

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

Date: September 7, 2022

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held executive sessions from 5:30 to 6:45 p.m. and a regular 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 September 2, 2022.

ROLL CALL

BOARD MEMBERS:

Maya Rabasa, Chair
Gordon Lafer, Vice Chair
Keerti Hasija Kauffman
Alicia Hays
Michelle Hsu
Judy Newman
Laural O'Rourke

STAFF:

Andy Dey, Superintendent
Rob Hess, Chief of Staff
Ryan Spain, Director of Facilities Management
Jenna McCulley, Director of Communications
Kyle Tucker, Chief Operations Officer
Lisa Fjordbeck, Executive Assistant / Board Secretary

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association (EEA)

MEDIA:

KRVM, The Register-Guard

I. EXECUTIVE SESSIONS

The board convened in executive session to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed, pursuant ORS 192.660 (2)(h), and to conduct deliberations with persons designated by the governing body to carry on labor negotiations, pursuant ORS 192.660 (2)(d).

Executive sessions are not open 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.

Executive sessions involving deliberations with persons to carry on labor negotiations, or to consider the expulsion of a student or matters pertaining to a student's confidential medical records, are not open to the news media.

II. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:00 p.m. and reported that all Board members were present. Superintendent Dey led the flag salute, after which Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

Ms. Hays moved to add an item for action to the agenda regarding the topics of the next retreat on October 1. Ms. O'Rourke seconded the motion. **The motion passed 7:0.**

Chair Rabasa asked to eliminate for the rest of the 2022-23 school year, without objection, the Board Chair report and instead add it to the time when all board members made their comments. After a brief conversation with Ms. O'Rourke, there were no objections.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Dr. Dey thanked all those who attended the back-to-school event at Churchill High School the week prior. He appreciated Jennifer Scurlock's keynote presentation and reiterated that everyone was needed and valued.

Dr. Dey continued that school was back in session, athletes were practicing, volunteers were being welcomed back, and once again schools were a gathering place. He urged the community to find ways to get involved.

Superintendent Dey acknowledged the loss that everyone was feeling because of the accidental death of a student and shared that district care teams were available to support students and staff.

VI. COMMENTS BY BOARD CHAIR

This agenda item was removed by Chair Rabasa for the remainder of the school year. Instead Ms. Rabasa would make her comments during the same time as the rest of the board members.

VII. ITEMS RAISED BY THE AUDIENCE

Chair Rabasa read the requirements and procedure for making public comment at a School Board meeting and the procedure for submitting a formal complaint.

Mary Beth Hepp-Elam was a high school program coordinator. She shared how relationships were built every day between classified staff and the students of the district. However, she was concerned about the proposal to make a starting rate of \$16 per hour for new staff. Many students would be offered jobs with higher wages than what staff would be making. Many workers would not be able to save for their future and would have to make difficult choices about spending.

Ms. O'Rourke asked that speakers not be cut off. Chair Rabasa suggested adding the topic to a future meeting.

Dani Crowley agreed with the previous speaker that classified staff be recognized for their contribution by being paid a living wage. She continued by requesting that the district return to in person board meetings. Because schools were in person again and were also hosting community activities, she did not think it was healthy to have board meetings online. Ms. Crowley reported that much of the information on the website was out of date and asked who was responsible for keeping it current. She said that the education system was not helping students and reading and math levels were not up to standard.

VIII. COMMENTS BY EMPLOYEE GROUPS

Chair Rabasa welcomed Sabrina Gordon, President of the Eugene Education Association. Ms. Gordon reported that there had been a positive energy at the beginning of the year, but it was hampered by not having enough time to prepare and learn about each students' individual needs. She said that teachers were given eight hours of planning time during the week prior to students returning. The rest of the time they were back in their schools was taken up with required professional development. She asked the district to respect the professionalism of teachers and allow them to choose how they spent their time.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Hays reported she had not attended any committees, but had been to the back-to-school event. She applauded Chair Rabasa for her presentation. Ms. Hays also thanked her fellow board members for the work they had accomplished during the retreat the day prior.

Ms. Newman said that back-to-school was an exciting time. Students and parents were happy to see each other. Ms. Newman acknowledged all the work that had happened over the summer to make repairs to building and complete projects, including the new Edison Elementary School and the remodeled Gilham Elementary School. She added that teachers were not only learning about their new students but were also in trainings to get acquainted with new curriculum. Ms. Newman also thanked building administrators, custodial and grounds and maintenance crews, transportation and nutrition services staff, and especially thanked Ms. Scurlock for her keynote presentation at the back-to-school event. Ms. Newman appreciated the work that the board had done during their retreat.

Ms. Hasija Kauffman also thanked all the district staff for their work. She acknowledged that she had not understood until recently the efforts that went into keeping the district running. She hoped to maintain the optimism that she felt at the beginning of the school year and to also continue the work necessary to ensure that all students felt like they belonged.

Vice Chair Lafer shared the heaviness he felt at the loss of another student. Mr. Lafer thanked Chair Rabasa for her time volunteering in district schools and recently for her work as Board Chair. He continued that the beginning of a new school year was met by all with a mixture of excitement and dread because of the work that it took to get ready. Mr. Lafer recognized educators as creative professionals and urged the district to give them time to plan and prepare excellent curricula. He hoped that the year would bring more opportunities for students to feel supported

by their teachers. He also mentioned how encouraged he was that the district had hired three elementary school librarians.

Ms. Hsu appreciated and agreed with her fellow board members' comments. She emphasized her appreciation for the work of the district staff. Ms. Hsu was part of a committee to increase student voice across the district. She considered it vital to make connections with students and to hear their input. Ms. Hsu was waiting for the Equity Committee to begin. She had the pleasure of meeting the new librarians and seeing the new Edison Elementary School library. She would be advocating for additional support for district libraries.

Ms. O'Rourke had been appointed the Chair of the new Mental Health Committee and was excited to begin the work. She had received the Oregon Department of Education's Mental Health Toolkit and read an excerpt from it that described the interconnected pillars of practice. She said that the team would be asking the whole community including students, educators, and administrators to support those who do not feel like they had support. She did not want to lose another child to suicide and asked the community to do everything they could to prevent it.

Chair Rabasa described her vision of the first days of school. She thanked all the staff who made back to school possible, including those who worked additional hours on Labor Day to prepare their classrooms for students. She asked the Superintendent to add more time to the calendar prior to the beginning of school so that teachers and staff could take the holiday off. Ms. Rabasa continued that she had attended the back-to-school event and was delighted to see everyone reconnecting with each other. She thanked Keynote Speaker Jennifer Scurlock for her inspiring words. Chair Rabasa had attended the Student Voice and Mental Health subcommittee meetings. She looked forward to attending the North Region Visioning Committee and offered to visit any areas of the district that were willing to invite her.

Chair Rabasa gave her condolences to the family and friends of the student who had recently died in a car accident and asked the Board and listening audience to take a moment of reflection.

X. CONSENT GROUP - ITEMS FOR ACTION

1. Bond Project – Buena Vista Building Controls Upgrade
Presenter: Ryan Spain, Director of Facilities
2. Multi-site Painting Projects – Buena Vista Elementary and South Eugene High School
Presenter: Ryan Spain, Director of Facilities
3. Approve Meeting Minutes for the following Board Meetings: August 17, 2022
Executive Session and Regular Board Meeting; January 26, 2022

Vice Chair Lafer moved to adopt the consent agenda. Ms. Newman seconded the motion.
The motion passed 7:0.

XI. ITEMS FOR INFORMATION

1. Receive Back to School Update
Presenter: Andy Dey, Superintendent

Superintendent Dey reported that 17,000 students had returned to school that day. He extended a special welcome to new students and families in the district. Dr. Dey added that some students and staff were moving into newly designed and redesigned spaces and added that Camas Ridge Elementary School was locating onto the Willard Site during the construction of their new building. He opined that there would be a period of adjustment. He gave a resounding thank you to the community for continuing to invest in 4J and to staff who had worked to get ready for a new year.

Superintendent Dey reported there had been a dramatic increase in attendance compared to the year prior. He thanked the board for allocating additional resources to accommodate the growth.

Dr. Dey invited the community to join him for his coffee chats.

2. Receive Bond Update: Summer 2022

Presenters: Kyle Tucker, Chief Operations Officer and Ryan Spain,
Director of Facilities

Chair Rabasa introduced Mr. Tucker and Mr. Spain.

After introductory comments by Mr. Tucker, Mr. Spain presented information regarding the North Eugene High School building upgrades. He said that additional exterior work was in process, furniture was being ordered and plans were being made to move back into the building.

Edison Elementary School had successfully opened for the beginning of school. The district was dealing with the same supply chain issues that were affecting the nation, but Mr. Spain hoped that they would be resolved by October and the school would have an open house soon after.

Gilham Elementary School also opened its new four classrooms and auxiliary gym on time. An open house would be schedule soon.

Camas Ridge Elementary School had moved to the Willard site. During the summer, design modificationsto the new building had been made as a result of community feedback, and demolition on the old building had begun the day prior. Mr. Spain added that they had salvaged 20,000 pounds of materials and many more pounds would be sorted for recycling during the demolition.

Mr. Tucker reported on many of the summer bond projects including installing reader boards at three schools; improving roofing at two schools; and making upgrades to a portion of Sheldon High School so it could house a new career and technical education program. In addition, facility improvements had been made at several sites. Mr. Spain and Mr. Tucker would attend North Region Planning meetings.

Mr. Tucker thanked his department staff for their work throughout the summer to ensure that projects were completed well and on time.

Chair Rabasa thanked Mr. Tucker and Mr. Spain for their report and asked the board members if they had questions.

Vice Chair Lafer asked what facilities at Sheldon High School would be used for the career and technical education program. Mr. Spain reported that the CTE program staff had defined the space to be used and improvements would be made as soon as possible.

XII. ITEMS FOR ACTION

1. Approve Revisions to Board Policies JHCA/JHCB – Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening
Presenter: Andy Dey, Superintendent

Superintendent Dey said the revisions to the policy were suggested due to changes in law and best practice. The changes were mostly about information gathering and retention. He recommended adopting the revised policy.

Ms. Newman expressed appreciation to the state for adding dental and vision screenings. Ms. O'Rourke clarified that the district was aligning the screenings that it would offer to those offered by the rest of the state.

Vice Chair Lafer moved to adopt revised board policies JHCA/JHCB JHCB – Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening. Ms. Hsu seconded the motion. **The motion passed 7:0.**

2. Revisit Topics for October 1 Board Retreat (*added during agenda review*)
Presenter: Alicia Hays

Ms. Hays moved to change the topic for the board retreat on October 1 so that they could continue their goal setting, and to have the retreat online. Vice Chair Lafer seconded the motion.

Ms. O'Rourke asked to hear about the plan for district equity work. Chair Rabasa said that a tentative plan had been made to have a work session before the board meeting on September 21 regarding the topic.

Superintendent Dey said that the conversation that had occurred the evening prior was helpful to focus equity efforts.

Ms. Hasija Kauffman asked whether the team building that had been on the agenda for October 1 would happen another time.

Chair Rabasa said that if the motion was approved, additional goal setting session would replace the team building activity originally planned for October 1. She added that an additional meeting had been added for October 24 for which the board would meet in person for personal and team growth. In response to a question from Ms. O'Rourke, Chair Rabasa said that the October 24 would be led by a facilitator. Details would be coming soon. She reminded Ms. O'Rourke that they had discussed the use of a facilitator during the retreat the evening prior.

Chair Rabasa called the vote. **The motion passed 7:0.**

Mr. Lafer asked whether the board could take action on the issue of cutting persons off when they were giving comment. Ms. Hays asked whether the board could agree without objection that the Chair would make a "soft cut off" when speakers were going over the three-minute comment time. Chair Rabasa asked to revisit the issue when board meetings were back in person. She had concerns that a soft cut-off would leave room for the bias of the Chair's interests. Ms. Newman acknowledged what Chair Rabasa was saying and gave some suggestions on how to mitigate any personal bias on topics, including continuing to show a timer so that the person

commenting could see how long over the three-minute allotment they were speaking. Chair Rabasa received no objection from the board.

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Board Resolution on School Emergency Response Plan

Presenter: Andy Dey, Superintendent

Superintendent Dey introduced Board Resolution 2023-07 – School Emergency Response Plan. He shared that the district had received a school violence prevention grant in 2020 which would focus in three areas: 1) gathering baseline data on security improvement needs, prioritizing those needs, and monitoring progress; 2) implementing an accessible, efficient system for managing visitor and volunteer access to schools; and 3) developing an all-hazards emergency operations plan.

Superintendent Dey continued that the four parts of the Emergency Operations Plan would be to protect the safety and welfare of students, employees, and staff; provide a safe and coordinated response to emergencies; protect the district's facilities and property; and enable the School to restore normal conditions with minimal confusion in the shortest time possible.

In response to a question by Ms. O'Rourke, Superintendent Dey shared how funds had been used to date. He gave information about the Raptor program which was a sign-in process for entering a building. Ms. O'Rourke shared her concern that a person would have to produce identification to be able to enter a building. Superintendent Dey said that he would get more information about how persons were identified without being able to produce a document. Chair Rabasa also expressed equity concerns about having to provide other personal information. There was further discussion about when the Raptor system would be used.

Ms. Newman was puzzled why the board was being asked to approve a resolution about a plan they had not seen. Superintendent Dey said that the board would be shown the plan before they were asked to approve the resolution. Chair Rabasa asked to be provided a summary of the highlights along with the plan.

Ms. O'Rourke agreed with Ms. Newman that the wording of the resolution was confusing. She shared her concerns that the district was behind in the security of its buildings and was not using trauma-informed practices.

Superintendent Dey suggested a work session on the subject.

Chair Rabasa asked that the item be revisited as an item for action at a future meeting before taking a vote to approve.

Ms. O'Rourke wondered whether suicide prevention could also be integrated into the plan if possible.

Ms. Hasija Kauffman asked to have a date set for return of the item to the board. Superintendent Dey said that the district already had a plan in place, but after a review they would be making enhancements.

Ms. Hsu was hoping to find a balance between security, safety and equity.

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

Chair Rabasa solicited items for consideration at a future meeting and reminded the board that Ms. Hays had already asked to reintroduce the topic of the student safety and belonging work, also known as "All Students Belong."

Ms. O'Rourke asked that any facilitator for meetings come from outside the community and have a background in racial equity training. Vice Chair Lafer and Ms. Newman gave their support to the topic.

Ms. O'Rourke also asked that the board discuss divesting from the Oregon School Boards Association. Vice Chair Lafer and Ms. Hays gave their support to the topic. Chair Rabasa suggested that Ms. O'Rourke present her issues in an item for information. Ms. Hays suggested that Leadership decide how they wanted to discuss the topic.

Ms. Hasija Kauffman asked to have a report on the progress of recent curriculum adoptions. There was support for the topic.

Chair Rabasa reminded the board that they would continue the practice of sharing the Leadership meeting notes. She said that the notes had not been sent from the prior meeting because of the holidays, but they would be attached to the upcoming Friday memo.

1. 2022–23 Board Meeting Calendar:

~~AUGUST 2022: Wednesday, August 3 and Wednesday, August 17~~

SEPTEMBER: Wednesday, September 7 and Wednesday, September 21

OCTOBER: Wednesday, October 12 and Wednesday, October 19

NOVEMBER: Wednesday, November 2 and Wednesday, November 16

DECEMBER: Wednesday, December 7 and Wednesday, December 14

JANUARY 2023: Wednesday, January 18

FEBRUARY: Wednesday, February 1 and Wednesday, February 15

MARCH: Wednesday, March 1 and Wednesday, March 15

APRIL: Wednesday, April 19

MAY: Wednesday, May 3 and Wednesday, May 17

JUNE: Wednesday, June 7 and Wednesday, June 21

XV. ADJOURN

Chair Rabasa adjourned the regular meeting at 8:55 p.m.


Andy Dey
District Clerk


Maya Rabasa
Board Chair

(Recorded by Eliza Drummond)