

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

Date: August 3, 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 meeting at 7:00 p.m. via video conference. Notice of the meeting was mailed to the media and posted in the Education Center on July 29, 2022, and published in *The Register-Guard* on Wednesday, August 3, 2022.

ROLL CALL

BOARD MEMBERS:

Maya Rabasa, Chair
Gordon Lafer, Vice Chair
Keerti Hasija Kauffman
Alicia Hays
Michelle Hsu
Judy Newman
Laural O'Rourke (*present for the two executive sessions prior to the regular meeting. Absent for the regular meeting and the executive session that followed*)

STAFF:

Andy Dey, Superintendent
Steve Menachemson, Director of Technology
Karen Hardin, Director of Human Resources
Jill Cuadros, Nutrition Services Administrator
Bernadette Adeniran, Human Resources Administrator (*executive session only*)
Sharon Myrand, Budget and Reporting Supervisor (*executive session only*)
Lisa Fjordbeck, Executive Assistant / Board Secretary

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association (EEA)

GUESTS:

Chris Duckworth, Legal Counsel/Labor Negotiator (*executive session only*)

MEDIA:

KRVM, The Register-Guard, Double Sided Media

I. EXECUTIVE SESSIONS

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)

The board convened in executive session to consider matters relating to school safety or a plan that responds to safety pursuant to ORS 192.660 (2) (k).

Executive sessions are not open to the public. All matters discussed during executive sessions

Dr. Dey reported that the back-to-school kickoff event would be held at South Eugene High School on Thursday, September 1. Light morning refreshments would be available and Jennifer Scurlock would give the keynote address. He hoped board members would be able to attend and added that more information would be coming soon.

Superintendent Dey shared his plan to have one hundred chats with students, staff, parents and community members. He explained that there was a sign-up sheet on the district website for anyone interested in having a conversation by phone, Zoom or in-person. He hoped the meetings would help make connections and give him a better understanding of what was on the minds of the community. He urged people to call 541-790-7706 if they had questions or needed assistance with scheduling a time to chat with him.

Dr. Dey concluded his comments by thanking the board for the opportunity to be superintendent. He considered the district his home and shared that not only was his wife a teacher, but all six of his children were attending or had attended 4J schools. He had been a teacher, an administrator, and a director before being chosen as the new superintendent in this district and was humbled and honored by the opportunity.

VI. COMMENTS BY BOARD CHAIR

Chair Rabasa welcomed Superintendent to his new role. Ms. Rabasa continued that the first two board meetings would be an opportunity to conclude unfinished work from the previous year. She said it was up to the Board to set the tenor for upcoming meetings that was welcoming, productive and rooted in a sense of care for others, and to actively listen to each other as they worked together. She hoped to repair and heal past mistakes and collective and individual trauma.

Chair Rabasa asked for a commitment to healing and growing, and transformative work. She said it was up to the Board to set the stage. She thanked each Board member for their dedication to the district and the community. She was proud and excited to work with and alongside each board member.

VII. ITEMS RAISED BY THE AUDIENCE

Chair Rabasa read the requirements for making public comment at a School Board meeting and the procedures for submitting a complaint. She welcomed audience members who had signed up to speak.

Kristina Shaughnessy asked for a solution for classified staff who still did not have a contract and added that the district was struggling to recruit and retain staff members. The district had only held two bargaining sessions with Oregon School Employees Association (OSEA). She wondered what the unspoken issues were. She continued that many of the classified staff were among the working poor and that positions were hard to fill. She urged the district to pay enough so that all could win.

Harry Sanger did not care for the new norm of ignoring formal procedures. He hoped to begin the year better than last year which would include in-person meetings to allow democratic input. He also asked the board to welcome those who challenged the district's direction. Mr. Sanger said

security of meetings and hoped that an effective plan would be developed. He thanked Superintendent Dey and the Facilities Department for a recent meeting regarding the Camas Ridge Elementary School build.

Ms. Hsu had a nice break during July. She hoped to see more collaboration and value in relationships. She hoped to build on introductions and have strong relationships with people in the district.

X. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Agreement with EEA Concerning Substitute Teachers (EAST)
Presenter: Karen Hardin, Human Resources Director
2. Approve Routine Personnel Actions
Presenter: Karen Hardin, Director of Human Resources
3. Approve Meeting Minutes for the following Board Meetings: June 16, 2022 Executive Session and Special Board Meeting; June 22, 2022 Executive Session and Regular Board Meeting; June 29, 2022 Executive Session and Special Board Meeting
Presenter: Andy Dey, Superintendent
4. Approve Implementation of Salad Bars at Middle Schools and High Schools
Presenter: Jill Cuadros, Nutrition Services Manager

Vice Chair Lafer moved to approve the consent agenda. Ms. Hasija Kauffman seconded the motion. **The motion passed 6:0.**

XI. ITEMS FOR INFORMATION

1. Review Board Committee Assignments
Presenter: Maya Rabasa, Board Chair
Chair Rabasa reviewed the committee assignments.

All members would serve on the Budget Committee. Additionally, the following Board Members would serve on the Committees as listed in the Board Packet and below.

Equity Committee: Rabasa, Hsu

Audit and Finance Committee: Newman, Hays

Charter School Council: O'Rourke

Instructional Advisory Council: Hasija Kauffman, Lafer

Lane Council of Governments Representative: O'Rourke

Eugene Education Foundation: Newman

Long Range Facilities Advisory and Bond Oversight Committee: Hasija Kauffman, Lafer

Lane ESD Budget Committee: Hays, Newman (Alternate)

Legislative Committee: Newman, Hasija Kauffman

North Region planning Committee: Hsu, Rabasa

Student Voice Subcommittee: O'Rourke, Rabasa, Hsu

Mental Health Subcommittee: O'Rourke, Rabasa, Hsu

1. Consider for Approval Resolution 2023-05 Concerning Protective Measures to Insure Safe Public Meetings

Presenter: Andy Dey, Superintendent

Chair Rabasa introduced Dr. Dey to lead the conversation.

Superintendent Dey said that the purpose of resolution 2023-5 was to insure that in-person public meetings were held in a manner that was healthy and safe for community members, students, staff and the school board.

Dr. Dey summarized the four main actions to be taken to insure safe public meetings, including requiring attendees to adhere to guidelines regarding COVID; rescinding mask requirements when consistent with guidelines from health authorities; ordering additional safety measures if necessary; and pausing the meeting, using a different meeting format, or adjourning or rescheduling the meeting depending on the safety and health concerns present.

Dr. Dey asked if there were comments or questions from the board. Mr. Lafer said that there were other aspects of meetings that needed to be addressed in the final document.

Ms. Newman asked whether the board chair would have the authority to move the location of the discussion mid-meeting so that the board could continue their work. Superintendent Dey clarified in the affirmative.

Chair Rabasa said that the resolution was still in draft form. She hoped that the board would agree on a plan that could be implemented in the moment so that there was no confusion about the continuation of meetings. Chair Rabasa added that authority would be extended to the Vice Chair in the Chair's absence.

In response to a question from Ms. Hasija Kauffman, Chair Rabasa said that there would be an executive session to answer questions raised to proceed towards adoption at a future meeting.

2. Select the Date of the Board Retreat

Presenter: Maya Rabasa, Board Chair

Chair Rabasa said that based on a poll of availability, she was offering three options: to hold a retreat on a full day when six of the seven board members were available; to hold a virtual retreat, dependent on availability; or to schedule the retreat in two sessions, dependent on availability. Chair Rabasa asked the board what they considered would be ideal.

Ms. Hasija Kauffman, Ms. Hsu, Mr. Lafer preferred to meet in two session in-person as opposed to a virtual meeting. Ms. Newman agreed that she would prefer two days, and agreed to Mr. Lafer's comment that a two-day retreat might be beneficial because there would be time in between the two days to rest and reflect. Ms. Newman added that two half-days did not need to be sequential. The group agreed that they did not want to have a virtual meeting.

Chair Rabasa said that she, Superintendent Dey and Ms. Fjordbeck would send another poll using a two day half-day retreat model. There were no objections.

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