

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

Date: June 7, 2023

Amended August 16, 2023

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a regular BOD 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 June 2, 2023.

ROLL CALL

BOARD MEMBERS PRESENT:

Maya Rabasa, Chair
Michelle Hsu
Gordon Lafer
Alicia Hays
Judy Newman

STAFF:

Andy Dey, Superintendent
Debbie McKim
Seth Pfaefflin
Kari Skinner
Rob Hess
Jeff Johnson
Sebastian Bolden
Jenna McCulley
Steve Menachemson
Oscar Loureiro
Matt Brown
Collina Beard

STUDENT ASVISORY PANEL MEMBERS:

North Eugene High School
Sheldon High School

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE, AND LAND ACKNOWLEDGEMENT

Chair Rabasa called the regular meeting to order at 7:09 p.m. She said the names of board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the Land Acknowledgement.

III. AGENDA REVIEW

Chair Rabasa asked board members if there were any changes to the agenda.

There were no changes to the agenda.

IV. RECEIVE REPORTS FROM HIGH SCHOOL REPRESENTATIVES

The student representative from North Eugene High School (NEHS) gave report. Finals had been stressful for students. On June 7, 2023, seniors had their senior stroll, where

they had the opportunity to stroll through their elementary schools and reminisce with elementary school teachers. Regarding what to do with the land at the old NEHS, many students were in favor of adding field space for the NEHS athletic programs or building a new school for Yujin Gakuen (YG). The representative requested that the board consider suggestions from students when deciding how to utilize the space. Students had requested that the sculptures on the old NEHS property be preserved. The second annual Pride Festival was held at NEHS on June 2, 2023. It was funded by the Gender Sexuality Alliance (GSA) and with community donations. Festivities included local vendor booths, and a drag show. The representative noted they were happy to see board members in attendance. A dozen of protestors from an out-of-state church gathered outside of the school in protest of the festival. Religious passages were shouted at students attending the event. The protestors walked on the school property to hand out flyers to people in line for the event. The flyers contained hate speech and graphic imagery. The flyer was an inappropriate thing to present to children trying to come together as a community and support each other. The representative asked that the 4J District and Board continue to provide their support for LGBTQIA+ initiatives.

The student representative from Sheldon High School (SHS) gave report. It was an active week for music programs. The Associated Student Body (ASB) elections would take place on June 9, 2023, and a new student-led election process would take effect. The SHS softball team won the state championships. Advanced placement (AP) literature students would perform abridged versions of Shakespeare's King Lear in a Midsummer Night's Dream. The debate club hosted its first formal debate, and the astronomy club held a stargazing event. Senior graduation would take place on June 10, 2023. The representative noted this would be their final report and said they were happy to have attended 4J Board meetings this school year to learn about the inner workings of the school board. Unfortunately, it only took a few meetings before dysfunction between board members became apparent. The representative reminded the board to work together for the sake of the district, staff, teachers, and students. They asked the board to begin the new school year with the spirit of collaboration and make efforts to serve every student in the district.

There were no other comments.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENTS REPORT

Superintendent Dey said as the academic year came to an end, it was a good time to reflect on the vast body of work and accomplishments throughout the district. Later this week, the district would come together to celebrate the K–12 careers of seniors in the district. The Summer Intensives program would supplement the regular school year by connecting students with extended learning throughout the summer months. The board prepared for the addition of new board members. Superintendent Dey would attend the Coalition of Oregon School Administrators Conference virtually. He thanked the board for their partnerships and said there was no denying their passion and dedication. He assured the community that the district would reflect on important lessons learned this year and build upon them for the coming school year. He expressed gratitude for the support and unwavering grace he received in his first year as superintendent.

There were no other comments.

VI. ITEMS RAISED BY AUDIENCE

Michael Hutchins said they were a non-binary member of the Eugene community. Recent public comments at past 4J Board meetings expressed harmful rhetoric against students of color and the queer and trans communities. Hutchins expressed their unwavering support for those marginalized groups and urged the school board to do the same. In 2023, there had been a rise in anti-inclusive policies and bans across the nation. 556 anti-trans bills had been introduced in United States legislation. Despite that, Oregon, and Eugene had remained a safer space for the queer community than many other places nationwide. Trans and queer students belonged in schools and deserved to feel respected and safe. Respect and safety should also be extended to people of color. The historical devaluing of the black population needed to be recognized and taught. Social acceptance of marginalized groups was essential for their ability to maintain good mental health and wellbeing and reduce the rate of social ostracization and suicide.

Chal McCollough said parents had the constitutionally protected right to take care of and control their children, not other people's children. Last month the 4J School District (4JSD) was under fire for assigning students homework where they were directed to write about their sexual fantasies. Last week, there was a four-day Pride Fest at NEHS where drag queens performed in the presence of young children and encouraged them to explore their gender identities and use gender confusing pronouns. Adults in attendance were sexually aroused. 4J's support of the LGBTQIA+ community undermined students' self-confidence and resiliency. Confusing pronouns promoted narcissistic behavior that made children threaten and manipulate people if they did not get their way. It gave children a lack of empathy and a sense of entitlement. During COVID, he witnessed critical race theory being taught and teachers who portrayed being trans as a positive thing. This was dangerous and causing injuries to students. Last month, Oregon passed the House Bill 2002, which allowed children under the age of 18 to take puberty blockers and get sex changes and abortions without parents' permission. The 4JSD should not encourage children to be injured like that.

Irene Henjum thanked the board for their service this year. She said she was a volunteer organizer for Showing Up for Racial Justice (SURJ) in Eugene / Springfield, and received a call on June 9, 2023, from a parent in tears because their child was exposed to the toxic behavior exhibited by protestors at the NEHS Pride Festival. LGBTQIA+ students were at risk of bullying, aggression, and suicide. Weaponized attacks against marginalized groups were intentional and organized. Children should be able to go to school and feel safe. That was important to her because her cousin, Lavender, committed suicide a few years ago after many years of rejection and depression. She was transgender and not accepted by members of her family and community despite being a beautiful person. She encouraged the board to continue investing in diversity.

Jessie Louisberg said they felt the need to respond to the homophobic and anti-queer remarks made by members of the public during these meetings. One of their children was queer and there was no question when it came to supporting them. Their inclusive household had allowed their child to express themselves and blossom into who they were. They were a gift to their parents and their entire household. Acceptance at school and in the wider community helped allow them to be true to their self. When children in the queer community are not supported, they are at greater risk for suicide. 4J's commitment to inclusivity means more children would feel safe and included at school. He encouraged the board to continue to support LGBTQIA+ initiatives. For any parent who was against the LGBTQIA+ community and the school districts disposition

on LGBTQIA+ initiatives, your children could be gay, trans, or non-binary. If they hear what your saying about these important topics, they will hide from you instead of coming out. Your behavior would prohibit them from blossoming and being true to their self.

Angie Foster-Lawson said their pronouns were they / them. They were the parent of a preschool-aged toddler in the 4JSD. When their toddler entered school in the coming years, they would be part of an LGBTQIA+ family. Being kind, affirming, and loving, to one another was always age appropriate in their house. She voiced her support for LGBTQIA+ children and families and the 4J staff who were under a violent microscope right now. Anti-LGBTQIA+ remarks were aligned with high-funded right-wing efforts to remove resources and safety in schools for queer and trans youth. Oregon had some strong legal policy protections for trans youth but that did not mean that there was not harm being done in schools throughout the state. Last week, they attended the Pride Fest event with fellow parents. They gave away over 200 pride pins to show support and love for LGBTQIA+ children and their parents. The Pride Fest was a lifeline of joy and community connection during a time of ongoing violence and silence, which caused children to skip school, administrators to field violence, and many other negative impacts. They thanked the school board for supporting the LGBTQIA+ community and said that the anti-LGBTQIA+ rhetoric, misinformation, and bias must be taken seriously by the board.

Marion Malcom said she was the grandmother of two children in the 4JSD. One attended Kelly Middle School (KMS) and one attended NEHS. One identified as gay and the other as non-binary. She was happy to see both of them feel comfortable being who they were at school. That was attributed to their teachers and their friend groups. There seemed to be an expansive and accepting attitude toward gender expressions and identities and she was glad about that. There were horrifying proposals of anti-gay and anti-trans legislation forming in the republican opposition. The removal of books from libraries that address sexuality or gender identity came about because older people find challenges to a deeply rooted, white male-dominated model of society. She encouraged the board to put student safety first by standing strong in their support of the LGBTQIA+ community, no matter how much pressure they received about the topic. She added if the board did, they could save lives.

Chair Rabasa called a recess while a disruptive member of the community was escorted out of the meeting.

VII. COMMENTS BY EMPLOYEE GROUPS

Seth Pfaefflin introduced himself as the President of MAPS, the 4J School District employee group that represented the managers, administrators professionals, and supervisors. June 2023 would be his last month serving as the MAPS president. Misty Jackson would be the new president. He believed that a shift was about to occur in education and many other parts of human existence due to the rise in artificial intelligence. He acknowledged all the seniors about to graduate, who applied and received a 1,000-dollar MAPS scholarship for college. MAPS thanked outgoing board members for their time and dedication. He was especially appreciative of Alicia Hays for her dedication to special education services and students with disabilities. He thanked all the board members for their hard work this school year.

There were no other comments.

VIII. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman said she attended the Pride Festival at NEHS. There was music, food, and activities. The atmosphere was relaxed and joyful with a sense of safety and celebration. It was unfortunate that protestors were at the main entrance, although, that did not dampen the energy inside the event. She noted that June was Pride Month, which was dedicated to LGBTQIA+ culture, and the commemoration of the gay rights movement. She referenced the raid that took place in New York City's Stonewall Inn on June 28, 1969, which sparked a riot and six days of protest in opposition of brutality against the gay community. The pride movement represented confidence, love, and joy. Having confidence was not always easy, especially if people were not supported. She also attended the 4J Mental Health Subcommittee meeting and learned about the Integrated Mental Health Approach being planned within the district. This plan would build systems of support for students and staff. The plan included mental health education and promotion of healthy coping skills with a focus on early intervention and suicide prevention.

Ms. Hsu said she also attended the Pride Festival for the second year, and it seemed twice as big this year. It was heartwarming to see the community support the event. She hoped students and staff felt safe despite the misinformed, anti-queer contingent that stood outside on the sidewalk. She did not understand why they needed to show up in protest of a fun and festive gathering. She hoped their message of misinformation and hate would never discourage events like that from taking place. She also attended the 4J Mental Health Subcommittee meeting. She noted that any 4J student could get a library card from the Eugene public library, which was a welcomed change because many school libraries continued to be understaffed. The pilot programs for three new teacher librarians at Holt, Howard, and Chavez had shown to be successful in the first year. These positions needed to be protected and expanded to include librarians at every school, which would be another step toward improving literacy and building school community. She acknowledged that she was impressed with the high school representatives and said their input had been invaluable.

Ms. Hays said she visited KMS and YG and took a picture of a bathroom classroom. She said there was actually a desk in the bathroom. She thanked representatives from the schools for her tour of the property and said it was very informative. She noted that she was excited that the district was working to resolve the colocation of the schools. She congratulated 4J staff who would be retiring after this school year. She mentioned that Joy Marshall had retired from Stand for Children, and that she always provided good insight and input, and challenged assumptions, which she thought was important. She said she had spent 16 years on the 4J Board and was excited to see seniors graduate this year, some of which she had known since they were very young. In her 40 plus years of attending pride events, there were always people screaming and yelling in protest outside. She thanked those who worked on publicizing the event and noted that most young people rally against authority, so the protestors only helped increase interest and participation. Despite earning a degree in education, she ended up being a manager because managing 600 people was easier than managing a classroom. Before she transitioned into management, she was a student teacher in a government class at her old high school. The teacher assigned a project where the students were to come up

with a legislative bill and move it through the house and the senate. She noted that the teacher was also the girls' basketball coach and at the time, she was only five years older than the students in the class, some of which were gay. A few students wanted to pass a bill that would hunt down, lock up, hang, or execute homosexuals, and the teacher allowed it. Ms. Hays did not speak up and realized in that moment that she was not cut out to be a teacher. She instead spent 16 years as a 4J Board member and put her efforts toward many initiatives, including the transgender policy. She said the current board had been incredibly supportive of the issues that were important to her. She enjoyed being part of 4J because of boards like this one, who passed the transgender policy. She felt sure that the new board would be as supportive.

Vice Chair Lafer said that June was Pride Month, and that he was the proud father of a career 4J student. He expressed appreciation for the queer community, including trans, bisexual, and gender fluid people, and everyone who showed up to school as their true selves. He extended his appreciation to those who have not yet found a safe space to be their true selves. He thanked everyone who helped put the Pride Festival together at NEHS. The district received a lot of emails about it, most were supportive, but some were self-declaring that queerness was unnatural and should not be celebrated or even acknowledged in schools. To be clear, it was the job of the board to ensure that all students were respected, honored, and celebrated. There were queer and trans students and staff within 4J, and students and staff who had queer, trans, or gender fluid parents and family members. Every one of those students, staff, and family members needed to be heard, seen, supported, and celebrated by the 4J Board and the school community. As a whole, the district would not tolerate any students being told that their identities or the identities of their family members needed to be denied. To allow that would make the district a breeding ground for discrimination, bigotry, and violence. Even the most anti-queer people who testified at these meetings would not think it permissible to stand in a public meeting and declare that inter-religious or inter-racial marriages were violations of God's will and as such, kids' identities should not be acknowledged in schools. He did not know why anyone would think it was okay to apply that mindset toward queer or trans students. He knew people from out of town showed up to protest the Pride Festival at NEHS to yell at, harass, and attempt to shame participating students. As far as he knew, there were also people protesting the event who were from this community. All of those people should be ashamed of their selves. It was a free country, and they could think what they wanted. If they wanted to argue with board members, that was fine, but at least have the human decency to keep their mouths shut in the presence of these kids and treat all students with respect. He mentioned the importance of teacher retention regarding reading and literacy education. There had been a lot of talk statewide and nationwide about the science of reading and implementing a K3 curriculum around that. He did not believe there was a science to reading in the traditional sense, i.e., you get the same outcome every time, no matter who uses such curriculum. This was an idea being pushed by large-scale corporations in the attempt to teacher-proof education. They claimed to have discovered one set of reading exercises that would work every time for every student. Teaching and learning were inherently human relational activities that could not be standardized. No matter what curriculum the district used, its success would be dependent on the districts ability to recruit, retain, and support good teachers. The

implementation of new curriculum took two years of professional development for teachers to learn. No curriculum could succeed in an environment where there was high teacher turnover. During his time on the board, he had seen good teachers leave the district. No one had sat down with them to ask them why and determine what, if anything, could be done differently. The only way to prevent teachers from leaving was determining why they were leaving. The district needed to do exit interviews in collaboration with the teachers' union so teachers would feel protected. He urged the incoming board to make this one of their priorities. If not, the district would continue to waste time and money on initiatives that look good on paper but do not work in practice.

Chair Rabasa congratulated 4J graduates. She echoed Ms. Hsu's appreciative words for the student representatives. She extended her gratitude for all 4J staff members who would be retiring at the end of this school year. She thanked the students and staff for their work on organizing the second annual pride event and ensuring that the neighboring Bethel community was also invited. She said the event was a huge success, having over 1,000 attendees. It was filled with joy and celebration, and it proved that 4J was committed to its priority of working to ensure every single student belonged and was valued. As a board member and community member, she believed that every LGBTQIA+ student and staff member, in addition to their family members, were valuable members of the community and they deserved to be safe, respected, cared for, and welcome. The district did not want to discount or ignore the harmful impact that discriminatory rhetoric had on students. She stated her commitment to provide support for students and staff who were under attack and said the district did not accept this to be a matter of ideology. 4J's two-spirit LGBTQIA+ members were not up for debate. She thanked the community for their support and for showing up in person, via email, and in making public comments in support of the LGBTQIA+ community.

IX. PUBLIC HEARING ON 2023 – 2024 BUDGET

Presenter: Matt Brown, Finance Director

Mr. Brown gave a general overview of the budget. Tonight, a public hearing would be opened for the budget, and on June 21, 2023, the board would hopefully approve and adopt the budget. The General Fund was estimated at 72 million dollars, and the district received 83 million dollars in property taxes. The biggest revenue fund was the State School Fund, which brought in 109 million dollars. The Local Option was 23 million dollars. He noted that the State School Fund was based on enrollment levels around the state. If one school's enrollment level dropped, the fund would be adjusted, and each school would get less. If the percentage of enrollment dropped 20 percent at each school throughout the state, the State School Fund would remain the same. The General Fund was the main fund for district operations. The second largest fund was Capitol Projects, which were funded by bonds. Functions were used in the accounting structure that was predicated from the Oregon Department of Education. Examples of functions were instructions, student services, and facilities. Out of the entire budget, 46 percent was equated to people, and 88 percent of the General Fund was equated to people. As the district went into the next school year and the coming years, a Local Option levy would be coming up soon, and the district was looking at scenarios of what the budget would like if the levy passed and if it did not. The district had a lot of federal funding right now, which equated to their ability to pay for a lot of things. In 2024, that funding would expire, and adjustments needed to be made. Many school districts in the

state did not have an ending fund balance as healthy as the Eugene School District. Because of the balance level, and the work of previous financial directors and board members, the district had been able to save in preparation for less money. The district had been able to make long-term adjustments over an extended period of time instead of quick adjustments. Whether the levy passed or not, budget cuts would need to be made across the entire district either way. The budget book was being worked on and a lot of research was being conducted to create a book that clearly explained how the budget worked. It was anticipated that its completion would occur in July, and it would be released to the public at that time.

Vice Chair Lafer asked if the state's proposed two-billion-dollar biennial was included in the budget.

Mr. Brown said no.

Ms. Hays reminded the incoming board to be somewhat nervous about the budget and said if they planned accordingly, big deficits and quick adjustments could be avoided.

There were no other comments or questions.

X. CONSENT GROUP

X.1. Approve board meeting minutes for May 3, May 10, and May 17, of 2023.

X.2. Approve TNTP Contract Extension for the 2023 – 2024 School Year

X.3. Approve BEPA 2.0 (Be Physically Active 2Day)

X.4. Approve Bond Project — Safety and Security — High School Entry Improvements

X.5. Approve Bond Project — Kelly Middle School: Furniture Purchase

X.6. Approve Revisions to Board Policy IGBB — Talented and Gifted Program (2nd Read)

X.7. Approve Revisions to Board Policy IGBBA — Identification — Talented and Gifted Students (2nd Read)

X.8. Approve Deleting Board Policy IGBBC — Talented and Gifted — Program and Services (2nd Read)

X.9. Approve Revisions to Board Policy IK — Academic Achievement (2nd Read)

MOTION: Vice Chair Lafer moved, seconded by Ms. Hays to adopt the Consent Group as presented.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of adopting the Consent Group as presented.

XI. ITEMS FOR INFORMATION

XI.1. 4J Student Climate Justice Team

Presenters: Tana Shepard, Climate, Energy and Conservation TOSA; Sarah Ruggiero Kirby, Secondary Science TOSA, Outdoor School Coordinator; 4J Students of the 4J Student Climate Justice Team

The 4J Climate Justice Team was formed in 2020 and was made of students from high schools across the district. Their primary focus was climate action across 4J, which included informing students on how they could mitigate the climate crisis. Past Achievements included the following:

- Cross District Collaboration
- District-wide Clothing Swap
- Worked with State Legislators on Climate Education Bill
- Created Informative Lessons for Elementary Schools
- City Club of Eugene – Presentation
- Presenting to Oregon Department of Education Science and the Council of State Supervisors

The Churchill High School (CHS) chapter had implemented sustainability initiatives into the school. They frequently volunteered at Mount Pisgah to help clear paths and plant trees. They also presented a presentation about environmental racism to the Youth Action Council. They were working with school administrators to incorporate reusable containers into the school lunch program.

Sheldon High School's (SHS) main goal this year had been to establish a student-based school garden. They were working to establish a collaboration with the school's food pantry, which provided food to students in need. Most of the items in the pantry were processed and non-perishable, so integrating fresh produce into the program would be greatly appreciated. They were working to create a native plant garden for native birds and pollinators. They had done trail maintenance at Mount Tom House and hoped to paint an environmental-themed mural.

The goal at South Eugene High School (SEHS) was to connect students with climate action opportunities in the community and encourage students to think about sustainability. They volunteered at Friends of Beauford Park / Mount Pisgah Native Plant Nursery. They had also written testimonies to support environmental legislation. A mural was being painted at the school to promote climate change awareness. They had maintained a compost system throughout the school year, and multiple guest speakers had given presentations to chapter members. The chapter organized a presentation by National Geographic Glaciologist for their entire student body.

NEHS had completed a variety of projects in Eugene and throughout the school. Working with Grass Roots Gardens, students helped grow organic food for families in

need, which was distributed in collaboration with Food for Lane County. They planted trees with Friends of Trees in neighborhoods that needed shade, a true climate justice action. Students ran a bottle and can recycling program at the school this year.

A future goal of the 4J Climate Justice Team was to meet more regularly with the school board to bring student voices to district leadership and create an equitable and sustainable future for 4J students. The team hoped the board would take this into consideration. Having contacts throughout the state, the team was making a difference beyond the district.

XI.2. Discuss Impacts of Community Benefits Agreement (CBA) for New Construction Presenter: Gordon Lafer, Board Vice Chair; Kyle Tucker, Chief Operations Officer

Vice Chair Lafer asked if enough contractors bid on the Camas Ridge project and if anything hindered the bidding process resulting in less bids. He also asked if there was any reason to be suspicious of contractors work or an issue with their ability to complete the project on time.

Mr. Tucker said regarding the timeline, at this point the Camas Ridge project was still on schedule, and the school was anticipated to be ready by the fall of 2024. The district received bids in all of the trade areas, all of which met the three-bid minimum, with the exception of electricity. An adjustment was made, and the project would move forward. He noted the majority of bids were local contractors from the Eugene / Springfield area.

Ms. Newman asked if there were any additional costs to the district related to handling bids under the guidelines of the CBA.

Mr. Tucker said this was a pilot program and construction on Camas Ridge was 50 percent complete. Therefore, it would be difficult to provide that information at this time.

Vice Chair Lafer asked if there had been any increased administrative costs within Mr. Tucker's department under the CBA.

Mr. Tucker said yes. A calculation had not been completed to determine how much.

Vice Chair Lafer clarified the increase was due to creating the CBA.

Mr. Tucker confirmed that was true.

There were no other comments or questions.

XI.3. Legislative Committee Update

Presenter: Judy Newman, Legislative Board Subcommittee Chair

Ms. Newman said many legislators were frustrated that so many bills did not go through due to the walk out. A legislative session would resume for one day to pass budget bills before the deadline, but there would be many bills to pass and not enough time in one day. She felt that the State School Fund may be one of the first to go through and said that funding levels would be the same as last year, which was 9.3 billion dollars. A

special session was scheduled to take place this summer so the budget could be completed. Unfortunately, many substantive bills would not go through.

There were no comments or questions.

XII. ITEMS FOR ACTION

XII.1. Board Calendar 2023-2024

Presenters: Maya Rabasa, Board Chair; Andy Dey, Superintendent

Chair Rabasa said the board meeting calendar presented showed the first board meeting of each month would be a regular session and the second meeting of the month would be a work or executive session. Ms. Rabasa noted the proposal for the board retreat was August 1st from 5 p.m. to 9 p.m., and August 3rd from 5 p.m. to 9 p.m. A board meeting would occur on August 2nd.

MOTION: Ms. Hays moved, seconded by Ms. Newman to approve the dates proposed (only) but not the type of meeting on each date, with the addition of the retreat dates listed below.

- August 1, 2023 – 5 p.m. to 9 p.m.
- August 3, 2023 – 5 p.m. to 9 p.m.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of adopting the 4J Board Calendar dates, as well as summer retreat dates as presented.

Ms. Rabasa said there is still the question as to whether those meetings will all be general or rotating general with work or executive sessions.

MOTION: Ms. Hays moved, seconded by Ms. Newman to postpone the decision as to what will occur at the meetings on the dates approved — whether it's regular board meeting or rotating board meetings with work or executive sessions, until the first meeting of the new school board on August 2 (2023).

Chair Rabasa asked if there was any discussion.

Vice Chair Lafer said he was concerned that public comments would be limited if there was only one regular meeting per month but was in favor of leaving it for the next board to decide.

Ms. Newman said she would prefer not to limit public comments.

Chair Rabasa said it did not feel like a welcoming gesture to pass this off to the new board.

Ms. Hays said the new board would not be ready to make that decision at their first meeting.

Superintendent Dey said he looked forward to discussing how listening sessions could be implemented to hear public comments.

There was no other comments or questions.

Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of postponing the decision of a 4J Board meeting calendar model until the newly elected board members were present and could be included **in the decision.**

XII.2. Board Self Evaluation

Presenters: Jenna McCulley, Communications Director; Maya Rabasa, Board Chair

Ms. McCulley talked about board evaluations. She pulled a set of questions from the Oregon School Board Association's (OSBA) self-evaluations and could compile them into a Survey Monkey-type format for board members to utilize. Regarding evaluation questions and answers, a lot of thought went into what information would be most useful for the board and the future board. Because of that, she proposed an alternative to the OSBA model, and suggested Thought Exchange, a platform that offered more detailed and engaging evaluation answers as opposed to the standard evaluation answers that asked respondents to rate one through five, or use terms like always, sometimes, or never as their response. Thought Exchange would allow open ended questions. The benefit of this platform was that it was interactive and allowed respondents to align their ideas with other members. The platform provided themes for topics, which could help guide reflection at future meetings, and the opportunity for the new board members to hear from the current board in a meaningful way. The evaluation would be open through June 15, 2023.

Chair Rabasa said regarding Thought Exchange's ability to align ideas with other members, would responses be anonymous.

Ms. McCulley said the platform had option to set it up anonymously.

Ms. Hays asked if it was legal to set it up anonymously and noted that board members could not even vote anonymously.

Ms. McCulley said she would look into it, but that the board would not be deliberating on any topic, just self-evaluating. She believed a lot of districts had used it in the past.

Ms. Newman asked why the board was doing this so late in the year and noted most self-evaluations were about future goals.

Ms. McCulley said Ms. Newman's question was what led her to the idea of using Thought Exchange. She read the following proposed evaluation question:

- What areas do we as a school board think we are doing well, and in what areas could we improve?

She said a broad, open-ended question like that would provide information for discussion for the incoming board. She read the second proposed evaluation question, which was as follows:

- What is getting in the way of our success?

Chair Rabasa said the board was required by policy to have an annual self-evaluation. She was in favor of reflecting on the last year.

MOTION: Ms. Newman moved, seconded by Ms. Hsu to utilize Thought Exchange for board self-evaluations with two open-ended questions as presented and board member identities attached to their feedback, to be completed by June 15, 2023.

Chair Rabasa asked if there was any discussion.

There was no discussion. Chair Rabasa called for a vote.

The motion passed unanimously (5:0:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Judy Newman, and Ms. Hsu voted in favor of utilizing Thought Exchange for board self-evaluations with two open-ended questions as presented and board member identities attached to their feedback, to be completed by June 15, 2023.

Ms. Kauffman joined the meeting.

XII.3. Proposed Board Policy IIAA — Request for Reconsideration about Curriculum/Instructional/Library Materials (2nd Read)

Presenter: Rob Hess, Chief of Staff

Mr. Hess said the board needed to decide whether they wanted version two, a simplified version of board policy IIAA, or version one, which would make the current AR the IIAA policy.

MOTION: Vice Chair Lafer moved, seconded by Ms. Newman to adopt version one, making the current AR Board Policy IIAA.

Chair Rabasa asked if there was any discussion.

Mr. Hess emphasized that there was language in version one that said, "assistant superintendent of instruction." That position would not move forward, so the language would be modified to say, "superintendent or designee."

Chair Rabasa said when the board first saw this, Ms. Newman requested that a form be removed.

Mr. Hess said that form would become the AR.

Superintendent Dey said he believed a friendly amendment to the motion was needed to reflect the change in the language from assistant superintendent of instruction to superintendent or designee.

Vice Chair Lafer accepted the friendly amendment.

MOTION: Vice Chair Lafer moved, seconded by Ms. Newman to adopt version one, using the modified language of "superintendent or designee", making the current AR Board Policy IIAA.

Chair Rabasa called for a vote.

The motion passed (5:1:0).

Chair Rabasa, Vice Chair Lafer, Ms. Hays, Ms. Kauffman, and Ms. Hsu voted in favor of adopting version one, using the modified language of "superintendent or designee", making the current AR Board Policy IIAA.

Ms. Newman voted against adopting version one, using the modified language of "superintendent or designee", making the current AR Board Policy IIAA.

XII.4. Complaint Decisions

Andy Dey, Superintendent; Maya Rabasa, Board Chair

Chair Rabasa said the board tabled their decision regarding the complaint from March 14, 2023.

MOTION: Vice Chair Lafer moved, seconded by Ms. Hsu to adopt a statement of censure against 4J Board member Laurel O'Rourke, for her behavior outlined in the March 14, 2023, complaint.

Chair Rabasa asked if there was any discussion.

Ms. Hays said when this was discussed at a previous meeting, it was proposed that Ms. O'Rourke would be given the opportunity to respond. It seemed like the board was not offering that opportunity. Before she could vote on this, she would like to see the Facebook posts in question. She knew that Chair Rabasa, and Vice Chair Lafer were in the closed Facebook group that the posts were made. Therefore, they may have seen the posts, but she was not a member of that group and did not see the posts. To issue a statement of censure against Ms. O'Rourke without giving her the chance to respond was a horrible precedent to set. She was in favor of fairness and giving people the chance to defend themselves. She would like to see the Facebook content from two months before this situation blew up. She hoped the board would not set the precedent of one-sided retaliation for the new board. Ms. Hays said the complainant said they filed the complaint to protect Chair Rabasa and Vice Chair Lafer for the way Ms. O'Rourke treated them.

Chair Rabasa said she questioned whether to bring reports from the community into this or decide based on what was stated in the complaint. When the board looked at complaints, they were supposed to analyze what was stated in the complaints.

Ms. Hays asked Chair Rabasa if she thought there was a need to dig deeper, or just decide based on what was stated in the complaint.

Chair Rabasa said that was how the board handled every complaint that she was involved with. Complaints were handled by analyzing information in the complaint or asking for an investigation or a hearing. The board rejected both an investigation and a hearing.

Ms. Hays said maybe the board needed to reconsider an investigation.

Chair Rabasa said the board approved an investigation for the recent complaints filed under the category of racial harassment.

Ms. Newman said the board ruled out a hearing, but they did not vote on an investigation. Having a better idea of what took place would be important to her.

Chair Rabasa said unfortunately, the board did not make a motion to have an investigation two weeks ago and now the board was at the limit with the extension of time that was granted by the complainant.

Vice Chair Lafer said this was frustrating. The board had a complaint from someone who provided information. He absolutely thought the board had to take the complainant's word on this, being that they were a 4J employee complaining about being treated poorly by a 4J Board member. The complaint was submitted in March 2023. Ms. O'Rourke had multiple opportunities to weigh in and share her side of the story. He proposed at the last meeting that the board approve a hearing, which was what the complainant asked for. The board majority did not support that motion. The board was about to dismiss this complaint. Ms. Hays and Ms. Newman voted against having a hearing. He felt strongly that Ms. O'Rourke had chosen not to say anything. The board had the information in the complaint and were up against a deadline to resolve this. Board members chose not to get more information at the last meeting by voting down a hearing. The complaint came from an employee in the district. The board had to act on it.

MOTION: Chair Rabasa moved, seconded by Ms. Hays to extend the discussion about the March 14, 2023, complaint.

Chair Rabasa called for a vote.

The motion failed (1:5:0).

Chair Rabasa voted in favor of extending the discussion about the March 14, 2023, complaint.

Vice Chair Lafer, Ms. Hays, Ms. Kauffman, Ms. Hsu, and Ms. Newman voted against extending the discussion about the March 14, 2023, complaint.

Chair Rabasa called for a vote on the first motion.

The motion passed (4:2:0).

Chair Rabasa, Vice Chair Lafer, Ms. Kauffman, and Ms. Hays voted in favor of adopting a statement of censure against 4J Board member Laurel O'Rourke for her behavior outlined in the March 14, 2023, complaint.

Ms. Newman and Ms. Hays voted against adopting a statement of censure against 4J Board member Laurel O'Rourke for her behavior outlined in the March 14, 2023, complaint.

There were no other comments or questions.

Chair Rabasa called for a five-minute break at 9:53 p.m.

XIII. ITEMS FOR ACTON AT A FUTURE MEETING

XIII.1. Eugene Police Department: Discuss a Reimagined Affiliation with EPD
Presenter: Andy Dey, Superintendent

Superintendent Dey said the board decided to end the relationship with the Eugene Police Department (EPD) in June 2020, with the intention of revisiting the topic at a later time. He thought it was a good time to resume discussion regarding a partnership between the 4JSD and the EPD and was interested to hear the board's thoughts about what a partnership would entail.

Chair Rabasa asked if the board had any questions or comments.

Vice Chair Lafer said the partnership would likely resume after his term on the board had ended. Despite that, he would not want to see a partnership like the last one. He believed the discussion in June 2020 ended with the idea that a future partnership with EPD would entail police who were assigned as dedicated staff and trained to de-escalate situations and deal with school-aged children, but would operate from a central location, as opposed to being on the school grounds. He did not want to see students criminalized and dragged into the criminal justice system. He would like to see a proposal that outlined the clarity of EPD roles.

Ms. Hsu said she would like to hear input from students about this, specifically, students who were targeted or marginalized.

Ms. Newman suggested modeling a program after other successful programs in the community.

Chair Rabasa said she would not support having uniformed police officers in 4J schools. She supported Ms. Hsu's suggestion to get input from students. She thought it may be worth exploring the idea of applying funds for this program to EPD professional development, so EPD could incorporate de-escalating situations involving school-aged children into their professional development programs. Whether a new partnership was developed or not, 4J would continue to call EPD as needed.

Ms. Newman said she would benefit from knowing exactly what types of situations required the EPD, and how frequently they were called in a specified timeframe. That would provide a clear picture of where the holes were, and a foundation from which a program could be developed.

Superintendent Dey said he had enough information to begin the process of creating a proposal for EPD and would provide information to the board at the June 21, 2023, meeting.

There were no other comments or questions.

XIII.2. FY 2023/2024 Budget Adoption

Presenter: Matt Brown, Finance Director

The board received enough information about the budget during the public hearing, agenda item IX. There were no comments or questions.

XIII.3. Approve Revisions to Board Policy JGAB — Use of Restraint and Seclusion (1st Read)

Presenter: Rob Hess, Chief of Staff

The OSBA added language to this policy, though it was minor, it was important. The change was reflected on page 128 of the policy, which stated "The use of a seclusion cells were prohibited." He noted a seclusion cell was defined as a lockable, freestanding structure to isolate students. Unrelated, he noted that the MAPS program for de-escalating situations involving troubled students was good, and many 4J staff members had been trained in the program's procedures.

Chair Rabasa asked if other areas in a school could be used as seclusion cells, i.e., a principal's office, in this policy.

Mr. Hess said he would inquire with OSBA to determine the answer.

Chair Rabasa said perhaps prohibiting seclusion in general could be written into 4J policy.

Mr. Hess said secluding students was intended to give them the opportunity to gather themselves and cool down from emotionally tense situations. The modification to the policy was to prohibit locking students in a freestanding cell, from which they could not get out.

Ms. Hsu said it seemed like the new policy was restricting seclusion, regardless of how seclusion was defined.

Mr. Hess said the only change was prohibiting seclusion cells as defined, i.e., a lockable, freestanding cell. Seclusion itself was acceptable but needed to be carefully documented and reported/ When seclusion occurred, it had to be documented in a report and submitted to the Oregon Department of Education (ODE) each year. It was permissible to have seclusion, just not a seclusion cell, which was a freestanding locked space.

Chair Rabasa said that meant it was permissible to seclude a student in the principal's office, or a classroom.

Mr. Hess said yes.

Chair Rabasa said the door could not be locked, and asked if it could be held closed to prevent a student from leaving.

Mr. Hess said he was not the expert on that but knew that was the type of situation that would definitely need to be documented and reported.

Ms. Newman said she guessed that a few lawsuits occurred and that was the reasoning for this policy amendment. Regardless, if the federal government required it to be included in the policy, it had to be included.

Chair Rabasa said if a student was told they could not leave a room, then there was a good chance the student would be psychologically convinced they could not leave the room. If a student was at risk of harming themselves and not others, wouldn't seclusion be counterproductive.

Superintendent Dey said in those cases, students had to be supervised at all times. Seclusion from peers was what the policy referred to.

Chair Rabasa said this policy would probably impact 4J's disabled students more than any other students and requested to know how the perceived imminent harm to oneself or others was defined.

Mr. Hess said he would get answers to the board's questions and report back.

Ms. Newman said in the MAP training, imminent danger to self or others was clearly defined.

There were no other comments or questions.

XIII.4. Consider Proposed Board Policy EFA — Local Wellness

Presenter: Rob Hess, Chief of Staff

Mr. Hess said the recommendations from OSBA were to expand physical education class lengths, improve mental health connections, and improve food and nutrition for overall wellness. These things were rolled into one policy. It was a lengthy process and 4J staff hoped the board would take the time to work on it. The new policy would incorporate multiple stakeholders and it would require a triannual progress assessment. It would also require that the district set goals for wellness. The information provided to the board was everything they could decide to include in the policy but were not required to. This process would require discussion, decision making and prioritizing. The big picture was incorporating wellness into the policy, setting goals, and reporting on progress.

Mr. Hess noted that 4J had a world-class food and nutrition and exercise program because people intentionally made those improvements.

There were no other comments or questions.

XIV. BOARD SUGGESTED ITEMS FOR A FUTURE MEETING

There were no suggested items for a future meeting.

XV. ADJOURNMENT

Chair Rabasa adjourned the meeting at 10:34 p.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

(Recorded by Diana Tisdale, LCOG) Approved 6/21/23