

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

Date: December 15, 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 7:00 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, December 12, 2021, and published in *The Register-Guard* on Monday, December 15, 2021.

ROLL CALL

BOARD MEMBERS:

Judy Newman, Chair
Martina Shabram, Vice Chair
Alicia Hays (did not attend the work session)
Gordon Lafer
Laural O'Rourke
Maya Rabasa
Mary Walston

STAFF:

Cydney Vandercar, Superintendent
Kerry Delf, Chief of Staff
Brooke Wagner, Assistant Superintendent for Administrative Services
Christine Nesbit, General Counsel
Ryan Spain, Director of Facilities Management
Steve Menachemson, Director of Technology
Kyle Tucker, Chief Operations Officer
Larry Williams, Director of Equity
Eric Anderson, Director of Curriculum
Lisa Fjordbeck, Executive Assistant / Board Secretary
Casandra Kamens, Curriculum Administrator

MEDIA: KRVM, The Register-Guard

EMPLOYEE ASSOCIATIONS:

EEA Sabrina Gordon, Imelda Cortez, Jesse Scott
MAPS Peter Tromba and Trevor White

I. WORK SESSION

Superintendent Search Process

Presenters: Judy Newman, Board Chair

Chair Newman called the work session to order at 5:32 p.m. She noted that Ms. Hays was absent.

Chair Newman explained that the purpose of the work session was to review a proposed timeline and community engagement process for a superintendent search. After the meeting with Alma Advisory group on December 8, she, Ms. Walston, and Ms. Rabasa had met to create

the proposed process. Alma Advisory Group had given their approval of the timeline just prior to the work session. Chair Newman added that there would be an item for action during the regular meeting later that night.

Chair Newman reviewed the timeline for in-person community forums, which would occur the week of January 18. There would be three meetings on Tuesday, January 18 from 7–8:30 p.m.; Thursday, January 20 from 5–6:30 p.m.; and Saturday, January 22 from 1–2:30 p.m. The Alma Advisory group would attend all the meetings that week, so the committee had also scheduled anti-bias training for Wednesday, January 19 and hoped to have a series of meetings with students during the day. There were also opportunities for meetings with employee groups during that week.

In addition to the in-person forums, the committee planned to have two zoom sessions on Thursday, January 13 from 5–6:30 p.m. and Tuesday, January 25 from 7–8:30 p.m.

Mr. Lafer expressed his thanks to the committee for their preparation of the plan and confirmed that representatives from Alma Advisory group would attend the meetings between January 18 and January 22.

Ms. Shabram hoped that the Alma group would not be deterred from attending in-person because of the pandemic and cautioned the committee to have a backup plan for in-person meetings. Chair Newman agreed and said that the meetings would be in large venues located around the district.

Chair Newman continued that as soon as the plan was approved, the details of the meetings and the links to surveys would be shared with the community via the district website and through text messages and other media.

Ms. O'Rourke opined that the proposed length of meetings might be short if there was good attendance and people had a lot to say. Ms. Shabram agreed and hoped that the meetings might be extended to allow everyone to share. She also suggested not advertising an end time, which would allow persons to feel free to leave if they felt it necessary.

Mr. Lafer asked how the Alma Advisory Group planned to get substantive information from the sessions. Chair Newman responded that very soon Alma would be sending their process for synthesizing data from the forums.

Ms. Newman was also prompted to say that there would be Spanish speakers at every meeting. Ms. Walston cautioned against being too prescriptive without getting more feedback from Alma. Chair Newman added that Alma advised against too many board members attending the meetings: not only was it a violation of public meeting laws, but it typically changed the dynamic of the event.

Mr. Lafer remembered that the board had agreed that one of the meetings be held in Spanish, to which Ms. Rabasa agreed. She added that it was not only an opportunity for Spanish speakers to express their concerns in their native language, but it was also a way for non-Spanish speakers to experience how “othering” it was to have to attend a meeting through an interpreter.

Chair Newman then referred to the section on page 2 of the document, titled *Process for Search*. She affirmed that the search would be national and hoped to begin advertising as soon as the process was approved. A full position description would not be available until after all the information had been synthesized by Alma Advisory Group and the qualifications and characteristics had been approved at the February 2, 2022 board meeting. She asked that the board also hold Wednesday, January 26, 2022.

Chair Newman continued that as a group, in February, the board would narrow the candidates from those received from Alma Advisory Group to a list of semi-finalists totaling 5-8. In March, the board would continue to narrow their choices to three finalists, with hopes that by April they would have a final decision. Details of the visits and interviews were yet to be finalized by a subcommittee of the board. Chair Newman finished by reviewing the role and responsibilities of each group: the board, Alma, and support staff.

Ms. O'Rourke asked for clarification of the members of the sub-committee. Ms. Newman said it was her prerogative to choose who would be on it, and wanted to have a board member who had prior experience with a search. Ms. Walston responded that she hoped that all the board members would review all the candidate applications, and her role was to guide the process, not influence the outcome.

Mr. Lafer asked to clarify that members of the employee groups would have an opportunity to review the candidate group and give their feedback to Alma. Chair Newman suggested discussing the issue and possible process with Alma: she had concerns about confidentiality but agreed that input would be important. Ms. Rabasa agreed.

In response to Ms. O'Rourke's question about the purview of the sub-committee, Chair Newman said that the purpose was to streamline the search process, not to make decisions about possible candidates. Ms. O'Rourke continued with questions about how many initial candidates there might be, and who decided the amount. Chair Newman responded that Alma had indicated the initial amount would be approximately fifteen to eighteen.

Ms. Walston agreed that the workgroup, i.e. the subcommittee, should not have any authority to make cuts of the candidates that they received from the Alma Group. In response to a question by Ms. O'Rourke, Chair Newman asked the board to save every Wednesday for meetings so that there would be ample time to review applicants and keep the process moving forward.

Ms. Shabram asked what the structure of the finalist interviews would be. Ms. Walston described the process they used during the search for the former permanent superintendent, which resulted in three finalists who were brought into the community to have a series of public meetings. Ms. O'Rourke had additional questions regarding the board's involvement in the search. Chair Newman suggested having a discussion with Alma Advisory Group about the questions that would be asked during the interview and the extent of any background searches that would be done.

Chair Newman said that she and Vice Chair Shabram would look at additional dates for a board retreat since the board would be involved in the search in January.

Chair Newman adjourned the work session at 6:15 p.m.

II. REGULAR MEETING – CALL TO ORDER

Chair Newman called the meeting to order at 7:09 p.m.

III. ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Newman noted that six board members were present via video conference and that Ms. Hays would be joining the meeting at 7:30 p.m. After the board recited 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 students would not be required to wear masks outside and that additional testing options would allow students who have been identified as being in close contact with someone who has been diagnosed with COVID-19 would be allowed to stay in school if they tested negative.

Ms. Vandercar continued that the middle school track program might have to be cancelled because of the lack of transportation and qualified volunteers. District leaders would consider the issue again after winter break and would take into consideration the imbalance in equity between schools with different resource levels.

Superintendent Vandercar also reported about the concerning level of racially biased post on social media. Along with community leaders and district staff, she had participated in a meeting at North Eugene High School to discuss the response to the harassment. She had also met with Mica Contreras at Community Alliance of Lane County (CALC), board member Maya Rabasa, Linda Hamilton, Blacks In Government (BIG), Michelle Hsu (CALC), Larry Williams and Christine Nesbit to discuss a board policy related to racial harassment. A student group was developing a video to be shown at all schools that would teach what steps should be taken if someone witnessed or was involved in harassment. A similar webinar would be distributed to the community. Superintendent Vandercar outlined the additional steps the district was taking to educate about bias incidents and read an email that she had distributed to the 4J community. She ended by thanking everyone who had reached out in support.

VI. COMMENTS BY BOARD CHAIR

Chair Newman began her report by addressing the recent racist and bigoted behavior. She thanked the superintendent for her swift response to determine the source of the harassment and for her attention to finding restorative justice. Chair Newman was anticipating the new board policy to address racial harassment.

She had attended the Chavez Elementary School PTO meeting where she heard about the extent of garbage, detritus, and negative behavior from people living near the school that made walking and biking routes unsafe for students. She shared that the forum was created to establish a partnership to work to alleviate the situation. She said the conversation was informative and instructive.

VII. ITEMS RAISED BY THE AUDIENCE

Chair Newman read the requirements for making public comment at a School Board meeting.

Jason Miller spoke about middle school track and field. He reported that he was being asked constantly by families and students when it would begin. He referred to many schools and districts across the state that were planning to have regular track season. He also referenced OSAA guidelines that indicated that middle schools should follow the same timelines as high school track. He continued that without district provided middle school track and field, it created an inequitable situation for schools that did not have the resources to provide it and for students who could not afford to attend club sports.

Bela Donahue also addressed the issues with middle school track and field. She reported that most students did not have the financial means to attend a track club and thus were missing out on the opportunity to compete in a school sport as she had. She reported all the positive benefits from participating in sports and the issues addressing many students as a result of the isolation of the pandemic. She expressed her concern over the inequity between middle school and high school track programs and asked the district to share what was needed so that the community could respond.

Jeff Parker reported that the staff and supporters of Twin Rivers Charter School stood in solidarity against the racial harassment that had occurred in the week prior. He asked for the board's support to renew the charter of Twin Rivers at a future meeting. He reported on their success in previous years and also that Northwest Youth Corps remained willing to support the charter school financially if needed.

Christi Choquette Radley was addressing the racially motivated violence at North and South Eugene High Schools. She was concerned that the students who were targeted were left unprotected. Many parents were not aware of the issues until they received a communication from the school district. She added that the district was not taking a strong stand against racially motivated violence. She said that it was necessary to provide clear policies and guidelines and to enforce them.

Dani reported COVID-19 data regarded children: the concerns about side effects compared to the effects of contracting the virus. She asked to let children live their lives without fear.

Kate Kennedy commented on the availability of COVID-19 testing in schools. She said that the tests took too long to be useful and that students missed school while waiting for the results.

Susan Lanza expressed her concern about the alarming rise of racial incidents in schools. She said the timelines for reporting and response were long and arduous. She was asking for a policy that had immediacy, provided training for staff, and educated the perpetrators. She proposed a hate and bias response team at all levels that could expand and adapt to needs over time to alleviate the burden on staff.

Chair Newman reported that Alicia Hays had arrived via zoom.

VIII. COMMENTS BY EMPLOYEE GROUPS

Eugene Education Association had three members who testified against the racial targeting, harassment and threats. Sabrina Gordon, Imelda Cortez and Jesse Scott expressed their alliance with students who had been targeted. They said they would actively work to engage in courageous conversation and answer a call to action by making change in schools and classrooms. They were encouraged by the rallies that had occurred. They said that they did not accept hateful language and asked 4J to act against intolerance and racism. They said that the district was breaking from the hateful actions and needed to work together to address them.

Peter Tromba, President of MAPS, introduced Trevor White, Manager of Custodial Services. Mr. White described the duties of the MAPS members in the warehouse, transportation, facilities and maintenance, and custodial departments. He thanked them for their hard work.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Rabasa thanked community members who spoke about track and field. She said that the past weeks had been filled with tremendous harm and she was grateful for those who took action. She urged the district to educate on how to best support those who are harmed, and to encourage open and swift communication. It was important to teach youth and staff to transgress the lessons of white supremacy. She said that in the near future she would be asking the board to approve a policy that specifically addressed racial harassment. The policy would include steps to take when harassment occurred. Ms. Rabasa recognized Joe and Brenda Brainard, NATIVES Program directors, who had officially retired, and added that it was up to the district to carry on the important work they had done through thirty years of service to the district.

Ms. O'Rourke appreciated and encouraged students to share their voice. She also appreciated the connection of equity to the lack of access to middle school track and field. She supported the district's COVID-19 policy and said that the community needed to understand the interconnectedness of schools and home life and the necessity to reduce exposure to the virus. She was frustrated with the lack of support for racial equity. She said that harm happened every day without recognition. She was excited about adding policy that would support equity for marginalized and protected classes. She wished that the response from the district to the recent racial harassment events had come sooner.

Ms. Shabram appreciated all the comments that had been made regarding the recent racial harassment. She expressed her sadness over the recent passing of Bell Hooks and shared a quote that had made impact on her: "One of the most vital ways we sustain ourselves is by building communities of resistance, places where we know we are not alone." Ms. Shabram looked forward to the systems that would be created as a result of what had occurred. She wanted to make sure that students did not feel that they had to fight alone.

Ms. Hays expressed her apologies that she was late and that she had not been able to attend the rallies earlier in the day. She shared that she had met in a small work group with other board members to plan for the welcome of student board representatives.

Mr. Lafer was happy to hear that Superintendent Vandercar was considering how to move forward with middle school track and field. He considered it important to have as many opportunities as possible for students to be active. He asked the superintendent to report on progress after the holidays. He added his support to a restorative justice model. He said that it

would take money, time and staff to create a policy that was effective and would make change. He continued to speak about the Camas Ridge Elementary School rebuild. He said that it was a matter of miscommunication and shared some details about what he considered disingenuous messages. He wanted to have a final meeting between parents and staff to have honest conversation about changes that might be made at the last minute. He said it would reopen trust in the community.

Ms. Walston was also dismayed and upset that students had been bullied and harassed and thanked the district for their response. She wanted to ensure that those who had perpetrated the harm were held accountable. She referenced her upcoming complaint with the district regarding negative behavior by her fellow board members towards staff. She continued that she had attended an OSBA webinar on effective and ineffective boards. She described the qualities and actions of each and hoped that the board would work on improving their skills. She shared a quote from a book that she considered timely, *All I Really Needed to Know, I Learned in Kindergarten* by Robert Fulghum. She finished by talking about climate change, and referred to a glacier that is disintegrating because of rising temperature levels, and the inequities that climate change has created. She hoped that the district would discuss buying electric school buses in the future.

X. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Enrolling Out-of-District Students in 2022–23
Prepared by: Kerry Delf, Chief of Staff
2. Approve American Federation of Teachers (AFT) Educational Foundation Grant Matching Funds for Restorative Practices Program
Prepared by: Andrea Belz, Director of Financial Services
3. Approve Meeting Minutes: November 17, 2021 Board Meeting;
December 1, 2021 Board Meeting
4. Approve Contract with Ridgeline Montessori Public Charter School
Prepared by: Christine Nesbit, General Counsel

Ms. Shabram moved approval of the Consent Group. Ms. Hays seconded the motion.

Mr. Lafer said that the second item had been initiated by OSEA. Superintendent Vandercar added that she wanted to make sure the board understood that they would be approving matching funds of \$50,000 for the grant. **The motion to approve the Consent Group passed 7:0.**

XI. ITEM FOR INFORMATION

1. Discuss Including Student Voice in Future Board Meetings
Prepared by: Alicia Hays, Maya Rabasa

Ms. Hays began by referring to the information in the board packet, and ideas that the committee of Ms. Hays, Ms. Rabasa, and Ms. O'Rourke had discussed. She summarized that they would begin by welcoming the student board representatives who had already been chosen from the high schools to an orientation prior to the January 12 board meeting. She said that Ms. O'Rourke, Ms. Rabasa and Ms. Shabram would plan the training.

Ms. Hays added that the committee would then will bring back a proposal to the whole board later in January or February on how to include and expand student voice and include affinity group representation at board meetings.

Ms. O'Rourke agreed that the students who had already been chosen from the high school would attend the board meetings while they planned for the affinity groups to also be at the table.

Ms. Shabram was honored to be included in the work going forward.

Ms. Walston asked whether the students would be assigned to board members as in the past. In response to Ms. Rabasa's comment, Ms. Walston clarified that if the practice was continued as in the past, each board member would be assigned a student representative except for the Board Chair. Ms. Rabasa suggested that she, Ms. O'Rourke and Ms. Shabram could assign the students to their board members at the upcoming planning meeting.

Ms. Hays suggested that since the discussion had not been an item for action, but a sharing of a plan by the subcommittee, she hoped that the board members would give their informal consent to the plan so that they could move forward with the timeline to welcome students representatives to the January 12, 2022 board meeting.

Chair Newman asked for consent without objection. All board members agreed.

Ms. Rabasa clarified that the students would meet at 5:30 p.m. prior to the January 12 board meeting with herself, Ms. O'Rourke and Ms. Shabram for an orientation. Chair Newman suggested that at the end of that training, the students and board members could meet and introduce themselves.

XII. ITEMS FOR ACTION

1. 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. GBNA/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 was available to answer questions and pass along the Superintendent's recommendation to approve the revised policies. She added that the district had not received public comment on the item for action.

Ms. Shabram moved to approve the revisions to the policies identified by Chair Newman and listed above. Ms. Hays seconded the motion to approve. There was no discussion. **The motion passed 7:0.**

2. Approve Superintendent Search Plan and Timeline

Prepared by: Judy Newman

Chair Newman referred to the work session that had occurred earlier in the afternoon and to the plan and timeline that had been introduced at that meeting. She said that if approved,

the community announcement and schedule of events would be posted on the district website by the end of the week and would be advertised in community media. She summarized that there would be opportunities for the general public and also specific groups to meet, and that the events would happen both in-person and via video conference.

Chair Newman then referred to the list of roles and responsibilities for the Alma Advisory group; the board; a subcommittee of the board; and district staff.

Ms. Shabram moved to authorize a subcommittee to plan and coordinate details and logistics of the superintendent selection process. Ms. Hays seconded the motion. In response to a question by Ms. O'Rourke, Chair Newman said that the subcommittee would be in place until a superintendent was chosen. **The motion passed 7:0.**

Ms. Shabram moved that the board approve the proposed Superintendent Selection process. Ms. Rabasa seconded the motion. Ms. O'Rourke asked whether a plan had been put in place in the event that the process could not progress as approved. Chair Newman said that if an unanticipated change to the process was needed, the board would be consulted.

After discussion regarding concerns that the coronavirus and other circumstances that might arise would change the timeline, it was agreed through a friendly amendment that the search process as written was subject to change and any changes to the process would be discussed in a special meeting.

The original motion, with the friendly amendment, passed 7:0.

3. 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

Chair Newman referred to the document in the packet describing a pilot process that would put all the requirements of a community benefits contract in place for certain groups.

Ms. Shabram moved that the board adopt Resolution 2022-10 Authorizing Community Benefits Contracts. Ms. O'Rourke seconded the motion.

Ms. Walston was concerned that the community benefits contract process was moving away from its original intention of supporting local workers. She was concerned about the long-term cost to the district and whether it would hamper the district's ability to spend bond money wisely.

Chair Newman clarified the trades that would be included in the community benefits agreement pilot.

Ms. Rabasa appreciated having the equity lens embedded in the packet so that it could be more easily applied to each decision the board needed to make. She added that by approving the Community Benefits Agreement (CBA), the board was giving a message to students as future tradespersons that their jobs would be valued.

Mr. Lafer commented that he would be adding glaziers and roofers to the trades group. He continued that by approving the CBA, it would create paths for living wages and benefits that would sustain families.

Mr. Lafer pointed out that the superintendent would have the discretion to rebid jobs without the CBA if necessary. He also argued that there would be steps along the way to reevaluate costs.

Ms. O'Rourke said that paying a living wage was a value that the board needed to embrace. She added that by supporting workers, the board was supporting their children who were students in the district. She referred again to the fail safes that had been incorporated into the resolution in the case that bids were too high. She said that approving the resolution was a way to express the board's values.

Ms. Hays expressed her support in the resolution. She said that it would be challenging to determine what additional costs would be added because companies who did not meet the requirements of the CBA would most likely not send in bids. She appreciated that the process would support local workers. She expressed that approving the pilot would give the district an opportunity to learn more about the pros and cons of the process.

Mr. Lafer moved to amend the resolution to add roofers to the list of Tier 1 subcontractors. Ms. Rabasa seconded the amendment.

Chair Newman was concerned that the roofing companies were all outside the local area and was not sure whether there were any local roofing companies that would qualify. She wanted to make sure that contracts benefited local workers. Ms. Hays agreed that she would want the question of whether there were local workers that qualified before she voted yes to the amendment.

Ms. O'Rourke questioned why the board would leave certain trades groups out of the agreement when it could be the difference between having healthcare and a fair wage.

Mr. Lafer said that there were local glazing and roofing and companies that would qualify to bid under the CBA. He referred again to the portion of the resolution that gave the superintendent discretion to put the contracts out for bid if necessary.

Ms. Rabasa said that the agreement was a business document but was also an expression of the board's values. She questioned why the board would leave out certain groups. She said that risk taking was needed to determine whether the pilot would be beneficial.

Ms. Walston referred to comments that Chair Newman had submitted that gave her concern about the efficacy of a CBA.

Ms. Hays appreciated the conversation and was looking forward to finding out whether the CBA was effective. She expressed her dismay that other board members might assume the personal values of others. She said that she believed strongly in universal healthcare. She wanted to see more data as the process moved forward.

Chair Newman called for the vote to amend the motion. Mr. Lafer reiterated that the amendment was to add roofers to the list of Tier 1 subcontractors. **The amendment passed 4:3 with Vice Chair Shabram, Mr. Lafer, Ms. O'Rourke, and Ms. Rabasa voting for, and Ms. Hays, Chair Newman and Ms. Walston voting against.**

Mr. Lafer made an amendment to add glaziers (glazing) to the list of Tier 1 subcontractors. Ms. Rabasa seconded the motion.

Chair Newman supported the amendment because she believed that there were local companies that could do the work. **The motion passed 6:1 with Mr. Lafer, Chair Newman, Vice Chair Shabram, Ms. Hays, Ms. O'Rourke and Ms. Rabasa voting for, and Ms. Walston voting against.**

Chair Newman called for the question to vote on the original motion to adopt Resolution 2022-10 Authorizing Community Benefits Contracts with the addition of roofers and glaziers. **The motion passed 6:1 with Mr. Lafer, Chair Newman, Vice Chair Shabram, Ms. Hays, Ms. O'Rourke and Ms. Rabasa voting for, and Ms. Walston voting against.**

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider Renewal for the Public Charter School Contract with Twin Rivers Charter School

Prepared by: Casandra Kames, Curriculum Administrator and Eric Anderson, Director of Curriculum

Superintendent Vanderkar introduced Casandra Kamens and Eric Anderson to present the item.

Ms. Kamens, Curriculum Administrator for Extended Learning and Charter School Liaison reported that Twin Rivers Charter School had requested renewal of their charter for an additional five years in accordance with board policy LBE and administrative rule LBE-AR. Ms. Kamens briefly listed the items for review in the AR.

Ms. Kamens referred to the information in the packet to assist the board in making their evaluation. She said that Twin Rivers provided the opportunity for students to spend half their time in outdoor learning. The school would be developing Logjam State Park. Ms. Kamens reviewed the demographics of the school which was predominantly white with many students on Individual Education Plans.

Ms. Kamens said that the review committee recommended approval of the request for renewal. She added that there were areas of concern in their report but was confident they could be positively addressed. She added that there would be a thirty minute public hearing on the renewal at the board meeting on January 12, 2022 and any questions the board might have could also be answered at that meeting.

Mr. Lafer expressed his support of the charter renewal. Ms. Walston remembered that there had been concern in the past about the demographics of other charter schools when it had come time to renew their charters. She asked whether the same issue at Twin Rivers Charter School would be addressed in the future.

Ms. Kamens shared that Twin Rivers more closely reflected the demographics of the district than the other charter schools except in the area of IEPs where the percentage was higher.

Ms. Rabasa appreciated that Twin Rivers gave access and options to students that otherwise might not attend school. She commented positively on the unique attributes of the school.

In response to a question by Chair Newman, Ms. Kamens said that the school was requesting a total capacity of 100 students across grades 8-12.

2. Approve Superintendent Evaluation Process

Prepared by: Judy Newman, Board Chair

Chair Newman referred to the prior item for information and work session on the subject and reminded the board that they had agreed to evaluate the superintendent in all areas of the document instead of those which had originally been highlighted on bold. She said the document in the packet reflected the change that had been made. She also reviewed the timeline.

Chair Newman said that Superintendent Vandercar had added some items related to the Strategic 20/20 Vision and reminded the board that they would be voting at the next meeting to approve the process.

3. Review Board Member Speaking Times and Purpose for Board Member Reports

Prepared by: Judy Newman, Board Chair

Chair Newman reported that Ms. O'Rourke had left the meeting to attend to personal issues. She continued by presenting the idea to limit the board member's comments to three minutes, similar to the time given to each person for public comments.

She shared some history about how comment time had changed from a brief overview of what committees and activities each board member had attended since the last meeting to lengthy presentations on issues that sometimes lasted as long as seven minutes.

Ms. Rabasa appreciated the idea of limiting comments. She said that she had also noticed the change in focus of comments but wanted to have time for statements about issues in the community as they arose. She asked to make the time limit a little longer. She said that the board comment time was the only place in the meeting to make statements in support of community issues.

Ms. Hays said that it was she who had moved the comments to the beginning of the meeting so that board members could respond to public comment immediately instead of making the public wait until the end of the meeting. She said that it was Chair Newman's decision where the item fell in the agenda and said that she would support a three minute limit with flexibility. She asked the board to focus their comments on activities and committee reports.

Mr. Lafer hoped to have shorter meetings but wanted to find other places in the meeting to shorten. He said that the board comment time was the one place to respond to public comments and community issues. He would ask to have three minutes as a goal, but not a limit. He felt like the process was working fine as is.

Ms. Shabram appreciated the historical understanding of how the comment time had changed. She said that the change reflected nationwide trends at board meetings. She appreciated having space to speak more generally about community issues. She asked to have a more concrete intention to keep to a certain time and suggested having the timer visible so that board

members would be aware how long they had been talking. She spoke about limiting response to agenda items in general.

Ms. Walston said that it was the chair's prerogative where the comment time happened. She considered limiting comment time a sign of respect to each other and to the audience. She asked whether the student board representatives would be required to limit their comments to three minutes.

Ms. Shabram said that the subcommittee working with the student representatives would discuss Ms. Walston's question prior to the student orientation.

Chair Newman summarized what she had heard from the board members and reminded the board that they would vote on this item at the meeting in January.

Vice Chair Shabram said that she and Chair Newman had brought the item to the board so that they could have a discussion about the purpose of comment. Ms. Walston said that no vote was necessary because it was the prerogative of leadership to limit comment time.

Ms. Rabasa hoped that limiting comment time would be done respectfully. Ms. Shabram added that she hoped that within bounds board members would not interrupt each other, but that if a board member spoke for a long time, the Chair would remind them of the time limits.

Ms. Rabasa added she would like to see whether the count-down timer could be a stopwatch so that board members could get a sense of how long they were speaking.

Chair Newman brought the conversation to a close.

4. Approve Board Working Agreements

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

Ms. Shabram requested that the conversation be tabled for the January 12, 2022 meeting, considering that one board member was no longer present.

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

Ms. Rabasa asked to add to the meeting on February 2, 2022 an item for future action regarding a policy specific to racial harassment.

Ms. Walston pointed out that typically a date was not specified when requesting to add items to the agenda. Ms. Rabasa said that the date had been discussed with the superintendent and took into consideration other meetings that would occur in January. Chair Newman acknowledged that the item was urgent and it was possible that it could be earlier.

Ms. Walston added that requesting specific dates for items to occur on the agenda was setting a precedent. She then expressed her frustration that she had repeatedly asked for a work session on climate change and it had not yet occurred. She was again requesting the work session to be added to a future agenda as it was one of their board goals.

Chair Newman saw that there was support to have a work session and it would be put on the agenda.

Ms. Rabasa also requested an item for information to learn how emails were responded to. Chair Newman suggested the information be shared in the superintendent's Friday Memo, to which Ms. Rabasa responded that she wanted the public to hear the information as well. Ms. Hays added her support to the issue and suggested Chair Newman clarify the issue in her comment time at a future meeting.

Ms. Walston gave her support to hearing from Chair Newman on the issue. Mr. Lafer opined that the education on who responds to certain emails would be better addressed in an item for information so that there could be discussion. Chair Newman deferred to Ms. Rabasa who said that she wanted to have it addressed in an item for information. After a discussion, Chair Newman confirmed that the item would go to leadership who would decide how and when to address the topic.

Chair Newman asked for an item to address the equity lens. It was approved.

XV. ADJOURN

Chair Newman adjourned the meeting at 10:18 p.m.

Cydney Vandercar
District Clerk

Judy Newman
Board Chair

(Recorded by Eliza Drummond)