

**MINUTES OF THE EXECUTIVE SESSION AND REGULAR MEETING
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON
(Amended)
Date: March 1, 2023**

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 6:00 p.m. and a regular board 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 February 24, 2023.

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
Brooke Wagner, Assistant Superintendent for Instruction
Cydney Vandercar, Assistant Superintendent for Administrative Services
Collina Beard, Chief Administrative Officer
Jenna McCulley, Director of Communications
Debbie McKim, Executive Assistant and Board Secretary

STUDENT ADVISORY PANEL MEMBERS:

Batafing Soumano, Churchill High School
Ren Washington, Eugene Online Academy
Rory Young, South Eugene High School
Grant Gamble, Sheldon High School
Parker Anderson, North Eugene High School

EMPLOYEE ASSOCIATIONS:

Seth Pfaefflin (MAPS)
Sheila Waggoner (OSEA)
Sabrina Gordon (EEA)

MEDIA:

KRVM, The Register-Guard

I. EXECUTIVE SESSION

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

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.

II. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:05 p.m. All Board members were present in-person or via video conference. Superintendent Dey led the flag salute, after which Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

Board Chair Rabasa asked whether there were any questions, changes, or corrections to the agenda.

Vice Chair Lafer asked to move Item XIV. 1. Integrated Guidance Proposed Activities from Items for Action at a Future Meeting to just after the Consent Group. There was no objection.

Ms. O'Rourke asked to add to the agenda an item for information on how the Board sets goals and objectives in policy. There was no objection.

Ms. O'Rourke asked to add to the agenda an item for action to continue the support Ms. O'Rourke was receiving from the district.

In response to a question from Vice Chair Lafer, Ms. O'Rourke said that she did not believe her request was connected to the discussion which was listed under Items for Action at a Future Meeting regarding Board meeting security measures. There was no objection to Ms. O'Rourke's request.

Ms. O'Rourke asked for a schedule of all the meetings that were attended by Board members. She had been made aware that Board members were attending meetings that were not on the official schedule. Mr. Lafer asked to have the discussion as an item for information or an item for future action so that the Board could learn more about the issue before deciding.

Ms. Hsu said she was unclear on the issue. After a brief discussion, she objected to adding Ms. O'Rourke's item for the agenda. Ms. O'Rourke made a motion to add an item for information to discuss Board attendance at staff meeting that were not on any Board meeting schedule. Ms. Hays seconded the motion. Vice Chair Lafer asked Ms. O'Rourke to clarify the Board Policy the issue would fall under. Ms. Rabasa said that Ms. O'Rourke was likely referring to Policy BG/GBD – Board-Staff Communications. Ms. O'Rourke added that there was also policy that outlined what meetings Board members could attend.

Ms. Newman considered the conversation important. She wanted to make sure that the Board was noticing all meetings that were necessary to notice. Ms. O'Rourke agreed that it was important for the Board to have a discussion and come to a common understanding.

Ms. Hasija Kauffman asked what the outcome would be. Ms. O'Rourke said that a motion would have to be made.

Chair Rabasa called for the vote. The motion passed 6:1 with Ms. Hays, Ms. Newman, Ms. O'Rourke, Chair Rabasa, and Vice Chair Lafer voting yes, and Ms. Hsu voting no. The item for information would be added to the agenda.

Ms. Hays asked to add an item for information about the discussion regarding the use of the Signal app. Vice Chair Lafer objected. Ms. Hays moved to add the agenda an item for information regarding the use of the Signal app. Ms. Newman seconded the motion.

Ms. Hays said that she had asked at a prior meeting to put a discussion regarding the Signal app at a future meeting. It had been requested that the Board ask an attorney to give input regarding the use of the app and its legality regarding public records and open meeting laws. Ms. Hays said added that the minutes from prior Leadership meetings did not indicate that the item had been added to the agenda. There had been much discussion in the news and amongst the community regarding the use of the Signal app. Ms. Hays was not asking for a legal opinion, but to discuss why a Board member would feel it was necessary to use the app. Vice Chair Lafer reported that he and Mr. Hess had reached out to Mr. DeFreest for legal guidance on the Signal app and other digital communications apps that did not retain records. More information would be shared during a work session. Ms. Hasija Kauffman concurred with Vice Chair Lafer.

Ms. O'Rourke said that lawyers did not write policy, they checked it for accuracy before it was put into law. The Board would be responsible for discussing the use of Signal and then deciding what steps to take next, which might include writing a policy. Ms. O'Rourke also expressed her concern about the potential bias against her by district attorney Eric DeFreest and did not think he was appropriate to do the work.

Chair Rabasa asked Ms. O'Rourke to refrain from sharing her opinion on the actions of Mr. DeFreest.

Ms. Newman was looking forward to having an opportunity to discuss the issue in an open meeting.

Vice Chair Lafer hoped that the issues on Signal would be part of a larger discussion on the use of email chains and other communications that was informed by a legal briefing prepared by district counsel.

Chair Rabasa asked whether Ms. Hays would be willing to amend her motion to include email and other forms of digital communication. Ms. Hays said the discussion she wanted to have was not about the legality of communication, but rather how the Board communicated as a whole. She did not accept the friendly amendment.

Ms. O'Rourke said that by having a discussion about the Signal app, it would be important to show the public that the Board did not want to continue using systems that might be seen as unethical.

Ms. Hsu considered limiting the discussion to the Signal app questionable. She said that there were many other ways of communicating. To discuss only one app felt disingenuous as the discussion was much greater than the one app in question.

Chair Rabasa agreed that if the Board was to have a fully transparent discussion on communication, limiting the discussion to the one app seemed problematic.

Ms. Hays said that she wanted an opportunity to clear the air about Signal. She agreed that the Board needed to have a larger discussion about all forms of communication, but at that moment, she wanted Board members to come clear on their use of the Signal app.

Ms. Hasija Kauffman said that she did use Signal in her international job as a way to send and receive secure information. She added that there were many apps that allowed the user to permanently delete messages after a certain amount of time, so if the concern was about deleting conversations, the discussion needed to be about policies regarding communication for which she was in full support.

Chair Rabasa asked all Board members to refrain from assigning intention to people's requests or comments. Ms. Hasija Kauffman apologized for her comments.

Chair Rabasa called for a **vote on the motion on the table which did not pass 3:4**. Ms. O'Rourke, Ms. Hays and Ms. Newman voted yes, and Chair Rabasa, Vice Chair Lafer, Ms. Hsu and Ms. Hasija Kauffman voted no.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey opined that the weather was living up to the first part of the proverb "in like a lion," as wintery weather continued to be a consideration each morning. He added that he hoped the latter part of the saying would also remain true and March would go out "like a lamb."

The weather team continued to keep their eye on temperatures and precipitation and hopefully the district would not need to have another schedule interruption.

Dr. Dey was eager to bring celebration to the forefront. He said that the window to nominate and recognize staff in the annual *A Champion in Education* awards ceremony was officially open. He encouraged everyone to pause and think about individuals across the district who routinely demonstrated a deep commitment to students and the district and to consider recognizing them through a nomination for an ACE Award. Dr. Dey added that he was pleased to share the ceremony would return to an in-person celebration on May 4 at the South Eugene High School auditorium. Nomination forms were available online on the district website and would be accepted until March 31.

Superintendent Dey continued his report by sharing statistics to highlight the contributions of classified staff across the district.

He reported that annually, technology services processed more than 3,000 device repair requests, nearly 30,000 help desk support requests and more than 100,000 Zoom sessions across the system; the facilities team maintained approximately 600 acres of school and district owned property which was nearly the size of the City of Coburg; each custodian cleaned the

equivalent of 18 2,000 square foot homes a day and refinished 1,750,000 square feet of tile floors and steam cleaned 550,000 square feet of carpet each summer, nearly 40 football fields' worth.

One-in-three 4J students was safely transported to and from school each day by dedicated bus drivers who performed more than 230 safety checks before getting 127 school buses on the road to service nearly 2000 bus stops, trips made possible by the district mechanics who kept buses humming and completed more than 300 oil changes a year.

Once at school students and staff were served by the nerve center of front office teams who ensured that all who entered were welcomed and cared for and the needs of the building were met, and hundreds of dedicated and caring educational assistants provided critical supports for learning, one-on-one resources, safety and supervision, and after school programming to meet students' needs. In addition, health services assistants compiled and managed thousands of 4J student health records annually.

Dr. Dey continued that at the district office, staff organized learn-to-ride classes and safety courses, translated thousands of documents to ensure all families had access to important school information, and reviewed and managed more than 3,000 transfer requests for students in and out of district.

He commended the classified team and their contributions day in and day out, year-round, without which teaching and learning and district operations would not be possible, and shared the following proclamation to officially setting aside the week of March 6 through 10 as a dedicated time to acknowledge and appreciate the work of classified team members.

Superintendent Dey read the Classified Employee Appreciation Week Proclamation:

WHEREAS, the education of youth is essential to the future of our community, state, country and world; and

WHEREAS, classified employees are the backbone of our public education system; and

WHEREAS, classified employees work directly with students, educators, families, volunteers, business partners and community members; and

WHEREAS, classified employees support the smooth operation of offices, the safety and maintenance of buildings and property, and the safe transportation, healthy nutrition and direct instruction of students; and

WHEREAS, our community depends upon and trusts classified employees to serve students; and

WHEREAS, classified employees, with their diverse talents and true dedication, nurture students throughout their school years.

NOW, THEREFORE BE IT RESOLVED that the Eugene School District 4J proclaims March 6 thru 10, 2023, to be Classified Employee Appreciation Week; and

BE IT FURTHER RESOLVED that the Eugene School District 4J strongly encourages all members of our community to join in this observance, recognizing the dedication and hard work of these individuals.

DATED this 1st day of March 2023.

Superintendent Dey asked for a round of applause from the Board.

VI. COMMENTS BY BOARD CHAIR

This item was combined with Item X.

VII. RECEIVE REPORTS FROM HIGH SCHOOL REPRESENTATIVES

Batafing Soumano reported that Churchill High School had celebrated Black Excellence Week with choir performances. Batafing expressed that students were concerned about the length of classes in the new schedule, which would make focusing all the way through class challenging. Batafing added that the BSU and FSU would collaborate on an upcoming event.

Rory Young, student from South Eugene High School, shared that the school had hosted a club roundup where students could learn more about the variety of clubs at the school. Rory also shared how conflicted students were because many were sick, but still felt the pressure to attend school because they would lose valuable learning time. Teachers did not always upload complete lessons onto the online system and students found it challenging to complete assignments. Rory suggested that teachers could share more complete lessons along with any in class notes so that students who needed to would feel more comfortable staying home and not expose their fellow students to further illness.

Parker Anderson, student from North Eugene High School, shared that the theme for prom would be "A Night Under the Stars." Fifth through eighth graders were performing *Mary Poppins* and the theater class would perform *The Legend of Sleepy Hollow*. Parker also shared that there was a lot of anxiety and frustration and fear over more and more disregard of students issues by administration, including racism and bullying and hurtful actions against students. He expressed that if students were to feel safe in school they needed to be able to rely on the school administration to address the negative actions.

Grant Gamble, representative of Sheldon High School shared that the Gay Straight Alliance had recently hosted speakers from Transponder and it had been a positive event. There would be a celebration for Black History Month during lunch in the next week. There had been many athletic events and celebrations over the past weeks and the Sources of Strength group had reached out to students to support them during finals week. Grant said that students were concerned about what the high school schedule would look like in the next year and hoped that administration would be more transparent regarding the duration and amount of classes as students would be choosing schedules soon.

Ren Washington spoke as the student representative for Eugene Online Academy. Ren asked staff for their support for students who were having a hard time connecting with other students. Ren felt it was the perfect time to have an event as it was near the end of the trimester. Ren hoped that staff could help to organize a space and some refreshments.

Chair Rabasa thanked the students for their insightful presentations.

VIII. 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.

Ms. Shira Fadeley, the district's teacher on special assignment for music, said that March was "Music in Schools Month." She acknowledged how challenging it was to share all the great things being done in the district during her three-minute allotment. She said she could give details about each student who had qualified to compete in upcoming OSAA musical events; or she could thank Eugene Education Foundation for their support of a district-wide elementary school event with the Symphony which would take place on March 14; or she could describe the lessons teachers were developing to use unique musical decoding and tracking devices; or she could share again all the research that showed how music supported social emotional learning and brain development, cooperation and self-esteem. She said that she would send an email with more detail. The group sang the tune Frère Jacques as a call and response using the tone "lu". Ms. Fadeley thanked elementary directors for their work on Music and P.E. guidelines.

Regina Mitchell was a middle school teacher who spoke about the cost of childcare which was double their monthly mortgage payment. She was struggling with the decision to leave education for something more lucrative. Ms. Mitchell asked the Board to consider adding childcare as an added benefit for licensed and classified employees.

David Igl spoke about the fraudulent history distributed about Mr. Dunn, an historical abolitionist who had been portrayed as a member of the Ku Klux Klan. He also expressed his opinion about some of the history shared at the Historical Museum which he considered inaccurate. Mr. Igl asked the Board to rectify history and to honor Mr. Dunn.

Melanie Namkoong was a member of OSEA Chapter 1. She appreciated the individual and combined efforts to ensure that requests were approved during negotiations. She encouraged the Board to remember what it was like to work on something important to schools. She also thanked Dr. Dey for his kind words. She said it was a shame to waste so much time on interpersonal issues when there were so many issues that needed to be addressed. If people did not take time to work on their relationships, those relationships would dissolve, potentially beyond repair. Ms. Namkoong hoped that the Board would work out their differences and learn to work together so that they could address the priorities in schools.

Larry Lewin appreciated the opportunity to join with other teachers and staff and community members to make comments to the board. Mr. Lewin, a retired teacher, said that literacy instruction was important as it allowed a student to move from the ability to read to the ability to read in order to learn. Mr. Lewin shared his tips on how to make the process successful: Teach phonics, then: teach students strategies to engage with the author to extract meaning from the text. He suggested that Board members reach out to Mr. Eric Anderson with any questions they might have.

Charlotte St. Claire was a student of North Eugene High School who witnessed students from another high school make racial acts against the basketball team. In addition, a female student

of color was harassed by white students. She was disheartened because no adults were trying to stop the violence, teachers were not aware of what was happening, and many students were afraid to come to school and felt like they had no allies in school. Ms. St. Clairee said that there were no safe places at school for students of color who were afraid they would be shunned for complaining. She said that white students were becoming emboldened because they were not being punished.

IX. COMMENTS BY EMPLOYEE GROUPS

Chair Rabasa welcomed Sabrina Gordon, President of Eugene Education Association. Ms. Gordon acknowledged the bravery of the student who spoke up.

Ms. Gordon said that there was shock among staff at the elementary level who had recently received staffing plans for the upcoming year in which FTE for classified staff was greatly reduced. She asked how reducing staffing would create positive outcomes for students. Ms. Gordon added that in the 2023-24 calendar, there were two mid-term grading days, but they were shared with professional development. In light of the new high school schedule which would add students to each teacher's classroom, Ms. Gordon asked that two days be dedicated to grading. EEA requested that the Board adopt the calendar with that small change.

Ms. Waggoner, representative for Oregon School Education Association Chapter 1, thanked Dr. Dey for recognizing the upcoming Classified Appreciation Week. She said that while it was a time of celebration, with snacks and gifts for staff and decorations throughout the school, it was also the time when classified staff would learn whether they were being moved to another school through the reduction-in-force process or whether they might lose their position altogether. Ms. Waggoner added that OSEA also had legislative priorities, including a support package for Special Education classified workers who were often injured by students. Ms. Waggoner said that access to student IEPs, access to adequate training and equipment, compensation that reflect the skills needed to do the work well, and minimum staffing levels. OSEA asked the state to invest in special education to provide equal education for students with special needs by supporting the classified workers who were the daily caregivers to the state's most medically fragile students.

Seth Pfaefflin, representative from Managers, Administrators, Professionals, and Supervisors (MAPS), recognized the classified employees who worked in every department and every setting in the district. MAPS thanked the Board for the ratification of the OSEA contract. Mr. Pfaefflin described the "Grow your Own" program in which staff members who were interested in moving from a classified position to a licensed and then possibly an administrative position could receive support. He again thanked classified workers for their hard work.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Vice Chair Lafer thanked Charlotte St. Claire for her courage in making her testimony and said that he would be proposing an emergency work session at a future meeting. Mr. Lafer also thanked Ms. Mitchell for her testimony on the cost of childcare and said he would be promoting an initiative for free state preschool. Ms. Lafer thanked those who determined whether it was safe to come to school on inclement weather days.

Mr. Lafer again mentioned that Mr. Hess would be sharing information on electronic communications methods with support from Ms. Eric DeFreest.

Vice Chair Lafer was concerned and surprised at the potential cut in Educational Assistants (EAs) in the coming year and would be raising this concern at future Budget Committee meetings. Mr. Lafer also mentioned a lawsuit being filed by Seattle public schools against social media companies for knowingly harming the mental health of teenagers and he hoped that the district would join the suit. Mr. Lafer was also a proponent of no cell phone lunch periods.

Vice Chair Lafer reported that he would be traveling to Salem to support a bill for construction workers that would increase family wage jobs and apprenticeships.

Ms. Hasija Kauffman also thanked the transportation department for the information she received on inclement weather mornings.

Ms. Hasija Kauffman recognized the Oregon Battle of the Books teams which had to read many books to be prepared. She hoped that events such as OBOB might extend to art and science.

Ms. Hasija Kauffman recognized International Women's Day by recognizing the women teachers who took so much time out of their lives to support students and teach them well. She wondered whether they were being treated in such an inequitable way because they were women and hoped that actionable support could be provided. She referenced the extra time for grading as an example. She reported that many teachers also had second jobs to fully support themselves.

Ms. Hasija Kauffman shared statistics regarding the overwhelming percentage of teachers who were women, but also were white, and she talked about the need to have more representation in the teaching ranks for students of color. She thanked the other women Board members for their support and the good conversations that occurred during meetings.

Ms. Newman thanked Superintendent Dey for reading the proclamation regarding classified staff. She was surprised to learn that a third of students were transported. Ms. Newman also thanked Charlotte St. Claire for sharing what was occurring at her school, and she wanted to learn more.

Ms. Newman said that March was National Developmental Disability Awareness Month which was started to raise awareness and inclusion of those in the community who faced daily challenges and barriers because of their disabilities. Ms. Newman reported that the Eugene Mind & Body Divergence Alliance would be hosting a Strength in Neurodiversity Festival on March 15 at 6 p.m. at South Eugene High School.

Ms. Newman continued that Lane County had recently released their report on suicide. The report provided important information to raise awareness about suicide and urged the community to get involved to prevent more suicides. She shared some ways in which people could start a conversation with someone about whom they were concerned. Ms. Newman also mentioned the Sources of Strength program. Ms. Newman considered the district to be on the right track, but stressed that there was more work to do.

Ms. Hsu shared that she had attended a meeting at Kelly Middle School to discuss solutions for the Kelly and Yujin Gakuen colocation. She added there would be an additional meeting the coming Friday. She said that the group was gathering more information. She hoped that the programs would eventually be separated as they had been in the past and be provided appropriate teaching spaces.

Ms. Hsu had also visited two of the libraries at Howard and Holt Elementary Schools. Both schools were adding life and energy into the libraries, helping students with reading and activities. She said the enthusiasm around OBOB was joyful. She asked the district to prioritize libraries and said that investment in them was directly related to improvement in literacy.

Ms. Hsu said that the video that had been shared at the last Board meeting regarding microaggressions was shared by a white Board member and created by white staff. While she felt that the meanings of the person who presented the video were good and no harm was meant, the video did not recognize the nuance and complexity around race, gender, ethnicity and the constructs of divisiveness. Ms. Hsu was hearing that students were requesting BiPOC counselors and staff and more multicultural training was needed. She said the issue of racism was a community issue.

Ms. Hsu referenced Ms. Namkoong's presentation and said that the need to prioritize relationship building and the process of repair was imperative.

Ms. O'Rourke considered the voting down of a request for discussion regarding Signal earlier in the meeting an obstruction. As Ms. O'Rourke was continuing, Vice Chair Lafer called "point of order" regarding Ms. O'Rourke assumed intent. Ms. O'Rourke and Vice Chair Lafer argued about his interruption. Chair Rabasa then interjected to attempt to take control of the meeting. Ms. O'Rourke asked for a vote in order to uphold Vice Chair Lafer's point of order of Robert's Rules of Order that prohibited Board member from attacking another member's motives. Chair Rabasa complied with Ms. O'Rourke and asked the Board to vote to uphold the point of order regarding assumed intent. There was no vote recorded verbally before Chair Rabasa moved the Board into a recess because of disruption.

Ms. O'Rourke continued to speak after the meeting had been called into recess and declared that she was on a racist Board which was supported by white supremacists. She continued that no one listened when the Black person said bad things were happening.

After this the feed was cut.

Chair Rabasa reopened the meeting at approximately 8:30 p.m. Chair Rabasa shared Resolution 2023-05, passed on November 16, 2022, which gave the responsibility to the chair to recess and either reconvene or adjourn the meeting if the meeting was disruptive.

Chair Rabasa called on Ms. O'Rourke to finish her remarks.

Ms. O'Rourke responded that her right to be heard had been denied. She added that one person did not get to decide intent and added that the resolution Ms. Rabasa referred to had been created because of potential safety issues. Ms. O'Rourke reminded the Board that they were there for students. The examples of what was being done to her were the same issues

that students experienced daily. Ms. O'Rourke said that Ms. St. Claire was speaking truth to power. If the Board believed that what Ms. St. Claire said earlier in the meeting, they could not then remove the power of their black female Board member. She wanted the Board to be a body of seven equal people.

Ms. O'Rourke said that racism was real. She had been pushed off many committees and believed that she would also be pushed off the Board. She was asking for legitimate change and was being silenced with bad behavior. Ms. O'Rourke said she appreciated being able to finish her comments.

Ms. Hays commended Superintendent Dey on the Budget Road Show. She referenced Oak Street Childcare that was available to Lane County employees and suggested the district look into something similar as a way to promote recruitment and retention. Ms. Hays thanked Ms. St. Claire for her brave comments. She also suggested the Board spend some time discussing and learning Robert's Rules of Order.

Ms. Hays responded to Ms. Hsu's comments regarding the video that she had shown at the last Board meeting. Ms. Hays said that as a disabled woman, she recognized herself in the video as she had been confronted by microaggressions. She hoped to have time to further discuss the video and its impact on Board members.

Chair Rabasa thanked Ms. St. Claire for showing everyone what true ally-ship looked like: her words were powerful and she had used her privilege to make others aware of an important issue. Chair Rabasa said that she had attended classes and learned how middle schoolers connected education and mental health. She had also attended the monthly meeting of the speech and language pathology team. She hoped all teams of practitioners would be offered time for similar collaboration. She saw the value of team members supporting each other.

Chair Rabasa, along with Ms. Hsu, attended the meeting during which the futures of Howard and Yujin Gakuen Elementary Schools were discussed. She urged the district to ensure that any conversation regarding the programs would include the value and importance of the Yujin Gakuen program, and the harm to both schools during their collocation.

Ms. Rabasa also commented on the video that had been shown two weeks prior. She was troubled by the diminishment of the importance of microaggressions through a simplistic message. Ms. Rabasa stated that microaggressions were aggressions regardless of the label given to them and to think otherwise was to allow them to be normalized. Ms. Rabasa listed all the ways in which microaggressions were curating collective society in the destructive values of the dominant culture.

XI. CONSENT GROUP – ITEMS FOR ACTION

1. Approve Minutes from February 1, 2023 Regular Board Meeting
2. Approve Outdoor School
Presenter: Arthur Hart
3. Approve Personnel Action
Presenter: Karen Hardin, Director of Human Resources

Vice Chair Lafer moved to approve the consent agenda. Ms. Hsu seconded the motion.

Ms. O'Rourke asked to pull item 1 of the consent agenda so that the first part of the meeting could be rewritten to reflect that some Board members could not get into the meeting until later than 7:00 p.m. and could not see what was happening in the Auditorium.

Ms. Hays added that she was not able to hear the call to order, the flag salute, or the land acknowledgment.

Vice Chair Lafer amended his motion to approve the consent agenda minus the minutes of February 1, 2023 so that the minutes could be corrected. Ms. Hsu seconded the amended motion.

The motion passed 6:0 with all Board members voting in the affirmative. Ms. Hasija Kauffman was no longer present and was excused from the rest of the meeting.

Ms. O'Rourke moved to have the minutes of February 1, 2023 be revised and brought back to the next Board meeting for approval. Ms. Hays seconded the motion. **The motion passed 6:0 with all those present voting in the affirmative.**

Vice Chair Lafer asked for the floor. Chair Rabasa conceded. Vice Chair Lafer asked whether there were any parts of the rest of the meeting that could be postponed. Chair Rabasa suggested that the Board hear Item XIV.1 – Integrated Guidance Proposed Activities, and Item XIII. 1 – Approve Legislative Board Subcommittee Letter in Support of HB 2883. Dr. Dey agreed to the proposed change to the agenda.

Ms. Newman said that she could email information regarding Item XII.1 – Legislative Board Subcommittee Standing Item for Information.

In response to a request from Chair Rabasa, Vice Chair Lafer made a motion to change the agenda for the rest of the meeting to include only the two items: XIV.1 and XIII.1. Ms. Hsu seconded the motion. **The motion was approved 6:0 with all those present voting in the affirmative.**

XII. ITEMS FOR INFORMATION

1. Legislative Board Subcommittee Standing Item for Information During the Current Session

Presenter: Judy Newman

Ms. Newman had offered earlier in the meeting to send information via email in order to shorten the duration of the meeting.

2. Integrated Guidance Part II: Well-Rounded Education and Strengthened Systems and Capacity

Presenter: Dr. Andy Dey, Superintendent

This item was tabled as a result of the changes to the agenda made immediately prior.

XIII. ITEMS FOR ACTION

1. Approve Legislative Board Subcommittee Letter in Support of HB 2883 (2nd Read)
Presenter: Judy Newman

Ms. Newman moved that the Board approved the letter in support of HB 2883. Vice Chair Lafer seconded the motion. There was no discussion, **and the motion passed 5:0 with all Board members present voting in the affirmative. Ms. Hasija Kauffman and Ms. O'Rourke were no longer in attendance.**

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Integrated Guidance Proposed Activities

Dr. Dey referred to the Board packet in which there were a list of proposed activities. Dr. Dey reported that the proposal was overbudget. The plan at that point was to listen to comments from employee groups and the public and return to the Board on March 15. In response to a question from Ms. Newman, Dr. Dey said that the project was overbudget by 2.5 million.

Chair Rabasa invited the employee group representatives to the table.

Seth Pfaefflin, representative from MAPS, acknowledge the complex task of prioritizing the different needs of the district in one spending plan. He shared that MAPS asked to see a balance of spending between schools and EdCenter staff, and optimizing them to support students effectively. Class sizes, caseloads, and mental health support services were a priority.

Sheila Waggoner, representative of OSEA, was unsure what many of the items listed in the guidance were for. She reported that classified staff members were asking for lower student to Education Assistant ratios and better training. Ms. Waggoner shared a story about two EAs that were responsible for 195 students on the playground. She added that many staff were reticent to take time for training when there were so few EAs available because they were concerned that their absence might go unfilled and the burden would be felt by fellow school staff. Ms. Waggoner also shared that a staff member had been bitten. Training and PPE that could have been made available to the staff member had not been.

Ms. Gordon, representative of EEA, said that it would be difficult to comment on the Integrated Guidance budget without a larger discussion of the regular budget. She recognized that the much of the Integrated Guidance budget was to support historically and currently underserved students. Ms. Gordon asked to explore the needs of older students who were not reading at grade level. She added that the social and emotional wellbeing and intense academic support needs of students were the highest priorities. Those needs could be mitigated by lower class sizes, lower special education caseloads, and having enough staff in the buildings working with students every single day and offering them the connection and support they deserved. Ms. Gordon urged the district and the Board to consider every line in the budget with that outcome in mind.

Mr. Pfaefflin agreed with Ms. Waggoner and Ms. Gordon in their urging of the Board to recognize the need to add staff to support the increased level of students with more mental health needs.

Chair Rabasa thanked the team for their comments. She added that Ms. O'Rourke had left the Board meeting.

2. Board Meeting Security Measures
3. Book and Instruction Materials Challenges Policy
4. Consider for Approval the 2023-24 Academic Calendar

Items 2-4 of the Section were tabled as a result of the agenda change approved earlier in the meeting.

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

Chair Rabasa said that the next regular meeting would be March 15, 2023

~~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, October 24 Board Retreat~~

~~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, February 8 Executive Session and Wednesday, February 15~~

MARCH: Wednesday, March 1 and Wednesday, March 15

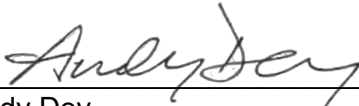
APRIL: Wednesday, April 19

MAY: Wednesday, May 3 and Wednesday, May 17

JUNE: Wednesday, June 7 and Wednesday, June 21

XVII. ADJOURN

Chair Rabasa adjourned the regular meeting at 10:07 p.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

*(Recorded by Eliza Drummond)
Amended and approved April 19, 2023*