

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

Date: August 17, 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 4J Education Center on August 12, 2022.

ROLL CALL

BOARD MEMBERS:

Maya Rabasa, Chair
Gordon Lafer, Vice Chair
Keerti Hasija Kauffman (*excused from both meetings*)
Alicia Hays (*absent from executive session*)
Michelle Hsu
Judy Newman
Laural O'Rourke (*absent from regular meeting*)

STAFF:

Andy Dey, Superintendent
Rob Hess, Chief of Staff
Kat Lange, Director of Education Support Services
Karen Hardin, Director of Human Resources
Lisa Fjordbeck, Executive Assistant / Board Secretary
KC Clark, Administrator, Department of Education Support Services

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association (EEA)
Sheila Waggoner, Oregon School Employees Association (OSEA)
Seth Pfaefflin, Managers, Administrators, Professionals and Supervisors (MAPS)

MEDIA:

KRVM, The Register-Guard, Double Sided Media

I. EXECUTIVE SESSIONS

The board convened in executive session to consider records that were exempt by law from public inspection pursuant ORS 192.660 (2)(f).

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.

Dr. Dey acknowledged that 4J, like many other school districts, continued to struggle to fill positions within the workforce. He said that although the national teacher shortage was affecting many districts, 4J had not experienced the same dramatic levels of vacancies. The extraordinary teachers of the district attracted others to work. He added that parts of the system continued to experience unfilled positions that deeply affected the operations of the district. He hoped that the three memorandums of agreement with Oregon School Employees Association (OSEA) for recruitment and retention for transportation (bus drivers and mechanics, etc) and for grounds and maintenance would attract new candidates. He recognized that the community could see the impact of not having enough staff to maintain landscaping and mow the fields. He added that there were staffing shortages in other departments.

Superintendent Dey reported that he had been meeting with parents, staff, community members and would continue to do so. There was a sign-up sheet on the district website for anyone interested in meeting with the superintendent and staff were working to schedule meetings as fast as possible. Dr. Dey hoped the meetings would help make connections and give him a better understanding of what was on the mind of the community.

Dr. Dey thanked the board for their leadership as they prepared together for the new school year and the work ahead to deliver the promise of a great education to every student and family.

VI. COMMENTS BY BOARD CHAIR

Chair Rabasa appreciated the staff who were part of the Summer Learning program. She shared her son's fun-filled experience earning credits in Science and Language Arts. Chair Rabasa hoped that some of the joy and playfulness her son had experienced during the summer would be part of the regular school year's curriculum.

Chair Rabasa continued that she had met with Ms. O'Rourke and Ms. Hsu, the other members of the Student Voice and Mental Health subcommittees, to develop a vision and determine goals.

She thanked all the staff for their part in preparing for the 2022-23 school year, especially those working behind the scenes to fine tune bus routes and plan meals for thousands of students.

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. She welcomed audience members who had signed up to speak.

Spencer Davis proposed that the district start school one hour later in the morning. He shared that students between the ages of 12 and 15 were more prone to mental health issues when they did not get enough sleep and early mornings did not correlate with teen sleep schedules. He added that later start times would be better academically for students. It was proven that grades earned were typically lower for the first class of the day.

Larry Lewin had read the article in the Register-Guard about summer school. He was intrigued to hear that non-standard lessons were being used and that joy permeated the lessons. He had learned that there was more student engagement, fun, socializing and creativity. Mr. Lewin

Ms. Hsu had attended a program called Sources of Strength which was also attended by district, county and state staff and even some persons from as far away as Florida. She said that the challenges that 4J was experiencing were happening nationwide. She thought that the program had a lot of potential to create change.

Vice Chair Lafer thanked the district bargaining units for their comments regarding the importance of a COVID sick bank. He added that the district was continuing negotiations with OSEA and hoped that the final contract would include a living wage. Mr. Lafer reported that he had attended PRIDE activities and urged the district to emphasize their support of LGBTQ+ staff and students. He added that he supported the idea of starting school later for high school students. He commented that he had also read the article about summer school and hoped that the joy and social emotional learning in summer classes could be extended into the regular school year. He offered his support to the baristas of Starbucks for their efforts to unionize.

Ms. Newman thanked those who had spoken that evening. She had attended a conference on family engagement and hoped that more attention and resources would be directed to the efforts of engaging every family, ensuring two-way communication and listening to concerns, and supporting increased decision-making.

X. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Looking Glass Classroom Merger and Name Change
Presenters: Kat Lange, Director of Student Services and KC Clark, Student Services Administrator
2. Approve a Resolution Correcting the Amount Recorded Under Imposing the Tax Section
Presenter: Andy Dey, Superintendent
3. Approve Meeting Minutes for the following Board Meetings: June 28, 2022 Executive Session and August 3, 2022 Executive Session and Regular Board Meeting
Presenter: Andy Dey, Superintendent
4. Approve Memorandum of Agreement with OSEA Concerning Compensation of Senior Groundskeepers
Presenter: Karen Hardin, Director of Human Resources
5. Approve Memorandum of Agreement with OSEA Concerning Compensation of Seasonal Building and Grounds Maintenance
Presenter: Karen Hardin, Director of Human Resources
6. Approve Memorandum of Agreement with OSEA Concerning Compensation of Transportation Employees
Presenter: Karen Hardin, Director of Human Resources
7. Approve the Renewal of the Nike Contract for Athletic Apparel
Presenter: Andy Dey, Superintendent

Vice Chair Lafer wanted to accommodate board members as much as possible and moved that the board agree to Chair Rabasa's proposal to meet on September 6 and October 1. Ms. Hsu seconded Vice Chair Lafer's motion.

Vice Chair Rabasa reiterated that everyone would be able to meet on September 6, but if not all were in attendance, no final decisions would be made.

After further discussion, Vice Chair Lafer amended his motion to include a third meeting on October 24 from 4-8 p.m. Ms. Newman seconded the amended motion.

The motion as amended passed 5:0.

3. Approve Resolution of Complaint(s)

Presenter: Maya Rabasa, Board Chair

Chair Rabasa said that the board had met with legal counsel in executive session to discuss complaints.

Vice Chair Lafer moved to dismiss all seven complaints. Ms. Hsu seconded the motion.

Ms. Hays reported that she had not attended the executive session and did not feel that she had the information necessary to make an informed decision, so she would not be voting.

The motion passed 4:0. Chair Rabasa, Ms. Newman, Ms. Hsu and Vice Chair Lafer voted yes, and Ms. Hays abstained from voting.

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider revisions to board policies JHCA/JHCB – Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening

Presenter: Andy Dey, Superintendent

Superintendent Dey referred to the board packet which contained a draft copy of the revised board policy as well as a copy that tracked changes from the prior version. Superintendent Dey asked if there were any question.

In response to a question from Ms. Newman, Superintendent Dey confirmed that the policy was still in accordance with Oregon law.

There were no additional questions.

2. Consider the Process for Selecting Student Board Representatives and for Including Student Voice at Board Meetings

Presenter: Maya Rabasa, Board Chair

Chair Rabasa said that the subcommittee of herself, Ms. Hsu and Ms. O'Rourke had met with Superintendent Dey and determined that there would be revisions made to the process for selecting student representatives to the board. The subcommittee would bring recommendations at their next meeting on September 7.

Superintendent Dey said that he was excited to expand opportunities for student voice.