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

Date: December 7, 2022

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 5:45 p.m., a regular meeting at 7:00 p.m., and an executive session immediately following 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 December 2, 2022.

ROLL CALL

BOARD MEMBERS

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

STAFF

Andy Dey, Superintendent
Rob Hess, Chief of Staff
Jenna McCulley, Director of Communications
Lisa Fjordbeck, Executive Assistant / Department Operations Coordinator
Eliza Drummond, Minutes Recorder
Kyle Tucker, Chief Operations Officer for Facilities

STUDENT BOARD REPRESENTATIVES

Batafing Soumano, Emily Shaver	Churchill High School
Hope Beckner	ECCO
Ren Washington	Eugene Online Academy
Mellanie Mack, Grant Gamble	International High School
Jasmine Karr, Parker Anderson	North Eugene High School
Carmen Gonzalez Valle, Chazifer Mills	Sheldon High School
Rory Young, Jasmin Darmadi	South Eugene High School

EMPLOYEE ASSOCIATIONS

Sabrina Gordon, President, Eugene Education Association EEA

MEDIA

KRVM, Register Guard

I. WORK SESSION

The board held a work session to welcome and onboard the Student Board Representatives.

II. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:02 p.m. and noted that all Board members were present. Superintendent Dey led the Board members and the listening audience in the flag salute after which Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

Vice Chair Lafer moved to add an item for action to adopt a rule from Robert's Rules of Order that was not typically used by the Board and which pertained to how often a board member could speak on any item. Ms. Hsu seconded the motion.

Vice Chair Lafer said the Board operated under Robert's Rules of Order for small boards. Leadership had discussed incorporating rules that were used by larger boards including limiting the amount of times that a board member could speak.

Ms. Hays was willing to discuss the issue at the meeting that evening but asked to take action at a future meeting. She felt it was important to have the full board present for final action on the item. Mr. Lafer agreed to Ms. Hays' friendly amendment to add the issue to Section XIV: Items for Action at a Future Meeting.

Chair Rabasa called the question. **The motion passed 5:0.** Ms. Hasija Kauffman and Ms. O'Rourke were absent.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Chair Rabasa welcomed Superintendent Dey to give his report.

Superintendent Dey related that it was wonderful to see the student board representatives that evening.

He shared that the prior week marked the end of the first trimester for secondary schools and he commended all the work that students and staff had accomplished. Mr. Dey was also grateful to have spent more time in schools. He had sat in on a fourth-grade class that was learning about the heart using the new Wit and Wisdom curriculum. He had also attended a "Socratic Circle" and heard students discuss a book they were reading about a boy who loved poetry. His observations further underscored the important work of Teachers on Special Assignment who support their colleagues to implement creative lessons and thoughtful materials.

Dr. Dey had also attended River Road/ El Camino del Rio Elementary School and Kelly Middle School that morning.

Superintendent Dey added that there was much to celebrate as student athletes and student musicians celebrated wins at the state level in band, swimming, volleyball and football. In particular, he mentioned that the Sheldon High School volleyball team had won their first state playoff in school history. Teams would be formally recognized at upcoming board meetings. He encouraged anyone listening to attend school events.

Dr. Dey reported that district staff had rolled out the first of two feedback surveys earlier in the week. He considered it a critical first step in engaging Team Eugene colleagues to shape the culture that reflected shared values. The input received would help inform next steps on thoughtful conversations about the future of the system.

Superintendent Dey ended his comments by sharing that during the month of November, school buildings welcomed more than 680 volunteers who donated more than 10,400 hours. He considered their investment in the success of district students was a tangible demonstration of the commitment of the community to its students, and he thanked all those who donated their time and talents. He expressed his gratitude for their support.

VI. COMMENTS BY BOARD CHAIR

This item was moved to Item X – Comments and Committee Reports by Individual Board Members.

VII. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Chair Rabasa welcomed high school representatives to the board meeting and asked each student to introduce themselves. In attendance were Batafing Soumano and Emily Shaver from Churchill High School; Hope Beckner from Early College and Career Options (ECCO); Ren Washington from Eugene Online Academy (EOA); Mellanie Mack from International High School (IHS); Jasmine Karr and Parker Anderson from North Eugene High School; Carmen Gonzalez Valle, Chazifer Mills, and Grant Gamble from Sheldon High School; and Rory Young and Jasmin Darmadi from South Eugene High School. Chair Rabasa swore the students in as a group. Chair Rabasa said that she did not expect the students to give a report that evening, but asked them to introduce themselves. Each student gave their name and which school they attended.

Chair Rabasa asked the students to join the discussion at any time during the meeting. She had clarified earlier in the introductions that student representatives have all the privileges of regular board members, except they could not vote.

VIII. ITEMS RAISED BY THE AUDIENCE

Chair Rabasa read the requirements for making public comment at a Board meeting, including whom to contact to submit a formal complaint.

Heather Millehrer-Huerta believed the district was in a behavior and mental health crisis. She asked the district to shift towards a relational lens and problem-solving. She said that a child should not need a diagnosis to access the supports they needed. Children were not their behaviors. Heather did not believe in the PBIS system and was looking forward to further conversations in pursuit of genuine change. Ms. Millehrer-Huerta added that you could not fix the problem by using more of what was causing the problem.

Larry Lewin thanked the Board and superintendent for the positive changes made by adding librarians, equity policies, new contracts with employee groups, student mental health supports and revising school schedules. Larry commented on an article that had appeared in the Eugene Weekly about praise for summer school programs. He asked what the district had learned from the successes of summer school that it could apply to classes during the regular school year. He suggested an approach to learning where students and teachers could have meaningful opportunities for engagement and care during the day.

Ericka Thessen said that parents wanted what was best for their students in school and in life. She gave examples of ways that parents could be involved in their children's school experience. She emphasized that one student's success did not come at the cost of another's. Ms. Thessen urged against the return of school resource officers as they did not serve those with behavioral needs. Ms. Thessen spoke against the Oregon Mom's Union and claimed that it was a conservative group that was anti-LGBTQ+, anti-sexual education, and against fact-based history teaching. She summarized that a rising tide lifted all boats.

Roscoe Caron thanked the Board members, Superintendent Dey and Chief of Staff Rob Hess for their hard work and for pursuing humane and engaging ways to experience education. He said that district and state-mandated micro-management robbed teachers of their ability to develop engaging lessons. He asked district leaders to take the lead in removing time-consuming impediments to creative teaching.

IX. COMMENTS BY EMPLOYEE GROUPS

Chair Rabasa welcomed Sabrina Gordon, President of Eugene Education Association (EEA). Ms. Gordon welcomed the students and looked forward to hearing their reports, thoughts and opinions on upcoming issues. Ms. Gordon said that resources were falling short of the needs of students. She thanked the district for its quick response, but was concerned that the plan was rolled out too quickly and did not have enough educator voice. She looked forward to better communication and better coordination of efforts. Ms. Gordon pointed out the ways in which staff could support each other through listening and by understanding they could count on each other. She looked forward to applying what had been learned to other issues as they arose.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman reported that the Eugene Education Foundation (EEF) had awarded over $200,000 in regular grants and $22,000 in urgent needs supports. The regular grants were for equitable access and quality education for all students with hopes to spark a love of learning. Awards would be used for marine biology field trips, library books in Spanish, photography equipment, attending the Symphony, adaptive equipment and sensory materials, and musical instruments. Ms. Newman thanked EEF board members and staff who reviewed all the applications. Ms. Newman shared that Ms. Dana Fleming, Executive Director for the last eight years would be leaving for a new role at the Eugene Public Library Foundation. Ms. Newman also reported that the Mental Health Committee had met to discuss expanding and enhancing mental health and social and emotional support for students. She thanked fellow Board member Laural O'Rourke for being a catalyst for the group. Ms. Newman finished by sharing that the Legislative Priority Committee would be meeting with employee groups to discuss common goals for legislative action.

Vice Chair Lafer also welcomed the student representatives and encouraged them to be bold in their comments of what they felt needed improving. Mr. Lafer reported that the new school schedule would provide more time for electives, CTE, community partnership, and support time. He said the change would happen slowly. The district needed to give back to teachers the gift of time and respect so that they could work collaboratively on new and engaging classes. He hoped that in upcoming discussion, funds would be set aside for time to plan.

Ms. Hsu welcomed the students. She fully understood that the decisions the Board made impacted students and wanted to hear from them what they would like to change. Ms. Hsu had also attended the Mental Health Committee meeting and was looking forward to creating new program that would support the entire community in addressing the issues. Ms. Hsu also attended the Equity Committee meeting and was happy to share that there was a new neurodivergent affinity group. The group was supporting awareness and community. She said the next meeting of the LGBTQ+ group would be December 14 from 6-7:30 p.m. in the Sheldon Library. Ms. Hsu added that there would be a showing of the Upstanders on December 9 from 6-8 p.m. at the Campbell Center and the Eugene Public Library would host a Queer Eugene Teen time on Saturday, December 10th from 2-4 p.m. Ms. Hsu spoke positively about district media specialists.

Ms. Hays had not attended any committee meetings. She welcomed the student representatives and shared how the voices of students in prior years had positively impacted her decisions. Ms. Hays had emailed her student and gotten a response already. Ms. Hays would be visiting a high school library the next day and was looking forward to be reminded why she was a board member. Ms. Hays thanked Superintendent Dey for sharing information about the volunteers.

Chair Rabasa was thrilled that the day had arrived when students board representatives were once again sharing their valuable expertise. She had attended a listening session with licensed staff. Hearing directly from those who worked with students offered a learning opportunity. She expressed her appreciation for Cal Young Middle School Educational Assistant Anna Boyd. Ms. Rabasa shared that Anna and teachers at Cal Young would be starting a writer-in-residence program with the goal that every student felt like a writer. Ms. Rabasa said that Anna had been working in the district for thirteen years, and ten years at Cal Young. Anna was the first person students saw in the morning and the last person they saw before heading home.

XI. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Proposed Superintendent Goals for 2022-23 Evaluation.

Vice Chair Lafer moved to adopt the consent agenda. Ms. Newman seconded the motion, **which passed 5:0.** Ms. O'Rourke and Ms. Hasija Kauffman were absent.

XII. ITEMS FOR INFORMATION

There were no items for information.

XIII. ITEMS FOR ACTION

1. Approve Revisions to Board Policy KL – Public Complaints
   Presenter: Rob Hess, Chief of Staff

Vice Chair Lafer moved, and Ms. Hsu seconded the motion to approve the revisions to Board Policy KL – Public Complaints.

Ms. Newman asked why the timeline for making a complaint had been removed. Mr. Hess referred to the board packet and explained that staff had used the Equity Lens when making revisions to increase access, transparency and clarity. Staff had added racial harassment as a complaint type based on Board Policy ACC – Racial Harassment, approved in March 2022. Staff had removed limitations for complaints based on when they were filed. Mr. Hess added that the administrative regulations were organized by complaint type.

Mr. Hess showed the language regarding timelines that had been removed. He said that complaints that happened in the past still warranted reviewing and often had merit.

Ms. Hays asked whether the policy had been reviewed by legal counsel. Mr. Hess responded that the most recent changes had not been vetted, but inhouse counsel had reviewed the prior versions. Ms. Hays wanted to make sure that all the rules regarding complaints were being followed. There were no additional questions or discussion.

Chair Rabasa called for the vote to approve revisions to Board Policy KL – Public Complaints. **The motion passed 5:0.**

2. Approve Transition to In-person or Hybrid Meetings
   Prepared by: Rob Hess, Chief of Staff

Vice Chair Lafer moved that the Board transition to hybrid meetings starting with the December 14, 2022 meeting. Ms. Hays seconded the motion.

Ms. Hays appreciated the thought that went into the plan to have hybrid meetings. She understood that there might be some glitches as staff transitioned to a partial in-person meeting.

Ms. Hsu added that since technology existed to have hybrid meetings, she saw no reason not to move forward with the plan.

The motion to transition to hybrid meetings passed 5:0.

3. Approve Budget Committee Finalists
   Presenter: Rob Hess, Chief of Staff

Chair Rabasa asked Mr. Hess to guide the Board through the process. Mr. Hess reported that the Board members present would each vote for five applicants for the one open spot on the Budget Committee. He reminded the Board that the other open position had been filled with a nomination made by the Equity Committee, Eric Richardson. After as many rounds of votes were needed, the Board would move forward four finalists to be interviewed in person at the next meeting, after which the Board would appoint the new committee member.

Chair Rabasa asked for a motion to appoint Eric Richardson, the nomination by the Equity Committee for the first open position on the Budget Committee. She explained that recent legislation, Senate Bill 732, mandated that there be a committee member who was also a member of the newly created Equity Committee to act as liaison.

Vice Chair Lafer moved to appoint Eric Richardson to the Budget Committee. Ms. Hays seconded the motion. **The motion passed 5:0.**

Chair Rabasa asked Mr. Hess to assist in appointing five finalists for the second open position on the Budget Committee. He asked each Board member to name five applicants.

After the first round of voting, Dakota Boulette had received 5 votes; Jensina Hawkins-4; Andrew Kalloch-4; Juan Carlos Valle Lopez-3; and Brooke Stehley-3. Martha Baldwin received 2 votes, Jennifer Adams, Rory Everitt, Greg Graziano, and Daniel Lombardi each received 1 vote, and Daniel McDiarmid, Courtney Salic, Harry Sanger, and Stephen Schilling received zero votes.

Name of Candidate						**Totals**
Dakota Boulette	1	1	1	1	1	**5**
Jensina Hawkins	1		1	1	1	**4**
Andrew Kalloch	1		1	1	1	**4**
Juan Carlos Valle Lopez	1	1			1	**3**
Brooke Stehley		1	1	1		**3**
	Alicia Hays	**Maya Rabasa**	**Gordon Lafer**	**Michelle Hsu**	**Judy Newman**	
Jennifer Adams	1					**1**
Martha Baldwin		1			1	**2**
Rory Everitt				1		**1**
Greg Graziano			1			**1**
Daniel Lombardi		1				**1**
Daniel McDiarmid						**0**
Courtney Salic						**0**
Harry Sanger						**0**
Stephen Schilling						**0**

Vice Chair Lafer wondered whether the Board would want to move forward with appointing Mr. Boulette since all the Board members present had voted for him. Ms. Newman wanted to move forward with interviews but would consider interviewing the top five applicants, instead of four, as Mr. Hess suggested.

Ms. Hsu also wanted to nominate Mr. Boulette that evening, considering he had been on the Budget Committee. Chair Rabasa agreed.

Ms. Hays said that the agenda had not included voting that evening, and two Board members who were absent might have attended if they had known a final vote was on the agenda. Ms. Hsu hoped that all Board members would attend the next meeting.

After additional discussion it was agreed that the top five candidates—Dakota Boulette, Jensina Hawkins, Andrew Kalloch, Juan Carlos Valle Lopez, and Brooke Stehley would be invited to interview at the meeting on December 14, 2022 for the remaining open position.

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Approve Board Policy GBEA – Workplace Harassment
   Presenter: Rob Hess, Chief of Staff

Mr. Hess said that the Board Policy GBEA was required by House Bill 3041, which modified Oregon's definition of sexual orientation and added a definition for gender identity. Additional changes to Oregon Revised Statute also warranted the creation of this new board policy.

Mr. Hess said that the new policy language was recommended by Oregon School Boards Association. Chair Rabasa clarified that if the Board did not approve the recommended language, district staff would need to write the policy. Mr. Hess added that if the Policy was approved, workplace harassment would also be added to the administrative regulation regarding complaints, however the Board would not need to take additional action on Board Policy KL and KL-AR which had been approved earlier that evening.

Superintendent Dey asked the Board to read the policy and he would respond to any questions in the Friday Memo.

Mr. Hess confirmed for Vice Chair Lafer that the policy was created as a result of House Bill 3041 which was enrolled in December 2021. The board would vote on it as part of the consent agenda on December 14, 2022.

2. Discuss Having a Parliamentarian at Board Meetings
   Rob Hess, Chief of Staff

Mr. Hess provided information in the board packet to assist the Board in making a decision whether they wanted to have a parliamentarian attend board meetings to ensure that Robert's Rules of Order were being observed.

Ms. Newman thought that a neutral person might help meetings run more smoothly. She added that the faculty of the University of Oregon had a parliamentarian. She was in favor of pursuing it. Vice Chair Lafer was in favor of the idea but wanted to know the cost. He added that he would welcome having someone who could advise the Board Chair as issues arose. Mr. Hess said the cost would depend on the scope of the position and the presiding Chair would choose whom they wanted to work with.

Ms. Hsu suggested that the Board receive additional training in how to run smoother meetings and to agree on clear guidelines.

Chair Rabasa said that she wanted to know how much a parliamentarian would cost and wanted to receive training on implementing smoother meetings. She added that approving Board working agreements was important. If the Board had a shared understanding of how meetings should proceed, they could support each other.

Ms. Newman remembered that in the past, inhouse counsel helped to maintain order at meetings.

Chair Rabasa said that there were seven differences between Robert's Rules of Order for small boards and for regular boards. She asked staff to provide those differences in a Friday Memo so that when the Board revisited the item at the next meeting, they would have information to make a responsible choice.

Ms. Hays hoped that the Board would allow each other grace at meetings to take a pause when needed to get clarification on the rules.

Chair Rabasa reported that Mr. Hess had offered to assist with parliamentary procedures if necessary. She said that the Board would revisit the topic at the next meeting.

3. Discuss Adoption of Regular Rules for Board Discussion
   Presenter: Vice Chair Gordon Lafer

Vice Chair Lafer said that the regular rules for discussion at board meetings were to allow each board member to speak only twice before voting unless there was a vote to extend discussion. The Eugene School District Board operated under small board rules, which did not have the same rule.

Mr. Lafer was looking for ways to shorten discussion and make meetings more manageable.

Ms. Newman said she had not known until recently that there were two sets of rules and wondered what was the purpose of rules for small boards. She asked Mr. Hess to provide more information.

Chair Rabasa said that boards were considered small if they had twelve or less members. She understood that Robert's Rules allowed for organizations to create their own exceptions in the form of agreements that superceded Robert's Rules.

Ms. Hays suggested that if the Board agreed to the suggested topic, there would be more time for students to share their views.

Vice Chair Lafer remembered that there were already items for which the Board used the regular Robert's Rules of Order.

Ms. Hsu hoped that everyone could get their point across after speaking twice.

Chair Rabasa shared that the topic would be discussed at a future meeting.

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

Chair Rabasa reminded the Board that the next regular meeting would be on December 14, 2022 and solicited items to be considered for action at a future meeting.

Superintendent Dey reminded the Board they would have an executive meeting immediately following the current meeting.

Chair Rabasa asked for an item regarding harassment based on different types of identity to be added to the agenda at a future meeting. She wanted to make sure that ableism, transphobia

and homophobia, and other issues were covered. There was enough support to discuss the item at a Leadership meeting. Meeting notes would be shared with the Board.

1. **2022–23 Board Meeting Calendar:**
   AUGUST 2022: ~~Wednesday, August 3 and Wednesday, August 17~~
   SEPTEMBER: ~~Tuesday, September 6 Board Retreat; Wednesday, September 7 and Wednesday, September 21~~
   OCTOBER: ~~Saturday, October 1 Board Retreat; Wednesday, October 12; Wednesday, October 19 and Monday, Rescheduling: October 24 Board Retreat~~
   NOVEMBER: ~~Wednesday, November 2, 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 meeting at 9:01 p.m. and asked the Board to reconvene for executive session at 9:10 p.m.

XVI. EXECUTIVE SESSION

At 9:10 p.m. the Board convened in executive session to conduct deliberations with persons designated by the governing body to negotiate real property transactions, pursuant to ORS 192.660 (2)(e).

Andy Dey
District Clerk

Maya Rabasa
Board Chair

(Recorded by Eliza Drummond)