

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

Date: June 1, 2022

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m. and a regular board meeting at 7:00 p.m. via video conference and 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, May 27, 2022 and published in *The Register-Guard* on Monday, May 30, 2022.

ROLL CALL

BOARD MEMBERS:

Judy Newman, Chair
Maya Rabasa, Vice Chair
Keerti Hasija Kauffman (absent)
Alicia Hays
Michelle Hsu
Gordon Lafer (joined the meeting during the reading of the Land Acknowledgement)
Laural O'Rourke

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
Andrea Belz, Director of Finance
Eric Anderson, Director of Curriculum
Lisa Fjordbeck, Executive Assistant / Board Secretary

STUDENT ADVISORY PANEL MEMBERS:

Violet Neal, International High School
Teryn Rios, North Eugene High School
Noa Ablow Measelle, South Eugene High School

EMPLOYEE ASSOCIATIONS:

Sheila Waggoner, Oregon School Employee Association
Seth Pfaefflin, Managers, Administrators, Professionals and Supervisors

MEDIA:

KRVM
Double Sided Media

OTHER:

Katie Stiles, Lynette Williams, Sarah Knudsen, Leah Willow, Eileen Thomas—Teachers on Special Assignment

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).

All matters discussed during executive sessions are confidential and shall not be disclosed without authorization by the school board.

II. REGULAR BOARD MEETING

III. CALL TO ORDER, ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Newman called the regular board meeting to order at 7:03 p.m. and noted that Vice Chair Rabasa, Ms. Hsu, Ms. Hays, and Ms. O'Rourke were present via video teleconference. Ms. Hasija Kauffman was absent but might join them during the items for action.

After the board recited the Pledge of Allegiance, Chair Newman read the Land Acknowledgement.

Mr. Lafer joined the meetin during the Land Acknowledgement.

IV. AGENDA REVIEW

Chair Newman asked whether there were any changes to the agenda.

Ms. O'Rourke and Vice Chair Rabasa asked to add a discussion of the Superintendent's Review to the items for information. All were in agreement to discuss the process which Chair Newman had suggested in an email.

Mr. Lafer asked to pull Item 5 - Approve a Resolution Making Appropriations Resulting from Transfers from the Consent Agenda. He wanted to learn more about the particulars of the item. Chair Newman agreed to put it under items for action.

There were no additional changes to the agenda.

Ms. O'Rourke made a motion to approve the agenda with changes. Ms. Hsu seconded the motion, **which passed 6:0.**

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Vandercar said it was hard to believe that the school year would soon be ending. She listed many end of year activities that celebrated the accomplishments of students and teachers alike.

Ms. Vandercar added that it was time to finalize the budget for the 2022-23 school year. She thanked the Budget Committee and staff for their work throughout a robust process, and added that there would be a public hearing on the budget later in the meeting. She listed many of the initiatives that were included in the budget, such as wraparound support for families, mental health support staff, Career and Technical Education programs, and support for equity work.

Superintendent Vandercar recommended that the board approve the budget, but cautioned them that costs would be rising and spending increases would need to be considered carefully. In addition, attendance had decreased and staffing had not. She hoped that enrollment would recover, but the district could not be sure. In additional regular revenues were not keeping pace with increased costs, and one-time funds were being used to fill the gaps, but the spending would not be sustainable for ongoing costs.

Superintendent Vandercar recognized Juneteenth, which honored the end of the enslavement of African Americans on June 19, 1865. Juneteenth would be observed as a holiday on June 20.

Ms. Vandercar reviewed the process for requesting to speak at a public meeting. Ten persons each had three minutes to speak. Priority was given to persons who had not spoken at the previous two meetings. She listed some of the suggestions that had been made to improve or make the public comment time more fair and accessible including offering time outside of a regular meeting to hear comments; giving priority to parents of current students; selecting speakers for a variety of viewpoints; and having a waiting list. She said that staff would make adjustments if the board decided.

Superintendent Vandercar thanked the board and staff for their work.

VI. COMMENTS BY BOARD CHAIR

Chair Newman congratulated Kathie Tagwerker for being recognized as Oregon School Employees Association (OSEA) Employee of the Year. Kathie had worked for the district for thirty-five years, most recently at Spring Creek Elementary School. Kathie had a big heart was loved by staff and students alike.

Chair Newman thanked Lane Arts Council, the Rotary and Eugene Education Fund for the ArtSpark Program. She said it provided opportunity and benefit for all elementary school students.

Ms. Newman finished her comments by thanking all the teachers and Instruction Department staff for their efforts to review and pilot a new English Language Arts curriculum for both the regular and Spanish Immersion elementary schools. Chair Newman said that they had accomplished all the requirements that had been made of them. She read quotes from some of the reviews of the curriculum.

VII. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Chair Newman thanked the student representatives for their presentations at the board meeting throughout the year.

Noa Ablow Measelle, representative for South Eugene High School said that students were excited for the summer. The school was in the middle of Spirit Week and would also have a student celebration later in the week with Senior Week to follow. Seniors would be congratulated on their accomplishments during daily events and an awards celebration. Noa thanked the board for the opportunity to represent South Eugene High School since her sophomore year.

Violet Neal wished the board Happy Pride month and thanked them for the opportunity to represent International High School. Violet expressed that she was tired and also angry because of the recent events especially the school shootings. Violet felt that students were not being heard in their concerns about school violence and were anxious for themselves and their younger siblings who would still be attending school. Their sense of joy had been dampened. Violet said that students were listening and watching.

Teryn Rios reported that North Eugene High School would celebrate their International Baccalaureate students later in the week, and would also have a Pride Month event on June 3. Middle School students had been invited. Teryn would be performing in the Highlander Heros pageant, a fundraiser for the Children's Miracle Network. The school would be having the Senior Stroll during which students wore their caps and gowns and visited other schools in the region. Teryn thanked the board for the opportunity to represent North Eugene High.

VIII. CONDUCT A PUBLIC HEARING ON THE 2022-23 BUDGET

Chair Newman opened the public hearing on the 2022-23 budget and read the following statement:

In accordance with Oregon's Local Budget Law, the District has held seven Budget Committee meetings this year, beginning in January, to review, discuss and approve the District's budget. As a vehicle to enable the public to participate in the budget process, a public comment period was offered at each of these meetings (as per ORS 294.414).

After reviewing public testimony and finishing deliberations, the Budget Committee approved the 2022-23 proposed budget on May 16, 2022. The committee completed their statutory responsibility by declaring the General Fund and Local Option Levy tax rates and the Debt Service Fund tax levy amount for the coming year.

Notice of this budget hearing and the 2022-23 budget totals was published in the Register Guard on Sunday, May 22, 2022.

This hearing is on the 2022-23 budget as approved by the Budget Committee on May 16, 2022. Any person may comment on the budget. The school board receives written comments by email at board@4j.lane.edu, and has set aside time to hear public comment on the budget. Community members can sign up to speak to the board by submitting their request online at 4j.lane.edu/board/publiccomment/. The deadline to submit a request to speak is Monday, May 31st.

The public may offer objective comments or criticism about district operations and programs; however, the Board will not hear complaints concerning individual district personnel. The District has a board policy for filing a formal complaint against an individual. Please contact the Superintendent's Office at 541-790-7707 for more information about submitting a formal complaint.

Georgiann Jones was a classified employee in the district. She shared the stories of staff members who could not live on the wages they received from the district. She also told her own story and asked for more pay, for respect and to be heard.

Mellani Ocampo asked that financial services take into account the need for librarians and add funds for them to the budget. She said that any opportunity to connect students to stories would make a positive change. She said that in a search of the budget document, she found only one reference to librarians.

Stacey Ray was the Executive Director of Lane Arts Council. She thanked the board for their continued support of ArtSpark and added that ArtSpark benefitted from community support as well. Students had the chance to learn from teaching artists in a variety of media, and to express their own voice. Ms. Ray told about the ceramic tiles that would be installed at the new Camas Ridge Elementary School and ended by thanking the board again for their support of over two thousand hours of art education.

IX: ITEMS RAISED BY THE AUDIENCE

Chair Newman read the requirements for making public comment at a School Board meeting. She added that more than twenty-five persons had applied to speak that evening and Ms. Fjordbeck had done a wonderful job to accommodate ten speakers, including calling those on the waiting list when others had given up their spot.

Jessica Zink did not attend the meeting.

Rose Wilde said that the year had been a time of growth in her education on how to have conversations with those who did not agree. She advocated for permitting communication between people on the board and the public. She supported the policy to ban concealed weapons. She did not believe that allowing guns on school campuses was safe. She also supported school librarians.

Amanda Hvass asked for the definitions for racism, white supremacy, and white supremacists. She wanted to be able to work together and asked for understanding. She said that persons who had been labeled recently did not understand why it had happened and felt that words had been weaponized to discourage people from speaking up. She referenced the anti-bias training that the Alma Advisory Group had implemented to assist the board in working with each other to hire a new superintendent. She had received correspondence labeling her recent actions to reach out to the board as racist trope. She wanted the board to shine in their strengths. She hoped that the board would hear and respect the ideas and values of all the citizens of the district.

Deanna Chappell told a story that had occurred recently involving a very angry man who was in her school building. She and a student she was with were both very traumatized because of the recent school shooting that had occurred and were concerned that the man might do them harm. She said it was terrifying to be in schools and asked that the district pass the ban on concealed weapons.

Auden Flinn was a student at South Eugene High School. He spoke about suicide prevention and mental health support. He gave an example of the length of time students needed to wait to get support and said that increases to staffing was not happening fast enough. He suggested

that the district explore the UO support model. Auden also spoke about inequitable grading practices and ended by urging the district to help students.

Lauren Butler did not attend the meeting.

Jim Jagger was a retired attorney who supported the ban of concealed weapons from district grounds. He said that mixing weapons with tension was dangerous. Mr. Jagger said that the revision to the policy would provide safety and keep persons who might be depressed and armed out of schools. He added that the potential of weapons on district grounds might keep those who would otherwise be involved in school activities from attending. He asked the board to consider the children first and adopt the policy revision to ban concealed weapons on school district grounds.

Mystie Frost was a parent of a student in the River Road region. She said that Mercury was in retrograde, which created hiccups in communication included sending emails before editing them. She was saddened by the loss of lives and gun violence and recognized that everyone was experiencing some level of trauma. She promoted emotional regulation and asked for less blaming. She asked the district to implement mental health education in every grade and suggested the board research dialectical behavior therapy. She was ashamed that children had to be each other's therapists.

Angie Morrill had been the director of the 4J NATIVES program until May. She was deeply investing in equity for students and said that they were not being served. COVID funds had not been distributed equitably and teachers and the native community were filling the gap to provide resources. She asked the board to restructure a dysfunctional program, use funds available, and change the district leadership.

X. COMMENTS BY EMPLOYEE GROUPS

Sheila Waggoner, President of the Oregon School Employees Association, was happy to see the two new board members. She said that the classified staff were experiencing burnout. She urged the district to hire more substitutes. She shared that workers were considering leaving the district because they could not support themselves solely on their income from 4J. Staff were dealing with food insecurity and homelessness issues.

Ms. Waggoner continued that a request for bargaining had finally been scheduled. She hoped that the district would agree to pay a living wage.

Seth Pfaefflin, incoming President for Managers, Administrators, Professionals and Supervisors, supported bargaining with OSEA. Mr. Pfaefflin continued that Mr. Tromba would be leaving the district to be closer to family and would be missed. Mr. Tromba had given him great advice to listen to those on the front lines to learn how to solve issues. He urged classified staff who might have suggestions for improvements to reach out to their supervisors. He thanked all the retirees for their service to the district and extended the thanks of all MAPS members to staff for their hard work to finish up the year.

XI. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Lafer acknowledged the loss of another student who took their life the week prior. He was searching to find an answer, but hoped that the district could start a task force to figure out how to address the issue of mental health in students. Mr. Lafer continued that he had met with Eric Anderson and the curriculum adoption team. He was looking forward to seeing three elementary school librarians supported in the budget for the next five years. Mr. Lafer mentioned that Ms. Tagwerker, who had been celebrated earlier in the board meeting, had worked for the district for thirty years and earned slightly more than twenty dollars per hour prior to her retirement. He would support a higher minimum wage. Mr. Lafer ended that the current design of Camas Ridge Elementary School—few external doors and large internal windows—seemed to be the opposite of recommended design in the likelihood of a school shooting. Active shooter drills always recommended that students get outside as quickly as possible. Mr. Lafer was proud of the queer students in the district who were brave enough to live their full selves.

Vice Chair Rabasa said she had received a text that informed her of the recent suicide of another student. She said regardless of whether her family knew the student, to learn that a child had been in pain and taken their own life was devastating. She said the rapidly expanding list of suicides in Lane County was of great concern and she feared that the county would become desensitized. She hoped that people would take time to mourn and be heartbroken before they leaped into action.

Ms. Hsu was feeling the weight of all the comments that had been shared. She had also had a personal loss the week prior.

Ms. Hays thanked Vice Chair Rabasa for her suggestion to sit with pain and loss. She said that her visit to Ridgeline Charter School had been a joyful moment in an otherwise difficult week. She met students in their classrooms. She met with staff and some of the board members who were very proud of their school, which had a new roof and HVAC system. She thanked staff for their work on the curriculum adoption and appreciated them taking the time to show it to her. She was going to miss the student representatives.

Ms. O'Rourke shared her love of librarians who were a great support to her education by encouraging her love of reading. The removal of librarians from elementary schools correlated to the reduction in reading scores, because librarians were instrumental in encouraging students to read. Ms. O'Rourke remembered that she was in third grade at Condon Elementary School and her librarian suggested she read the *Phantom Tollbooth*, which she loved. She said that librarians were part of the system of teaching students to read. She wanted to increase supports of all kinds for students. Ms. O'Rourke added that the board had asked each month since March to create a system for mental health supports and nothing was happening. The district needed to make a difference to students and families. She wanted a zero-tolerance policy for suicide. She acknowledged Auden Flinn's appeal to explore ways to increase mental health supports.

Chair Newman called for two minutes of silence.

XII. CONSENT GROUP - ITEMS FOR ACTION

1. Set the Tuition Rates for the 2022–23 School Year
Presenter: Andrea Belz, Director of Finance and Kat Lange,
Director of Student Services

2. Designate Executive Officer and Budget Officer for Fiscal Year 2022–23
Presenter: Andrea Belz, Director of Financial Services
3. Designate Auditor for Fiscal Year 2022–23
Presenter: Andrea Belz, Director of Financial Services
4. Designate Depositories for School Funds
Presenter: Andrea Belz, Director of Financial Services
5. Approve a Resolution Making Appropriations Resulting from Transfers
Presenter: Andrea Belz, Director of Financial Services
6. Approve Meal Prices for 2022-23
Presenter: Holly Langan, Director of Administrative Services
7. Designate Clerk and Deputy Clerks for Fiscal Year 2022–23
Holly Langan, Director of Support Services
8. Approve Meeting Minutes for the following Board Meetings: April 20, 2022 Work Session and Regular Board Meeting; April 27, 2022 Special Board Meeting; May 4, 2022 Regular Board Meeting
9. Bond Project – North Eugene High School Replacement Building – Wireless Access Point Equipment
Presenter: Ryan Spain, Director of Facilities

Chair Newman noted that Item 5 - Approve a Resolution Making Appropriations Resulting from Transfers, had been pulled from the agenda and moved to Items for Action.

Vice Chair Rabasa moved to approve the Consent Agenda with the exception of Item 5. Ms. Hays seconded the motion, **which passed 6:0. Ms. Hasija Kauffman was absent.**

XIII. ITEMS FOR INFORMATION

Chair Newman introduced an item for information to discuss Superintendent Vandercar's evaluation. She had sent an email with the document that had been approved in November 2021 that outlined the goals the superintendent would work towards. They were:

- Goal I Educational Excellence with Equitable Access and Outcomes for Every Student
- Goal II Multiple Pathways to Student Success
- Goal III Communication and Connection with Community
- Goal IV Diverse World-Class Workforce
- Goal V Stable, Sustainable Stewardship

In addition, Superintendent Vandercar had added:

- Goal VI Maintain and Communicate a Balanced Budget
- Goal VII Keep School Bond Projects Moving Forward and On Schedule
- Goal VIII Support 4J Students, Families and Staff
- Goal IX Strengthen and Expand the District's Equity Work

Chair Newman said that there had been a lot of pressing issues that had interfered with the board's ability.

Ms. O'Rourke asked why the conversation was an item for information. Chair Newman said that board members were being asked to submit their responses to an independent person who would compile them for the board to review. Chair Newman continued that she recognized that

Ms. Hsu and Ms. Hasija Kauffman might not be able to complete a review because they were new.

Ms. O'Rourke asked again why the discussion was not an item for action. She also asked who be choosing the independent person who would compile the document and wondered whether Superintendent Vandercar agreed with the process.

Ms. Rabasa said that the review needed to happen soon, as indicated by the timeline the board had agreed to. She clarified with Ms. O'Rourke that the board needed to recommit to the process and to decide how the independent compiler would be selected. Ms. O'Rourke answered that the board had a responsibility to execute a review of Superintendent Vandercar.

Ms. O'Rourke reiterated that she wanted to vote from a slate of possible compilers and questioned why Chair Newman and Vice Chair Rabasa had not already discussed whom they might hire.

In response to Mr. Lafer, Chair Newman said that once the compiler had created a report, the board would convene in executive session to finish it.

Ms. Hays remembered that they had used a compiler in the past. She asked that in recognition of time constraints whether the board could agree without objection to the process outlined in the email with the addition of reviewing the compilers before they were hired.

Superintendent Vandercar replied to Ms. O'Rourke that she did not agree to the process.

Ms. Hsu asked Superintendent to elaborate her objection. Ms. Vandercar said that she had not been given any formal feedback during the past year against which to compare her evaluation. Ms. Rabasa asked how the board could remedy the issue. Superintendent Vandercar said she needed more time to review the process and to respond.

Mr. Lafer agreed that it would be important to review the superintendent since it was part of the board's responsibilities. He responded to Ms. O'Rourke that since the board was discussing an item for information, they could agree for the record that no one objected to the process as outlined by the chair, with the change requested by Ms. O'Rourke.

Ms. Hays asked the board to wait a week to give Superintendent Vandercar to review the process. She added that Chair Newman and Vice Chair Rabasa could take the time to find a compiler.

Ms. O'Rourke disagreed that the review be delayed. Ms. Nesbit interjected that discussion of Superintendent Vandercar should happen in executive session.

Ms. Hays asked the board to remember that Superintendent Vandercar's final evaluation was done in public. She did not know whether Superintendent Vandercar could refuse to sign it.

Chair Newman proposed again that the board wait until June 8 to have further discussion.

Vice Chair Rabasa asked Ms. Nesbit whether Superintendent Vandercar would be provided the time to respond to her evaluation. Ms. Nesbit said that she had not been prepared to have the discussion.

There was further discussion about giving the board a week to review the materials and to prepare a statement regarding the process that was taken. Chair Newman summarized that the board would wait a week, during which they would look for a compiler, discuss with Superintendent Vandercar other methods for her annual review, and discuss with counsel whether the superintendent had the right to not sign an evaluation, and to develop a statement regarding the process that was taken.

XIV. ITEMS FOR ACTION

3. Approve Adoption of Elementary Language Arts Curriculum

Presenters: Eric Anderson, Director of Curriculum, Katie Stiles, Literacy TOSA, Lynette Williams DLI TOSA

Mr. Anderson introduced the team of Katie Stiles, Lynette Williams, Leah Willow, Eileen Thomas and Sarah Knudsen.

Ms. O'Rourke asked that teachers have the flexibility to use alternative curriculum that they had developed for some of the lessons. She wanted to support teacher creativity. Ms. O'Rourke continued that board members who worked were not respected. She had not had time to review the curriculum because she was at work whenever the curriculum was available for review. She appreciated the efforts that teachers had made to connect with her.

Mr. Anderson thanked Ms. O'Rourke for her feedback and offered to make time immediately. He added that in the future they would ensure that all the board members were able to review the curriculum.

Mr. Lafer thanked Mr. Anderson and the team for taking time to show the curriculum to him and answer his questions. He wanted to have a strong curriculum that followed best practices but did not take away the flexibility for teachers to include their own lesson plans. He asked to clarify that language in the administrative regulation regarding curriculum adoption had recently been changed. Mr. Anderson said that policy IIA still had the words "...adopted materials are implemented consistently with fidelity...". The team had discussed the idea of teaching with integrity. There would be a lot of teacher flexibility and choice while the core concepts were maintained. They were not aiming to force teachers to follow a curriculum without respect for teacher experience and creativity.

Chair Newman said that Ms. Hasija Kauffman had expressed her thanks to the team and how impressed she was for their work and effort and enthusiasm. She was giving support to the curriculum.

Ms. Rabasa said that the language in board policy IIA regarding teaching with fidelity may have been added with good intentions, however her concern was that it put the burden on teachers to prove why a student was not successful. She was supportive of the change in attitude, which allowed teachers to critically engage with the curriculum and make changes if necessary to help a student learn. She wanted to make sure that the art of teaching and the experience of the master teachers in the district were not lost.

Ms. Hays thanked the Curriculum Advisory Committee for their work to prepare the recommendation to adopt new curriculum. She suggested reviewing policy IIA to change the language to reflect what Ms. Rabasa and Mr. Anderson had shared.

Chair Newman agreed with Ms. Hays to review policy IIA. She added that there were many experienced teachers who were enthusiastic and excited about the opportunities the new curriculum provided to include diversity into learning. Teachers had commented that students were learning to read more quickly.

Ms. Hsu had met with the team as part of her board orientation. She said it had been a great immersion in the work of the Instruction Department. She added that the curriculum taught critical thinking and discourse as well as reading.

Ms. Stiles said that Ms. O'Rourke's favorite book *The Phantom Tollbooth* was part of the curriculum and looked forward to showing it to her.

Ms. Rabasa said that she appreciated feeling genuinely heard in her perspective regarding parts of the curriculum.

Ms. Hays asked to review future curriculum as a group. She would have enjoyed the collegial conversation with her board members.

Mr. Lafer trusted the judgement of the teachers who were also specialists in their area and had worked for so long to review the curriculum. He wanted to ensure that teachers were able to be flexible in their implementation of the curriculum to engage their students effectively. He moved to adopt the new ELA curriculum with the following amendment "The board supports teachers using their professional judgment to build on this curriculum by drawing on supplemental materials and activities that address the same standards as this curriculum." Ms. O'Rourke seconded the motion with the amendment.

Ms. Hays asked Mr. Anderson whether Mr. Lafer's amendment was clear and would not confuse teachers.

Mr. Anderson agreed that being clear for teachers was very important. After staff had time to review the curriculum, there would be time to discuss what teaching to its integrity meant. He appreciated that Mr. Lafer's amendment included the phrase "build on this curriculum" instead of replacing it. Mr. Anderson continued that change needed to happen in order to raise the reading levels of all students, especially those least served by the old curriculum, which meant giving access to high-quality materials to all students across the district regardless of who their teacher was or what school they attended. He said that teaching to integrity would mean using the core texts, but there was room for creativity and ingenuity in the classroom. Since each module would be taught over many weeks, there would be time for many activities.

Mr. Anderson said the adoption process would take many years and would provide opportunity for teachers to hone their craft.

Mr. Anderson continued that to approve the curriculum would be a big statement from the board and the district that they believed in teachers and their students. He wanted teachers to love

their job and for students to love to learn. He appreciated that the board recognized that teaching to the integrity of the curriculum allowed for flexibility in the classroom.

Ms. Rabasa agreed. She was drawn to the option for a teacher to add to the curriculum and make it their own.

There was additional discussion about the motion and Mr. Lafer's amendment. Mr. Lafer reiterated that his amendment was recognizing that teachers would supplement the adopted curriculum with additional materials of their own. In response to a question from Chair Newman, Mr. Anderson said that there was language in IIA-AR that allowed flexibility in a curriculum. Mr. Lafer said that he still wanted his amendment to be part of the motion to adopt the new curriculum.

Ms. Hays was prepared to vote.

Ms. O'Rourke appreciated the opportunity to encourage creativity in teaching and teacher retention. She was excited to see change.

Ms. Rabasa questioned the word "redundant" to describe Mr. Lafer's amendment. She said that it would provide clarity to teachers that the board was allowing flexibility in the delivery of the curriculum.

Chair Newman called for the question. Mr. Lafer read his amendment.

The motion, including the amendment to the motion, passed 6:0.

2. Consider Revisions to Board Policy GBA – Equal Employment Opportunity

Presenter: Christine Nesbit, General Counsel

Chair Newman introduced Ms. Nesbit to clarify the changes that she had made after the request by Ms. O'Rourke. The changes were to make more central the designation of an employee "to oversee compliance with equal employment and all laws prohibiting discrimination against employees."

Ms. Rabasa moved to approve the revisions to Board Policy GBA – Equal Employment Opportunity. Ms. O'Rourke seconded the motion. **The motion passed 6:0.**

3. Approve a Resolution Making Appropriations Resulting from Transfers

Presenter: Andrea Belz, Director of Financial Services

The item for action had been pulled from the consent agenda for discussion. Chair Newman introduced Ms. Belz.

Ms. Belz introduced Mr. Tucker and Mr. Spain to share information on what projects had been budgeted for Elementary and Secondary School Emergency Relief Funds (ESSER III) under the topic building improvements.

Mr. Tucker reported that they had allocated the funds to inspect systems at the buildings that were in the most need of improvements to heating, ventilating, and air conditioning (HVAC) systems.

Mr. Lafer wondered whether the funds could instead be allocated to the needs at Kelly Middle School. Mr. Tucker responded that the ESSER funds would allow the district to update old systems to be able to bring in fresh air. He said the local, state and federal recommendations were to prioritize HVAC systems. Mr. Spain agree that air quality in older buildings were in need of improvement. He added that there was a time limit to use the ESSER funds and he was not sure that they were ready to do the improvements needed that Mr. Lafer had mentioned.

Mr. Lafer asked whether Superintendent Vandercar considered the use of the funds for HVAC to be the best decision. Superintendent Vandercar said that improving HVAC systems was a health decision. There would still be funds available for librarians if that was Mr. Lafer's concern. She continued that the decisions regarding changes to Kelly would not be made in time to make use of the ESSER funds.

Ms. O'Rourke asked whether the buildings occupied by charter schools were also the responsibility of the district. Ms. Belz said that ESSER funds were being provided to district charter schools based on the needs the schools identified. She said that upgrades to an HVAC system at one of the schools had been paid for by the district. Ms. O'Rourke asked to get a report on how the ESSER funds had been used. Ms. Belz said she would send the link to the information on the district website.

Chair Newman called for the question. Vice Chair Rabasa moved to approve number 5 from the consent agenda: Approve a Resolution Making Appropriations Resulting from Transfers. Ms. O'Rourke seconded the motion.

The motion passed 6:0.

XV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Approve a Resolution Adopting the 2022–23 Budget, Making Appropriations, Imposing and Categorizing Taxes
Presenters: Cydney Vandercar, Interim Superintendent; Andrea Belz, Director of Financial Services

Ms. Belz asked for any potential changes the board wanted to make to the upcoming budget and to be prepared to adopt the budget at their next meeting.

Ms. O'Rourke said she would not pass a budget without a discussion on the minimum wage. She said the topic had not been finalized and asked to keep in reserve funds to cover it.

Ms. Belz responded that since negotiations had not been finalized with all bargaining groups, a supplemental budget could be considered later in order to reflect all the actions that might be taken.

After additional comments from Ms. O'Rourke, Ms. Belz said that the district did not project the outcome of negotiations into the budget or forecasts because they wanted it to be a decision of the negotiation teams.

Ms. Belz added that there were two ways to change an adopted budget: through resolution, to clarify how funds that had been set aside would be spent; or through a supplemental budget to

spend additional revenues. If the additional revenue was greater than a certain percentage, a public hearing would need to occur.

Mr. Lafer wanted to ensure that funds would be designated for three librarians for high needs elementary schools. He would make an amendment at the next meeting. Mr. Lafer asked whether the funds from House Bill 4030 for staff retention had been allocated. He added that declines in enrollment did not always affect revenue. Mr. Lafer asked whether information regarding how funding a potential increase in the minimum wage might affect other areas of the budget.

Ms. Wagner reported that she had met with representatives from the heads of EEA and OSEA to get feedback regarding the use of funds for staff retention. The main categories were supportive working conditions, new staff support, and school level structural conditions. The majority of the respondents answered that supportive working conditions were most important to them including time for planning and collaboration, job embedded learning, retention bonuses, and peer to peer support. Next steps would be to return to the bargaining units once the funds were received and determine how to collaboratively design a plan to spend the funds.

Mr. Lafer asked to see the survey results.

Ms. Belz responded to Mr. Lafer's comment regarding student enrollment. She said that all districts had asked for additional state funds. The portion that the district received would remain the same if all districts lost enrollment, but the total funding would not be enough to cover all expenses in the district. Ms. Belz continued that funding a potential increase in the minimum wage would not affect other areas of the budget.

In response to a question from Ms. Hays asked whether additional counselors had been added to the budget, Ms. Wagner said no, the number of counselors across the district would stay the same. In response to a comment from Ms. O'Rourke, Ms. Wagner said that in addition to counselors, there were also mental health specialists. Five would be in the budget for the next year, two would be designated to work in specific programs, and three would work to triage mental health support for students across the district.

Ms. Wagner clarified for Ms. O'Rourke that they would send the results of the survey for HB 4030 to the board.

2. Adopt Resolution #2022–15 for Supplemental Budget No. 1, Making Appropriations for the 2021–22 Fiscal Year

Presenter: Andrea Belz, Director of Financial Services

Ms. Belz said there would be a public hearing related to the supplemental budget at the next regular meeting. She clarified that it would be separate from the regular public comment.

3. Consider for Adoption the Board Meeting Calendar for the 2022–23 School Year

Presenter: Cydney Vandercar, Interim Superintendent

Superintendent Vandercar said that board meetings were typically scheduled on the first and third Wednesdays of every month, except when religious holidays or vacations coincided. The board would vote on the calendar at the next regular meeting.

Chair Newman asked the board to hold Wednesdays for additional meetings that might be added.

4. Consider Adoption of a New Board Policy – Information about Statewide Testing
Presenter: Christine Nesbit, General Counsel

Ms. Nesbit referred to the packet in which the new board policy regarding statewide testing could be found. The policy allowed school staff to give their honest opinion about statewide testing without retaliation. In addition, the policy described parents' rights to opt out of statewide testing.

Mr. Lafer and Chair Newman thanked Ms. Nesbit for crafting the policy.

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

Mr. Lafer asked the board to consider the option to hire outside counsel for the superintendent evaluation process. The discussion would occur at the June 8 meeting. Chair Newman asked why the board would need legal counsel. Mr. Lafer responded that it was his impression that the board might not have followed the correct steps in their evaluation of the superintendent. Ms. O'Rourke and Ms. Rabasa supported the suggestion.

Mr. Lafer asked to review the wording of Policy IIA to align with the language used in the corresponding administrative rule. There was support to add the topic to a future meeting.

Ms. O'Rourke asked to review the policy regarding making changes to the board meeting calendar. There was support to add the topic to a future meeting.

2021–22 Board Meeting Dates:

JUNE: Wednesday, June 8; Wednesday, June 22

XVII. ADJOURN

Chair Newman adjourned the meeting at 10:39 p.m.

Cydney Vandercar
District Clerk

Judy Newman
Board Chair

(Recorded by Eliza Drummond)