR

Chair Newman had attended a Eugene Education Association listening session and thanked the teachers and school staff for their time with the board and superintendent. Chair Newman shared that one teacher compared the additional load she was carrying to having to hold a five-pound weight in each hand with outstretched arms: how difficult it became over time. Chair Newman also shared her dismay that teachers felt undervalued and not appreciated or trusted. She expressed her thanks for what teachers did every day and said that they were valued.

She continued by addressing the school board and hoped that they would work together to function better. She asked that they keep their comments to three minutes, the same amount of time given to the public, and to implement the practice that after each board member has an opportunity to speak, they wait until all other board members have spoken before speaking again. She asked that board members consider the purpose of their comments before sharing. She hoped that implementing those practices would lead to better decision-making.

VIII. ITEMS RAISED BY THE AUDIENCE

Ericka Thessen spoke about 504 plans and neurodivergent students. She said that her student's treatment at the elementary level had deeply affected them, and it took until the seventh grade for a 504 plan to be put in place to aid them in their learning and functioning. She shared statistics regarding autism spectrum disorder in children, especially girls and non-binary children.

She asked that the 504 process be streamlined and be made more inclusive and welcoming and that more training be given for assisting neurodivergent students.

Carmen Duato expressed her physical and mental exhaustion as a teacher in the district. She said that she spent her free time at school assisting students in distress and shared that student behavior was impacting their ability to learn. She listed many factors that were affecting students and asked that schools be allowed to let volunteers return, especially the middle school mentor program. She also proposed a public campaign to inform the community how they could assist, including allowing counseling interns to work with students.

Larry Lewin congratulated the board for approving additional non-instructional days. Mr. Lewin referred to the Oregon Department of Education Care and Connection week and asked whether schools were still providing time for teachers and staff to continue that important work or whether schools were in catch-up mode and testing was again at the top of their agenda. He said that care and connection were the heart and soul of learning.

Harry Sanger spoke about the recent vaccination clinic at Howard Elementary at which parents were kept from expressing their concerns about vaccinations. He asked that children be able to remove their masks when outside, that volunteers be allowed back into the buildings, and that the district end its fear-based narrative.

Justin McCall shared about inappropriate curriculum being distributed at Churchill High School. He added that police had come to his house at the request of the district and he was upset. He was expressing his anger over the abuse and neglect of his child at school.

Amanda Hvass expressed her support for the board's guiding beliefs and values: Do what's best for all 4J students; continue to learn and grow; and respect and care about each other. She was reaching out to the board in a spirit of collaboration and participation to find common goals. She thought more could be accomplished if people came together with intention.

IX. COMMENTS BY EMPLOYEE GROUPS

Jesse Scott represented Eugene Education Association. He was the EEA Racial Equity Director. He expressed gratitude for the board's approval of additional non-instructional days. He said that too much was being asked of educators and they were overwhelmed. He shared that he was heartened to see students smiling and having a good time, but they were also experiencing anxiety and were not able to cope with their emotions. He said that all the past concerns were evident more than before. He hoped to work together to plan a better system where all staff felt like they had the tools available to them without having to make so many personal sacrifices.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Hays had attended the Equity Team and had also had coffee with Ms. Hvass. She hoped that the other board members would take time to do the same, and to hear the perspective of someone looking at the board from the outside.

Ms. Rabasa had also met with the Equity Team. She invited the board to submit names of any students, staff, community members or parents, with a brief reason why they should be considered, by 5 p.m. Tuesday, December 7. Ms. Rabasa had also attended the listening session by EEA. She

thanked the staff who had made themselves vulnerable to paint the picture of what it was like in schools. She expressed that teachers should not have to shout to get their needs heard and that it was time to make some necessary changes to make the job of being a teacher sustainable and rewarding. She shared that many teachers did not feel heard, valued, trusted, or wanted and that they felt disposable. She asked that administrators express to teachers that they trusted them to get their work done by allowing them to do it wherever they would choose on non-instructional days. Ms. Rabasa said if this falls into the category of bargaining please know this is coming from me as an independently generated idea and there is no intention behind my statement to undermine the bargaining process. She would like to see every administrator communicate to every teacher that they trust them to get their work done that on the days we have designated for planning time teachers can decide for themselves where they will get the work done, whether at school or from home, because we know they will get the work done, we know teachers are working beyond contract hours.

Ms. Shabram said that it was World AIDs Day and thought about how different the last forty years might have been had the response to that pandemic been the same as the response to COVID-19. She expressed her gratitude to the district to protect the community and prevent the spread of the virus while allowing families to make the decisions that were best for them.

Ms. Walston raised the topic of mental health as a concern for everyone in the district. She wanted to devote more time and resources to the difficult issue of the mental health needs of students and staff. She had attended a webinar sponsored by OSBA the day before in which they stressed the need for prevention and response. She believed that there was caring and connection in schools. She asked that the board read a book called *What Happened to You*, by Oprah Winfrey and Bruce Perry. Ms. Walston added that one of the purposes of the Student Success Act was to increase the support for mental health needs in order to increase academic achievement. She asked the board to make the topic a priority moving forward. She wanted to invest in positive learning environments, focus on relationship building, and prioritize the teaching of self-regulation and other social-emotional skills. She said that a district-wide focus on the issues was more effective than a school-based approach.

Mr. Lafer said that time limits on speaking should be part of the working agreements and this is not the current pr. He continued by sharing data that many teachers were considering leaving the profession because of burnout. He continued that the board had not made their own survey of what changes could be made to mitigate the issue. He added that the most important factor in determining student success was wealth. He referred to the Community Benefits Agreement, which could ensure that good paying jobs with health care would go to local families to raise their economic status. Mr. Lafer said that the most important factor in educational success is something that is outside any of our control. In 50 years of research, all research consistently shows that the most important thing that determines how well a student does in school is how much money their family has or if they have their own homes. He said the data shows that this, how much money your family has, has a bigger impact than any curriculum choice than a class size than if you go to a public or private or charter school, or anything else that we can do.

A community benefits agreement gives us a unique opportunity and at least a very limited way to do something about this, to increase the number of local families who have decently paid jobs and family health insurance.

Ms. O'Rourke had attended leadership the week before and was concerned that the group still did not understand that using the equity tool was integral to all the work they were doing, not just when it felt

right. She said she sat through that meeting with five white women who spent time talking about the equity tool and how staff need to be trained on how to use it. Further training was necessary to learn how to use the equity tool effectively. She did not want the equity tool to be a nod towards equity, but to be used as intended. She said she was here for the people who elected her and for groups that are regularly ignored. Ms. O'Rourke made reference to equity training with the Alma Advisory Group, to which Chair Newman responded that she understood that the board would be receiving training as part of the contract.

XI. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Meeting Minutes: October 13, 2021 Special Board Meeting;
October 27, 2021 Work Session; November 23, 2021 Special Board Meeting

Ms. Walston asked to pull the minutes of October 27, 2021 in order to make a revision. Ms. Shabram moved approval of the minutes from the October 13, 2021 and November 23, 2021 Special Board meetings. Ms. Walston seconded the motion. **The motion carried 7:0.**

Ms. Walston referred to the minutes from the October 27, 2021 meeting and asked that on page 6, in the sixth paragraph that began "Chair Newman", the final sentence that read "Ms. Walston expressed her concern over the conflict of interest shown by having a past superintendent of the district on the search firm" be struck and replaced with *Ms. Walston expressed concern that other board members had suggested that Dr. Balderas, the past superintendent, had a conflict of interest in being part of the McPherson team. She said the fact that Dr. Balderas was the Oregon Superintendent of the year and the National Superintendent of the Year were large pluses for her in consideration of the response from the McPherson proposal.*

Ms. O'Rourke agreed that is what Ms. Walston had said.

Ms. Walston moved to strike the last sentence as indicated and replace it with the phrase as repeated, *Ms. Walston expressed concern that other board members had suggested that Dr. Balderas, the past superintendent, had a conflict of interest in being part of the McPherson team. She said the fact that Dr. Balderas was the Oregon Superintendent of the year and the National Superintendent of the Year were large pluses for her in consideration of the response from the McPherson proposal.* Ms. Shabram seconded the motion. **The motion passed 7:0.**

XII. ITEM FOR INFORMATION

1. Receive FY22 First Quarter Financial Report
Prepared by: Andrea Belz, Director of Financial Services

Ms. Belz highlighted in the General Fund Budget, Forecast and Expenditures that 35% of the State School Fund had been received and added that there were twelve payments a year, but two of them came in July and none in June. Ms. Belz continued that the line item for Other Accounts included a payment for insurance which was expended in July. There would be a supplemental budget after negotiations were finalized.

Ms. Belz then referred to the Appropriation Limitation document and indicated that there were no over expenditures in the column title Remaining Authority. If there had been, Financial Services would explain what had caused the overspending and what actions were being taken to correct it.

Ms. Belz finished her report with a summary that Nutrition Services was operating in the positive for the school year 2021-22 to date. She expressed her gratitude that all students in the district could receive high-quality, nutritious meals.

Ms. Hays said that it was exciting to see Nutrition Services was succeeding in their move to inhouse operations.

Ms. Walston agreed that they had made the decision to go in-house with some concern, and was happy that it had been successful.

Ms. O'Rourke expressed her appreciation that all overdue lunch accounts had been excused. She hoped it would continue in the future.

Chair Newman also extended her gratitude to Financial Services for their hard work.

2. Discuss Including Student Voice in Future Board Meetings

Prepared by: Judy Newman, Board Chair

Chair Newman said that she hoped they would have the plan finalized as an item for action at the meeting on December 15. She referred to her draft proposal in the packet. She said that student board representatives had already been selected from each high school and she hoped that they could begin with their orientation in January, 2022. She said that during the orientation the board could give input to what kinds of reports they expected.

Ms. Newman added that at upcoming work sessions the affinity groups would be asked to present what was important to them. She said that in the 2022-23 year, additional changes could be made with regard to how often the students presented or how they were chosen.

Ms. O'Rourke was concerned that the proposal had been determined without input from board members. She had understood that the board would each bring their proposals to the meeting and discuss as a group how to move forward.

Ms. Hays remembered that she and Ms. O'Rourke had a conversation after the work session that they were tasked with using the equity tool to determine what the goals might be.

Ms. Rabasa gave feedback on the proposal as it was presented. She referred to the outcomes component of the proposal and expressed that it might negatively affect equity because it would limit the students' opportunities to present before the board and would deprioritize the voice of the affinity groups compared to the traditional student board representatives. She wanted to hear from the groups more than twice. She suggested scratching the advisory committee concept and instead use the time to reimagine the selection and participation of student representatives.

Ms. Rabasa added that she wanted students, especially those chosen on the Equity Committee, to be involved in selecting the representatives.

Ms. Walston appreciated that Chair Newman had developed a draft proposal to discuss. She asked how the time for affinity groups to present would be added to their already lengthy board meetings. She hoped that when affinity groups came to present that it would be in a location where they could sit together at the table and have a discussion instead of in the manner where the board sat on the

dais and presenters sat at the table below them. She liked the two-tier approach of both traditional student board representatives at board meetings and listening sessions with the affinity groups.

Ms. Shabram had understood that leadership was asked to present a draft proposal for consideration by the whole board. She expressed the thinking that went into the proposal as presented. She hoped to discuss with the students what they thought was the best way to use their expertise.

Chair Newman asked each board member to express their purpose for having student voice. She began the exercise by offering that for her, the purpose was to increase student voice, perspective and experience in decisions that would affect them. The board would hear from students what was important to them. Ms. O'Rourke began her input by saying that the board was missing student voice in the exercise they were doing at the moment. She continued that she hoped to hear from a wider demographic of students, and from those whom the board often did not have space for. She added that she was concerned that if the board waited until the following year to fully implement their plan to include additional student voices, they would miss out on hearing from those who had been affected by the pandemic and other activities such as the BLM movement.

Mr. Lafer wanted to hear from students who had ideas for how to improve things. He felt that students did not understand that they had the power or authority to come to the board with suggestions for change. He hoped to encourage open conversations.

Ms. Rabasa added that the purpose was to empower students by honoring them as experts, and to enrich the board's decision-making process by having it informed by student voice. She continued that she hoped to provide a space to hear their voices, and to not "tokenize" their voices by making their input superficial to the process of the board. She wanted to have a discussion with students, instead of receiving a report from them.

Ms. Hays said that it was clear that the current year was a bridge and she hoped that the board would include students when making the decisions about how to proceed into future years. She said that they had options from which to choose from and that it would be a work in progress. She hoped that they would have student representatives attend after the first of the new year.

Chair Newman asked whether the board was comfortable having a year in which they might not implement the best plan but would at least be able to have the student representatives attend and also have some meetings with affinity groups. She suggested having a sub-committee of the board work with the student groups and staff to refine the process further. Ms. O'Rourke wanted to hear from the students what they thought.

Ms. Walston hoped that the board would not dictate the process by which the schools selected their representatives. She hoped to have the student representatives join the board as soon as possible.

Ms. Rabasa, Ms. O'Rourke and Ms. Hays offered to be on the sub-committee to continue the work to refine the process. Ms. Rabasa offered to be the convener.

XIII. ITEMS FOR ACTION

1. Vote on Oregon School Boards Association (OSBA) Election
Prepared by: Kerry Delf, Chief of Staff

Ms. Walston made a motion to nominate Linda Hamilton as the representative from the Lane Region to the OSBA Board. Ms. O'Rourke seconded the motion. Ms. Shabram appreciated Ms. Hamilton for her hard work. **The motion passed 7:0.**

Ms. Shabram made a motion to cast its vote in the OSBA annual election for the Legislative Policy Committee Position No. 6 for Judy Newman. Ms. Walston seconded the motion. Ms. Rabasa thanked Ms. Newman for all her work on the LPC. **The motion passed 7:0.**

Chair Newman shared that she thought that there should be separate representative for community colleges and K-12 education and would be raising it as an item for consideration to the Policy Committee of OSBA.

2. Approve Resolution of Complaint

Prepared by: Christine Nesbit, General Counsel

Chair Newman opened the item for action by stating that Board policy KL, and the implementing regulation KL-AR described the board process for resolving complaints made by members of the public.

On October 13, 2021, the board reviewed and considered such a complaint in an executive session on October 13, 2021 held pursuant to ORS 192.660(2)(b).

Mr. Lafer moved that "the board find that the evidence does not substantiate the complaint and that the complainant be notified of this decision within the timelines provided by KL-AR." Ms. Shabram seconded the motion. **The motion passed 7:0.**

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider Resolution 2022-10 Authorizing Community Benefits Contracts

Prepared by: Carole Knapel, Capital Improvement Program Manager;
Christine Nesbit, General Counsel; Ryan Spain, Director of Facilities

Ms. Nesbit said the overall purpose was to authorize the use of a community benefits contract on a portion of the Camas Ridge Elementary School rebuild project. She referred to information in the packet that gave background for the item for action, including the board's prior discussion to use a community benefits contract to support policy goals to promote: employer-paid family medical insurance benefits; opportunity for women, minority-individual and disabled veterans and businesses owned by such individuals to perform project work; opportunity for participation by apprentices in project work; and the payment of wages at or above prevailing wage rates.

Ms. Nesbit continued that the legislature had passed SB 420 which expressly permitted public agencies to authorize community benefits contracts, and gave information on the supporting language.

She said that staff hoped to implement community benefits contracts on a trial basis to determine their effectiveness, and were concerned that proceeding with the consideration not create delays in existing contracts. She referred to work by the Oregon Department of Transportation (ODOT) which staff hoped to combine with their own experience to develop best practices for future construction projects.

Ms. Nesbit referred to language in the resolution which listed policy goals to be advanced through contracts, and the delegation of authority to the superintendent in certain situations.

Ms. Walston expressed her concern that the agreement would require the district to work with contractors who paid full family benefits, when the district did not do the same for some of its own staff. She was also concerned that the proposal would increase costs and that some of the data included might not give the full picture of the benefits.

Mr. Lafer said that the proposal was designed not to increase costs at all and that there was language that allowed the Superintendent to change a contract if there was indication that it would do so. He continued that there was more information regarding significant improvement in the inclusion of women and workers of color in apprenticeship programs. He suggested that the district measure the outcomes of the resolution.

Ms. Shabram said that the power of a community benefits agreement was that it made clear the district's priorities for the companies with which it would enter into contracts. Having a community benefits agreement created leverage when working with contractors. She also hoped that the district would measure and track the outcomes of the resolution.

Ms. Rabasa said that approving the resolution would support the district's CTE by indicating that the district was considering the future of their non-college bound students. It created a viable workspace for them. Ms. Rabasa asked that roofers and glaziers be included in the list of trades under No. 1 of the resolution section.

Chair Newman clarified that the district would ask that companies provide full-family benefits as a fringe benefit. She said that they were considering the proposal as a pilot and hoped that the impacts would be positive. Mr. Lafer thanked Chair Newman and Ms. Nesbit, Mr. Spain and Mr. Tucker for their work on the proposal. He added that he hoped as they moved forward, they could consider asking companies to offer their time and equipment to build up capacity in the district's CTE students. Mr. Lafer agreed that roofers and glaziers be included in the resolution.

Ms. O'Rourke agreed that the two groups be added.

There was further discussion with Mr. Spain regarding the inclusion of certain contractor groups in the resolution, and the impact to some groups to meet the requirements of the community benefits agreement.

Ms. O'Rourke expressed her hope that the information might be conveyed in simpler terms so that she could understand and make an informed decision.

Chair Newman thanked all the staff who had worked on the community benefits agreement.

2. Consider Revisions and Updates to Board Policies:

1. GBNAB/JHFE Suspected Abuse of a Child Reporting Requirements
2. JHFE/GBNAB Suspected Abuse of a Child Reporting Requirements
3. GBNAA/JHFF Suspected Sexual Conduct with Students and Reporting Requirements
4. JHFF/GBNAA Suspected Sexual Conduct with Students and Reporting Requirements

5. IGBHA Alternative Education Programs

6. IGDJ Interscholastic Activities

Prepared by: Christine Nesbit, General Counsel

Ms. Nesbit introduced six policies that were being proposed for changes. The details of the changes were included in the packet.

Ms. Nesbit clarified that OSBA was requesting that two of the policies be placed in both chapters G and J so that there was more transparency and accessibility of the policies by both students and staff.

Ms. Nesbit said that the board could adopt the policies as written, request changes by staff, or not adopt them. She continued that with regard to equity implications, the policy changes were moderate and were intended to reflect changes in state law. In many cases, the changes were required and making the changes made them more accessible to students and staff. Community members would have the chance to comment on the changes before they were acted on by the board. Changes in policies related to sexual abuse supported students who were in more vulnerable populations.

Ms. Shabram spoke to the issue of mandated reporting with regard to consensual activity between students of similar age. She shared that not having a trusted adult who was able to provide education to sexually active students put the students in possible greater risk.

Ms. O'Rourke suggested having further discussion with Ms. Shabram about her comments. Ms. Nesbit agreed that it would be a good idea to include the legislative committee in the conversation.

Ms. Shabram added that some of the reporting laws had unintended consequences when acted upon without understanding of the risks to certain vulnerable populations. She hoped that the legislative committee would investigate the policies further.

3. Approve Board Working Agreements

Presenters: Judy Newman, Board Chair and Martina Shabram, Vice Chair

Ms. Newman introduced the next section to be considered: Duties and Responsibilities. She asked Ms. Walston to clarify her concern about the last sentence in item 3. Ms. Walston asked the purpose of allowing an item to be changed by a majority vote after it was added by a minority vote. Mr. Lafer said he considered it to be restating the ongoing agreement that a majority of the board could change the agenda of any meeting during agenda review. Ms. Walston said that the intent of the sentence seemed out of place under the section regarding board leadership.

Ms. O'Rourke suggested that the changes being proposed were a result of not understanding or having time at the beginning of her term on the board to learn what she needed to know.

Ms. Walston said that Ms. O'Rourke's concern had been addressed at a prior meeting and the current conversation was in regards to the role of Leadership.

Ms. Shabram clarified that the issue of bringing up new topics during an agenda review and what leadership's role in creating an agenda for a future meeting were different sections.

Ms. Hays asked Mr. Lafer why he wanted to have the sentence in the section on Board Leadership. Mr. Lafer responded by saying that he wanted a majority of the Board to be able to change when and how an item was addressed. Ms. Hays asked whether Mr. Lafer's intended use of majority vote

would not be addressed through Robert's Rules of Order. Ms. Walston reiterated that the discussion was about the role of leadership.

Ms. Shabram proposed alternative language: "a majority of the board may make changes to the list of future topics as per item number 3 in the section on agenda setting." She continued that the agenda setting section would be discussed at a later meeting. There was continued discussion on the sentence. The suggested change was agreeable.

Ms. Hays asked whether the topic of limiting board reports to three minutes could be supported. She said that doing so would honor the requirement they were making of community and staff members who also made reports to the board. Ms. Rabasa was in support of the request. Ms. O'Rourke was not in agreement. Mr. Lafer was not able to agree that evening. Chair Newman tabled the discussion for a future meeting and said it would include a discussion of what board reports should contain. Ms. Hays said that the purpose of board reports had changed over the years and she was in agreement to have a discussion at a future meeting.

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

There were no suggestions for items for action at a future meeting.

Chair Newman reminded the board that there would be a work session on December 8 at 5:30 p.m. with the Alma Advisory Group. Ms. Walston expressed her concern that additional tasks were being added to the role of the Board Secretary with regards to timing board member reports.

Ms. Rabasa reminded the board to send in their suggestions for possible members for the Equity Committee to her, Ms. Hays, or Superintendent Vandercar by Tuesday, December 7 at 5 p.m.

XVI. ADJOURN

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

Cydney Vandercar
District Clerk

Judy Newman
Board Chair

(Recorded by Eliza Drummond)