

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

Date: April 19, 2023

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a work session from 6:05 to 6:49 p.m. and a regular Board of Director's (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 April 16, 2023.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Andy Dey, Superintendent
Rob Hess, Chief of Staff
Jenna McCulley, Director of Communications
Matt Brown, Director of Finance
Collina Beard, Chief Administrative Services Officer
Debbie McKim, Executive Assistant / Board Secretary

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association (EEA)
Seth Pfaefflin, President, Managers, Administrators, Professionals, and Supervisors (MAPS)

STUDENT ADVISORY PANEL MEMBERS:

Churchill High School
North Eugene High School
Sheldon High School

MEDIA:

KRVM, KVAL, Register Guard, Double Sided Media

I. WORK SESSION

Discussions took place regarding three complaints made against the 4J Board or individual board members.

I.1. Failure to Protect Fellow Board Member, Laural O'Rourke, from Serious Threats to Her and Her Family's Safety

Chair Rabasa stated that this complaint was filed on February 17, 2023, against herself, Vice Chair Lafer, Superintendent Dey, and the 4J Board. She noted that the only staff member on that list was Andy Dey. The complaint stated that the specified board members and a member of the staff failed to implement recommendations

provided by security regarding the safety of Ms. O'Rourke and her family. The complaint was issued in support of Ms. O'Rourke and the complainant requested that the board to provide mediation and paid security for 4J Board members.

Ms. Newman stated that it seemed unusual that the complaint was filed on behalf of someone else and asked if that was permissible.

Chair Rabasa replied that under policy rules, people could file complaints on behalf of themselves or their children, and children pertained to 4J students. She acknowledged that Ms. Newman brought up a good point.

Ms. Hays stated that the complaint involved racism-based on protected characteristics, and that the complainant checked race for ethnicity, bullying, harassment, and cyber-bullying on the complaint form.

Vice Chair Lafer stated that he thought security had been provided. Regarding mediation, he was in favor of that.

Ms. Kauffman asked what had been provided thus far.

Chair Rabasa stated that all the recommendations regarding security for board members had been put in place, and additional security that was not recommended was provided. The security measures did not include a paid patrol, it was security infrastructure added to the person's space. Mediation had been offered, but Ms. O'Rourke declined. That offer always remained open.

Ms. Hays stated that according to policy, the board was obligated to investigate the complaint based on the racially charged discriminatory claims. She noted that the board should also clean up the language in the policy.

Ms. Newman asked what type of mediation was specifically offered.

Superintendent Dey said Ms. O'Rourke was offered two twelve-week sessions of coaching that would cover mediation with the board, and problem solving.

Ms. Hsu asked if the offer for mediation was made in writing.

Superintendent Dey stated that there was email correspondence regarding the offer for mediation. He agreed with Ms. Hays in that a full investigation was needed.

Ms. Hsu stated that she did offer mediation in person, but there was no interest to accept her offer.

Chair Rabasa stated that the complaint was predicated on a continued feeling of unsafety in one's home after serious threats were made against Ms. O'Rourke and her family on social media. She said it was her understanding that the district paid Foresight Security to investigate for threats and nothing was found.

Superintendent Dey clarified that no safety issues were found at that point in time.

Chair Rabasa clarified that an element of investigation had taken place, if not under the name of the complaint, under the name of safety.

Vice Chair Lafer stated that he was in favor of an investigation. He asked what the scope of an investigation be. In terms of home security, it was his understanding the

Ms. O'Rourke worked from home. A safety consultation for her home was offered and accepted, and all safety recommendations were put in place and paid for, so what would the questions of investigation be.

Ms. Hays said that her reasoning for investigation was regarding the alleged racial discrimination and cyber-bullying. Under policy, we are obligated to investigate such claims.

Vice Chair Lafer clarified the investigation would include harassment, intimidation, and cyber-bullying.

Chair Rabasa further clarified that the investigation would determine whether herself, Vice Chair Lafer, Superintendent Dey, and the whole board harassed, intimidated, and cyber-bullied.

Ms. Hays replied that would be the starting point.

There were no other comments or questions.

I.2. Bullying, Harassment, Intimidation Cyber-bullying, Based on Legal Protected Characteristics; Hazing, Not Based on a Legal Protected Characteristics

Chair Rabasa stated that this complaint was filed on March 8, 2023, against herself. This complainant checked race or ethnicity retaliation on the complaint form and alleges misuse of 4J Board-use policy in reference to two different board meetings which took place on Nov 16, 2023, and March 1, 2023.

Ms. Hays stated that this complaint would also fall under the board's policy to investigate.

Vice Chair Lafer agreed with Ms. Hays.

Ms. Newman stated that the board should specify if they planned to hire an outside investigator for these complaints. She added that she hoped the investigation would also determine if this complaint were against the whole board or not.

Ms. Hays suggested that Superintendent Dey could procure three different investigators for the board to choose from.

Chair Rabasa stated that a work session would need to be scheduled before the next board meeting due to the 90-day time limit for resolving the first complaint.

Ms. Hays suggested that the board could vote to hire an independent investigator who specialized in racial discrimination and let the district choose who to hire.

Ms. Hsu stated that it was surprising that everyone in attendance had sat through these meetings and attended mandatory training in 2022, and yet they were not able to determine if this was racial or not.

Ms. Hays stated that regardless of how we felt about these situations, under board policy, these complaints needed to be investigated.

Chair Rabasa said if the BOD strictly defined investigation as involving an outside investigator, it would be tricky for the district, considering the number of racial complaints the district received.

Ms. Hays stated that she did not interpret the policy to mean that an outside investigator was required.

Chair Rabasa agreed.

There were no other questions or comments.

I.3. Bullying, Harassment, Intimidation Cyber-bullying, or Hazing, Not Based on a Legal Protected Characteristics

Chair Rabasa stated that this complaint was filed on March 17, 2023, against Laurel O'Rourke. The complaint form included a lengthy attachment that outlined concerns raised in the complaint, the bulk of which included a prolonged interaction between the complainant and Ms. O'Rourke on social media. This complaint specifically references board policy BFF.

Ms. Hays asked if any board members had access to the specified social media site and could provide more detail about the prolonged interaction that occurred.

Chair Rabasa clarified that the social media site was Facebook and that herself and Vice Chair Lafer were members of the Facebook Group in which the interaction took place. She added that Vice Chair Lafer had been blocked by Ms. O'Rourke so he would not have been able to view conversations that took place after he was blocked.

Ms. Hays highlighted the fact that three board members were in a closed group discussing school board topics. She expressed her concerns about that and asked that it be tabled for future discussions and requested legal advice on whether that would be in violation of laws.

Chair Rabasa clarified that membership of a group did not mean discussions were taking place. She noted that there was only three board members in that group so there was not a quorum present.

Vice Chair Lafer clarified that he had not seen the referenced conversations, nor did he take part in them. Regarding this complaint, he did not know if an outside investigator were required, but because this involved an employee, he suggested a hearing be held.

Ms. Hays said she was concerned about the idea of having a hearing because the board did not decide to do that regarding another comparable situation. Because of that, she was not in favor a having a hearing.

Ms. Hsu clarified that it was possible that board members could be on social media and follow the board's standards of conduct.

Ms. Newman asked if the board could request a hearing or did that need to be requested by the complainant or the person the complaint was made against.

Chair Rabasa stated the board could decide to have an investigation, they could dismiss the complaint, they could take a different course of action that was determined by the board. We have issued statements regarding our positions with this board member, we could issue a statement of censure. There were many options, and a hearing would fall under the board's purview.

Vice Chair Lafer asked Chair Rabasa to contact the parties and see if they were interested in a hearing.

Chair Rabasa noted the second to last paragraph of the complaint, which stated, "The observations and the evaluation of which are confidential between me, and my supervising administrator imply I was harmful to students of color, and declared me a bigot, and I have screenshots to prove it." She expressed her concerns about this and stated that she did not know if this would require an investigation or not. She added that the board did need to decide on how to manage all three complaints.

Vice Chair Lafer asked if all three of the complaints needed to be items of action at the regular board meeting, which would follow this work session.

Ms. Hays suggested asking the complainants for an extension.

Chair Rabasa stated that all three complaints needed to be added to the agenda as items for action and that asking for an extension would be decided during the regular meeting later this evening. If the board decided to request extensions and the complainants decline those requests, the board would need to schedule a work session before the May 3, 2023, meeting. She proposed having the complaint filed on February 17, 2023, resolved by the beginning of June 2023.

There were no other comments or questions.

Chair Rabasa closed the work session at 6:49 p.m.

II. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:00 p.m. and called the names of board members who were present. Superintendent Dey led the flag salute, after which Chair Rabasa read the Land Acknowledgement.

IV. RECEIVE REPORTS FROM HIGH SCHOOL REPRESENTATIVES

A Sheldon High School representative gave report. The Advancement via Individual Determination (AVID) Conference would take place on April 20, 2023, to help build up the AVID community throughout the 4J School District. An assembly would also take place at Sheldon High School on April 20, 2023, with various activities and topics covered. A preview of the Sheldon High School musical, *The Adams Family*, would take place during the April 20th assembly and at Holt Elementary School on April 21, 2023. Opening night for the musical would be on April 28, 2023, at 7:00 p.m., with additional performances on April 29, May 5th, and May 6th. A matinee performance would begin at 2:00 p.m. on April 30th. The matinee and closing night performances would have American Sign Language (ASL) interpreters. Sheldon would welcome incoming first-year students with special activities starting on April 19, 2023. Sheldon's Transition Education Network (T.E.N.) and the Student Achievement Leadership Team would participate in a friendly basketball game with Churchill High School during the week of April 16, 2023. The forecasting process had begun to prepare students for the upcoming school year. University of Oregon (UO) Professor, Dr. Aleman, spoke to Sheldon students about his scientific research. Sheldon's Gardening Club added a native plant garden to the science courtyard to teach about nature in Oregon. The

Asian Pacific Islander Student Union (APISU) had a successful kick-off with a lei-making workshop. Similar workshops would take place throughout the year. The Sheldon Asian Student Union would attend the Asian Pacific Leadership Youth Conference, and the Black Student Union had a field trip planned to attend a step show. Sheldon High School was reviewing and reinforcing their Acknowledged Suicide Prevention Initiative with multiple activities scheduled to take place throughout May and June of 2023.

A Churchill High School representative gave report. The Black Student Union took a field trip to Oregon State University (OSU) on April 19, 2023. Members from Churchill's AVID would attend the AVID Conference on April 20, 2023. The Lancer Pageant would take place on April 21, 2023, followed by the Churchill prom on April 22, 2023.

A North Eugene High School representative gave report. After spring break, sign-ups for next year's classes would begin. North Eugene students had been feeling anxious about the change from an AB schedule to an ABC schedule for the 2023 – 2024 school year, which would have various class lengths and different classes every day. Churchills' representative noted that the 4J Board Members could potentially ease anxiety levels among students if they communicated the reasoning for these schedule changes. North Eugene prom tickets went on sale during the week of April 16, 2023. North Eugene would be performing The Adams Family musical, on the 4th, 5th, 6th, 11th, 12th, and 13th of May 2023.

The Sheldon High School representative reiterated comments made by North Eugene High Schools' representative regarding students and teachers having anxiety about the new ABC schedule and the need for more communication from 4J Board Members to help them understand the reasoning behind the change.

There were no other comments or questions.

V. AGENDA REVIEW

Chair Rabasa asked if there were any amendments to the agenda.

Vice Chair Lafer requested the addition of three action items to decide how to manage the three complaints discussed during the BOD work session held prior to this board meeting.

Chair Rabasa asked if anybody had any objections to the proposed amendment.

There were no objections made, and no other amendments requested.

VI. INTRODUCTION OF GUESTS AND SUPERINTENDANT'S REPORTS

Superintendent Dey expressed his gratitude for the advocacy and involvement of community members regarding 4J School District initiatives. Community engagement demonstrated the value placed on the work that the district performed. The district had elevated aspirations for their schools and shared the same elevated expectations for student outcomes. The decisions that the district made had tangible and important impacts on the experiences of students and he was thankful for a community with a rich history of advocacy and involvement. The district was in the business of growing and tending to individuals. Not one in which increased output would increase profit margins. For that reason, the BOD must be thoughtful in understanding the allocations of those finite resources within the district. Earlier in the week, the 4J Budget Committee

convened to continue the process of key resource distribution. Their recommendations to this BOD would have pros and cons. However, strong fiscal policy and decision making throughout the years had supported the reserves that sustain the districts' ability to perform its services. Despite that, those reserves would not be indefinitely sustainable. The sustainable future must withstand economic and enrollment uncertainties while still offering high-quality educational opportunities to students and position the district to deliver their promises for decades to come. We know that does not come without trade-offs. We appreciate the valuable insight that allows quality decision-making practices.

VII. ITEMS RAISED BY THE AUDIENCE

Chair Rabasa stated that community members could sign up to speak to the BOD by submitting their requests online at <https://www.4j.lane.edu/board/publiccomment/> or contacting the Superintendent's office. The deadline to submit a request was Monday prior to each meeting.

Amanda Hvass stated that it was Autism Awareness Month. Regarding the rise in autism, she felt the district, the state, and the country were doing things well. Her father had traveled to different countries and analyzed the lack of support those countries provided for special needs populations. Regarding how the BOD allocated funds and made decisions, she encouraged them to use their hearts and minds to think through problems and find creative solutions.

Angela Finneran stated that she was a teacher at the Eugene Online Academy (EOA). The EOA taught online kindergarten through grade 12 learning programs provided by the Eugene 4J School District. She noted that five percent of EOA students at the secondary level were on a Section 504 Plan or an Individualized Education Program (IEP) for neurodivergence. She asked the BOD to continue providing EOA programs so students could learn in an environment that allows them to thrive instead of spending the money on FeulEd Credit Recovery Classes.

Chelsea Hardrath expressed her emotions regarding the proposed demolition of the North Eugene High School. She graduated from North Eugene and had a child who attended school there. She proposed keeping North Eugene and making it a new campus for Kelly Middle School. She requested a commitment to keep Yujin Gakuen (YG) in North Eugene.

Jennifer Goodlett recited a quote that stated, "Poor planning on your part does not constitute an emergency on my part." The 4J District decided to demolish the Silver Lea building that housed YG and combine that program with Kelly Middle School despite sentiments from staff at both schools who did not think Kelly Middle School was big enough to accommodate students from both schools. She stated that, the district did not due its due diligence to survey the families in the North region regarding the proposed demolition of North Eugene High School. The district's input weighed heavily on the financial benefit of demolishing the school and emphasized the equity in building a new North Eugene High School that would have two soccer fields, which would make it more comparable to the green spaces of other 4J high schools. Student athletes are students first and athletes second. She asked about equity of educational space for everyday use at Kelly Middle School so learning could happen. The demolition of North Eugene High School meant that YG would remain at Kelly Middle School, in a building that was too small and older than North Eugene High School or moved to the former Willard school site at 29th & Lincoln in south Eugene. She noted only two members of the 4J BOD had attended the meetings at Kelly Middle School to solve the space issues between the two

schools. She asked the entire BOD to visit Kelly Middle School during school hours to assess the reality of the situation. She also requested that the BOD work with Kelly Middle School, YG, and North Eugene High School to create a survey for families who have children in the northern 4J District so the BOD can hear their voices and ideas before deciding on the demolition of the North Eugene High School. She encouraged the BOD to temporarily table the vote on this issue.

Kelly Stroh gave brief a history on YG, and the immersion of YG into Kelly Middle School. She expressed her desire for YG to remain in the north region of Eugene. She questioned the reasoning for the demolition of North Eugene High School when long-range maintenance estimates for other 4J High Schools cost more than the maintenance plan listed for North Eugene High School. She requested more transparency from the district.

Mario Reyes stated that his children were students at YG and Kelly Middle School. He asked the board to advocate for the students in North Eugene. Regarding a recent poll to gather community input about this issue, the number one concern was the lack of classroom space at YG and Kelly Middle School. He questioned why the district was not listening to the input the community had provided. He expressed his desire for YG to remain in the north region of Eugene.

Michael Jacob Bratland expressed concern regarding school shootings nation-wide and stated that the 4J School District was ill-prepared for those scenarios because school resource officers were no longer in place throughout the district. He stated that he would like to have school resource officers reinstated. He reminded the BOD that members of the community elected them. Therefore, they should act professionally, work together in harmony, and listen to public input.

Sarah Baird-Reed stated that four years ago, the district told community members that YG could stay in North Eugene is they supported the bond that could pay for a new high school in North Eugene. Community members supported the idea and helped the bond pass. She accused the BOD of secretly trying to permanently close YG and stated that the message they would send in doing so reeked of inequity and racial privilege. She stressed the importance of immersion programs to help children stay engaged and feel comfortable at their school.

VIII. COMMENTS BY EMPLOYEE GROUPS

Sabrina Gordon stated that she was the President of the EEA. One of the projects that the EEA worked on during the 2022 – 2023 school year was the new high school scheduling. This process began by identifying shared values for improving access opportunity and support for students, providing all students with four opportunities for enrichment and academic support, and more time for educators to collaborate and promote positive relationships for students and staff during their planning efforts. During the 2022 – 2023 school year, 4J and the EEA worked toward creating meaningful space for educated voice and informed decisions. 4J supported this work with compensation for educators who participated in committees to discuss options and forward recommendations to district leaders. Throughout this work, the EEA had called for transparent communications from the district regarding why the new schedule was happening, how it would meet each of the shared values, and what the support would be

for educators during the transition. Ms. Gordon stated that there were unanswered questions regarding the schedule change, and noted the following:

1. What was the purpose of the proposed flex day?
2. Would educators receive interventions or extensions to discuss concerns about having less instructional time to cover educational content?
3. How would the proposed schedule work for part-time staff?

She asked the BOD if they could provide answers to those questions in enough time for educators to process the information and be able to enter the next school year confidently. On behalf of the EEA, Ms. Gordon requested that district leaders talk with educators until they feel informed and confident about the schedule change. The district should also listen to educators to understand the challenges this change presented. Further, she proposed the idea of starting the new school year with a simpler version of the modified schedule, given the details that remain nebulous at such a late date. She added that repeated calls for transparent communications regarding this issue have not yet been honored by the district, resulting in anxiety among students and staff.

Seth Pfafflin introduced himself and stated that he was the President of MAPS, a Eugene school district employee group that represents 4J managers. A substantial portion of MAPS member dues fund annual scholarships at each 4J high school. 4J high schools were in receipt of MAPS Scholarship information at the time of this meeting. The deadline to apply for a scholarship was May 26, 2023. The next step would be BOD review of applications. He urged graduating seniors that may benefit from a scholarship to contact their high school counselor and apply for the scholarship. Scholarship funds were only one way that MAPS members contribute to the 4J community. MAPS wants every student and staff member within the 4J District to feel a true sense of belonging. He urged the BOD to not let their differences divide the 4J community.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman thanked everybody for their comments and passion. She also thanked the equity department for their work on the documentary called Race to be Human. During this time of year, the district would begin planning the budget for the 2023 – 2024 school year, which would be challenging due to uncertainties in legislature regarding school funding. In addition, Elementary and Secondary School Emergency Relief (ESSER) funding, received during the COVID pandemic, would be ending for schools across the nation. There was great concern that the school district may not be able to sustain without those funds and there were uncertainties surrounding that. The 4J School District had healthy reserves to help mitigate reductions in funding. Despite that, the district would need to be laser focused on aligning spending with income, and ensure they could maintain a well-paid workforce, and the essential support systems put in place for students. Eighty-eight percent of the budget goes toward staff salaries and benefits. She added that the BOD must be thoughtful of their resources as they navigate the budgeting process.

Ms. Kauffman stated that she served on the Legislative Committee. During budget season, she struggled with trying to build an education system that created joy through arts and community activities despite those areas being the most likely to have gaps in funding. Career and technical education were indeed important, but arts and music were

equally important because they brought joy to life. Education was the pathway to developing the components of a civic society that brought joy and meaningfulness to it, but education was more than just math and literacy. She added that the BOD needed to have priorities regarding providing curriculum while also providing the necessary support to ensure students achieve the curriculum goals set forth by the BOD. We need to produce a budget that supports a more comprehensive approach for systematic budgeting. Unrelated, she mentioned her concerns regarding the rise in gun violence at schools across the nation.

Ms. Hsu stated that she had the opportunity to attend the meetings regarding Kelly Middle School and YG. The district needed to make Kelly Middle School and YG whole. She was hopeful that secured funding would be available to do that in the future. Those schools were serving the most diverse racial, socioeconomic, and cultural populations and the BOD needed to invest in their futures by providing them with functional schools. She added that right now, those schools were not functioning. Lastly, regarding the April 2023 Advisory Meeting, discussions took place about restorative practices in schools, which she felt needed to be a priority. Those topics highlight the need for equity training, and she was waiting for that to happen.

Ms. Hays stated that she attended the North Eugene Community Meeting and appreciated those who participated. She also went to the Budget Committee Meeting and was relieved that she did not need to make budget cuts, having served on the BOD for 16 years. She accepted the invitation to visit Kelly Middle School during school hours to assess the situation. She acknowledged the importance of using their hearts and minds to think through problems and find creative solutions, as suggested earlier by a member of the public. Unrelated, her friend had recently spoke to a class at Churchill High School. Before the presentation, discussions took place between her friend and Churchill students. The students said they felt that they did not have a voice with building administrators or the school board regarding decisions, especially decisions that affected them directly. When her friend shared this story with her, it made her recall pivotal moments during her 16 years on the 4J BOD that were the result of hearing input from students, i.e., The Transgender Policy, an increase and improvement in athletic fields for female student athletes, free menstrual products in bathrooms, and the decision to decrease the number of parking spaces at the new Camus Ridge Elementary school in an effort to reduce carbon emissions. The board formed a committee to explore ways to increase student involvement and Ms. Hays requested an update on their progress. Ms. Hays spoke about the Board's use of Signal, an encrypted messaging service for instant messaging, voice, and video calls. During the March 1, 2023, BOD Meeting, she asked the board when they would discuss the Signal App. I first inquired about Signal discussions two months prior. At that time, I had the required number of votes to put Signal discussions on our agenda. This topic was supposed to be on the March 15, 2023, agenda, but it was not. Nor was it included on tonight's agenda. She inquired the reasoning for not including it on either occasion despite having enough votes to do so. She believed that it was imperative to have that discussion and get the information out in the open. She noticed there were board candidates in attendance. She stated that she had the opportunity to review the candidate forum and heard responses when asked how

candidates would manage dysfunction among the current BOD. She was sad to hear that one candidate put the blame entirely on one board member and said it should not be.

Vice Chair Lafer said the BOD was getting legal input regarding the board's use of the Signal App. He noted that he has stopped using Signal. He thanked the parents who were involved in the Autism Awareness event that took place earlier in the evening, and also thanked parents and students who held a briefing for the BOD in how services could be improved for students with disabilities and how the school district could move away from a behavioralist model and toward a relational model of instruction. He acknowledged the frustration regarding public testimony with no immediate response. He refrained from commenting on the proposed North Eugene demolition and the situation with Kelly Middle School and YG until it was time for those discussions as outlined in the agenda. He supported the requests made by the EOA teacher who commented earlier in the evening. He also agreed with the idea of having a simpler version of high school schedules, given the complexity of the change. Drastic under funding of the school system due to the unfairness of the tax structure was the main reason for problems across the district. The state was about to give a big tax kicker which would make the rich richer, the poor poorer, and schools worse. If the kicker moves forward as planned, people among the poorest 20 percent of Oregonians would receive an average of forty-six dollars, while the richest one percent of Oregonians would receive an average of forty-four thousand dollars. Two-thirds of the benefit of the kicker goes to the richest twenty percent, which are people who make more than one hundred thousand dollars per year. The calculation for the 4J School District, the amount that the kicker would cost us, was fifteen million dollars. If half of that money went to those who need it, not including the richest one percent, the remaining money would fund seventy-five teacher salaries or one hundred educational assistants (EA). That would be a game changer for the 4J school district. A vote on the BOD cannot change this. This could only change in Salem. As board members, we need to be leaders in Salem. Lastly, he said he was glad to be in the picket line with Peace Health nurses, who were fighting for their own contract. The 4J School District was trying to build up their technical education in healthcare, and those nurses were fighting in part so that when students graduate from 4J into a healthcare career, they would have a living-wage job.

Chair Rabasa thanked all the volunteers. She said 4J would be different without their services. She also thanked community members who organized the Autism Awareness event that took place earlier in the evening. Though she could not be in attendance, she celebrated autistic students and 4J staff. Regarding the use of the Signal App, the 4J BOD was using the app to discuss the former Superintendent, Shelley Berman, which was a violation of public meeting laws. She acknowledged Ms. Hays concern regarding the topic, and assured Ms. Hays that discussions would take place with a lawyer present at the next board retreat. She also acknowledged the weight of the decision that would occur later in the meeting regarding North Eugene High School. She noted that her son was a graduate of North Eugene High School and that she grew up in a trilingual home and was an ardent supporter of immersion programs. She would like to see every 4J student have access to language instruction that allows them to reach bilingual levels.

Until that day arrived, she assured those listening that she would hold an unwavering commitment to seeing all five immersion programs thrive. North region subcommittee meetings have focused on next steps for Kelly Middle School and YG, which included a proposed list of improvements and the costs associated with them. We asked and subsequently received feedback from staff, students, and parents regarding this topic. Further discussions about these two programs would take place later in this meeting. She took a moment to acknowledge a beloved fixture within the 4J community who had worked at Spring Creek Elementary School for over three decades, Kathie Tagwerker. Though she had decades of experience in her role as a food service worker, Kathie continued to bring a renewed sense of energy to work with her every day. She prepared breakfast, snack, and lunch with consistency and expertise, and she understood the dietary restrictions of every student. One of Kathie's greatest assets was her sense of humor. There was not a single person in the 4J community that did not love and adore her. Through the COVID pandemic, Kathie showed up everyday with a plan and a purpose to feed hundreds of students and families. At the beginning of this school year, the 4J district experienced staffing shortages, which resulted in Kathie having to work at a different school. It took four adults to fill her role at Spring Creek. When she returned three months later, everyone celebrated Kathie's work. She had been a member of the Oregon School Employee Association (OSEA) for more than thirty-four years. She was instrumental in getting 4J food services back to healthy food. Chair Rabasa said she had never heard a negative word about Kathie, and that was something in and of itself after thirty-four years. Kathie was someone you could always count on, and she continually showed strong union values through her actions.

X. CONSENT AGENDA – ITEMS FOR ACTION

XI.1. Approve Board Work Session, and Regular Meeting Minutes; February 15, 2023, Regular Meeting Minutes; March 1, 2023 – Amended, Board Work Session and Regular Meeting; March 15, 2023, Board Work Session; March 22, 2023.

XI.2. Contracts for Yearbook Publishing Services

XI.3. Approve SECURELY Subscription Service to the Cloud

XI.4 Approve Purchase of TWO TYPE 10 Vehicles

XI.5 Approve Ordering Replacement Mowers

XI.6. Approve Curriculum Adoption for Civics, Economics

Vice Chair Lafer moved, seconded by Ms. Newman to adopt the Consent Agenda as presented.

There were no other comments or questions.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0).

XI. ITEMS FOR INFORMATION

XIII.1. Standing Item for Information for Current Legislative Session Legislative Update
Presenter: Judy Newman, Legislative Board Subcommittee Chair

Ms. Newman gave an update. Both the Governor's budget and the Co-chair's budget had proposed 9.9 billion dollars for the state school fund. The Oregon Department of Education and the Oregon Professional Organizations for Education projected that it would take 10.3 billion dollars in the state school fund just to break even. The BOD was hopeful state legislature would fund that gap. The Legislative Committee had been meeting with the 4J financial department to translate what the gap in funding means to the 4J district. For 4J that would mean three million dollars each year for a two-year period. The 4J board would do everything it could to ensure education would not be under-funded. She noted that she was also in favor of a different tax structure and said it would take a state-wide effort.

XIII.2. Discuss the Possibility of Re-engaging Eugene Police Department in the District's Youth Services Efforts
Presenter: Andy Dey, Superintendent

In June 2020, the relationship between the Eugene Police Department (EPD) and the 4J District ended with plans to explore what a more comprehensive youth services effort would look like. Since that time, partnerships with 15th Night, Ophelia's Place, and the Oregon Social Learning Center developed. In addition, there are also efforts happening for suicide prevention. Regarding restorative justice, there was still a long way to go, but regardless of one's perspective on the role that EPD should or should not play in the 4J District, at the time, having only School Resource Officer's (SRO) was insufficient to provide wellness and the breadth of services that students need. There was no doubt that there was a need for assistance from the EPD. Not for school discipline, but for criminal investigations that involved students. If 4J were to bring back SROs, their scope of work would need to be more than an enforcement presence. The role that they would play would need to be clear because the district would want them to have good relationships with the students, staff, BOD, the entirety of the district, and the community. Superintendent Dey asked the BOD to engage in conversation regarding this topic.

Ms. Newman asked what the response was like for an emergency and what had become more difficult in the process since the removal of SROs.

Superintendent Dey replied in an emergency, EPD was responsive and tend to the needs. Officers were not familiar with the schools. They did not have relationships with administrators or staff or know the ethos of the school in the ways that SROs did. There was not a good connection with the investigative arm. At times, response time can be long due to a decrease in staffing within the EPD.

Ms. Hays stated she was in favor of building the most effective plan for youth services within 4J schools.

Superintendent Dey stated that this topic would return to a future meeting for action.

Ms. Newman stated that it would be nice to have a visual diagram of the comprehensive list of services for youth safety within the schools.

Chair Rabasa suggested a work session to refine the details of a youth safety plan that incorporated the progress made with the See Change Consulting Group.

XII. ITEMS FOR ACTION

XII.1. Existing North Eugene High School Building Decision

Ms. Hays moved, seconded by Ms. Hsu, to initiate discussion, and come to an agreement regarding the demolition of the existing North Eugene High School.

Superintendent Dey stated that \$725,000.00 in non-refundable System Development Charges (SDC) had to be paid before the district could obtain an Occupancy Permit and take occupancy of the new school. Until that cost was paid, an enormous number of items, including, but not limited to, furniture, equipment, and supplies, was sitting in a paid storage facility. Occupancy needed to be obtained as soon as possible so the process of moving into the new school could begin and the school would be set up and ready for the new school year in September 2023. Because of that, he did not want to delay a decision on this topic.

Ms. Newman asked Superintendent Dey to outline the costs in the deferred maintenance plan for the existing North Eugene High School. She noted that the maintenance plan was developed pre-pandemic and that inflation had occurred since that time.

Superintendent Dey stated that the costs associated with the deferred maintenance plan was not that high when decisions were made in 2018 and 2019. Since that time, cost estimations have gone up 30 to 40 percent. If the existing North Eugene High School were repurposed, there would be even more deferred maintenance added to that plan since nothing had been done in the past few years. For starters, the building would need a new roof, which was estimated to cost fifteen million dollars. It would also need a new boiler and piping, asbestos abatement, paint, sealant, fire suppression, and heating ventilation /air conditioning (HVAC). Once the district spends over a certain threshold, new city codes kick in, and things that were currently not up to code would need to be. To get that building to a place where it could be repurposed would cost thirty-four million dollars. Depending on what the purpose of the building would be, the building would need to be remodeled and that would cost additional money.

Vice Chair Lafer stated that he felt the North Eugene community was misled. In the bond, there was ten million dollars allocated to move Kelly Middle School, YG, and Corridor Elementary School. He stated that the community was told the option to move into the existing North Eugene High School would be available when construction of the new high school was complete. He acknowledged that construction costs had gone up by 40 percent. Regardless of how we got here, the result was that the community was misled. The BOD must do everything possible to do right by these schools. He did not believe that the co-location of Kelly Middle School and YG should continue. He came to this meeting ready to move forward with the decision to demolish the existing North Eugene High School because the costs associated with repurposing the building were not feasible. The public comments made tonight made an impact on him. He noted that the current 4J leadership did not create this situation, it was created by the leadership that was in place three years ago. He said for the sake of acting in good faith, the BOD should put off the decision to demolish the existing North Eugene High School so transparency could happen regarding options. He understands why his colleagues may decide to move forward with the demolition given the circumstances, and this conversation should have happened three years ago. Despite the circumstances, he would not be able to decide tonight. He added that more time was needed to provide complete transparency to the public before a decision could be made on his part.

Ms. Newman asked how long the decision would be postponed for if the BOD decided to postpone it.

Superintendent Dey replied that the district could take possession of the new school whenever it wanted, but that was not necessarily a wise use of dollars, in terms of the storage fees. He did not know how much more processing or discussion could be had before the next meeting. Construction was scheduled to be complete by the end of April 2023.

Ms. Hays acknowledged the time restraint for moving into the new school and asked if the decision were postponed until the next BOD meeting on May 3, 2023, that meant occupancy could not happen for an additional two weeks and SDC would be paid at that time.

Superintendent Dey said the invoice had already been prepared for SDC payment. He could not assure those in attendance that the district could back out of that agreement. He would need to gather more information to confirm that. There could be charges levied against the district if the BOD decided that the existing North Eugene High School stayed in place. The longer the district waited to make a public decision, the longer it would take for occupancy and the move-in process to begin.

Ms. Hays acknowledged that this was a tough decision. Though she did not think this decision was in bad faith. If Vice Chair Lafer thought he would have enough information within a two-week period, the option would be to decide to wait an additional two weeks or not.

Superintendent Dey said the decision was not up to the City of Eugene, it was a decision that the BOD had to make. This decision would allow the future of Kelly Middle School and YG to be determined. He acknowledged the intersection between what to do with the existing North Eugene High School and the future of Kelly Middle School and YG. He noted the future of YG was not solely dependent on the existence of the existing North Eugene High School. There would need to be big decisions made whether the building remained or not and either way, there was no straightforward way forward because both scenarios required money that the district did not have. Regarding the money that would have been used for the proposed purchase of the Eugene Water and Electric Board, much of that money was associated with ESSER, which would expire soon.

Chair Rabasa said if the BOD needed more time, she would be in favor of that and she appreciated the suggestion to postpone the decision. However, she felt that the conversation had strayed from the motion currently on the table. If the BOD wanted to change the conversation, an amendment should be made to the current motion.

Ms. Hays said she did not want to change the motion. She asked Vice Chair Lafer what would be different in two weeks or even a month.

Vice Chair Lafer replied that he did not need more time, he wanted to give the community more time so they could have an accurate picture of what the deferred maintenance plan was and what the options for the existing building would be. He thought a month was a more realistic period to postpone this decision for maximum transparency.

Ms. Newman asked what the current motion on the table was.

Chair Rabasa stated the motion was to decide whether to demolish the existing North Eugene High School. She acknowledged the idea behind a postponement of this decision but expressed concern that the public may be misled again.

Ms. Hays asked Ms. Hsu if she was willing to amend the motion and table the decision to put soccer fields on the land where the North Eugene High School currently was and move forward with the motion to demolish the building.

Ms. Hsu stated that would make sense to do that at this time.

Ms. Hays said she wanted to decide now so the planning could begin for the future of Kelly Middle School and YG.

Ms. Kauffman stated that she did not see the benefit of postponing the decision.

Ms. Hsu did not want to postpone the decision.

Vice Chair Lafer urged the BOD to postpone the decision.

Ms. Newman stated that she was not convinced two weeks of postponement would be effective but added that she would be committed to finding the best solutions.

Ms. Kauffman stated that she could relate to the emotions heard tonight regarding loss of North Eugene High School because the schools she attended growing up were no longer in existence. She noted that she understood the importance of students not being shuffled around and they needed space to grow and thrive. She noted she did not take this situation lightly and that the BOD needed to begin thinking of ways to memorialize that space and honor it because of its significance within the community.

There were no other comments or questions.

Chair Rabasa called for a vote.

The motion passed (5:1).

Chair Rabasa called for a five-minute recess at 9:36 p.m. The meeting reconvened at 9:53 p.m.

XII.2. Board Meeting Security Measures

Presenter: Maya Rabasa, Board Chair

The BOD had received recommendations from Foresight Security on steps that could be taken to improve security for board members at board meetings. Tonight, a motion to come to an agreement and approve those recommendations was needed.

Vice Chair Lafer moved, seconded by Ms. Hsu, to approve the two requests made by the 4J School District: the creation of security doorways in the hallway leading to the Par Room and the Par Room door reversal.

There was no discussion about the motion.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0).

XII.3. Book and Instructional Materials Challenge IIA–AR (2) – Policy
Presenter: Gordon Lafer, Board Vice Chair

Vice Chair Lafer moved, seconded by Ms. Hsu, to remove IIA–AR (2) from the name and rename it Book and Instructional Materials Challenge Policy.

Ms. Newman stated that it was unusual to have so many forms embedded into policy and requested an amendment to the motion to exclude the forms from the policy.

Ms. Hsu agreed with Ms. Newman's amendment.

Chair Rabasa asked what would happen to the forms.

Ms. Newman replied there would need to be a separate document for Administrative Regulations (AR) and those forms would be included in that.

Ms. Hays asked if the district had an attorney look at this.

Superintendent Dey stated that an attorney reviewed the AR, but an attorney was not consulted regarding the removal of the forms. If this were approved this evening, the BOD would draft the policy language and then bring the policy back to the BOD for approval. The administrative staff could then develop an AR and have get consultation on it.

Chair Rabasa said that would mean there would need to be an amendment made to the motion, vote the current motion down and make a new motion, or table until the new draft policy was presented.

Superintendent Dey said it could be tabled, or the board could adopt with an item for action at the next meeting to view the new policy.

Vice Chair Lafer said the most efficient way to do this would be to wait until the policy was revised. The board could decide to approve the revised version at the May 3, 2023, meeting. He then amended his motion.

Vice Chair moved, seconded by Ms. Hsu, to table this decision for a period of two weeks, upon which time Superintendent Dey would present a new policy with revised language to the board, and it would be an item for action at the next meeting on May 3, 2023.

There was no further discussion about the motion.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0).

XII.4. Complaint Received on February 17, 2023

Vice Chair Lafer moved, seconded by Ms. Hsu, to request that Superintendent Dey ask the complainant for an extension of time. The proposed amount of time was one month. If the complainant did not agree to an extension, the board would address the complaint at the May 3, 2023, meeting.

Chair Rabasa said if the complainant did not agree to the extension, a special meeting would need to be scheduled before the May 3, 2023, meeting so the BOD could deal with this in a timely manner.

There was no further discussion about the motion.

Chair Rabasa called for a vote.

The motion passed (5:1).

XII.5. Complaint Received on March 8, 2023

Vice Chair Lafer moved, seconded by Ms. Hays, to request that Superintendent Dey ask the complainant for an extension of time. The proposed amount of time was one month. If the complainant did not agree to an extension, the board would address the complaints at the May 3, 2023, meeting.

Chair Rabasa stated that if the complainant did not agree to the extension, a special meeting would not be necessary to deal with this in a timely manner, due to the date that the complaint was made.

There was no further discussion about the motion.

Chair Rabasa called for a vote.

The motion passed (5:1).

XII.6. Complaint Received on March 17, 2023

Vice Chair Lafer moved, seconded by Ms. Newman, to request that Superintendent Dey ask the complainant for an extension of time. The proposed amount of time was one month. If the complainant did not agree to an extension, the board would address the complaint at the May 3, 2023, meeting.

Chair Rabasa stated that she stated this complaint could be dealt with in a timely manner without asking for postponement. She added that she would prefer if discussion regarding this complaint could begin at this meeting.

There was no further discussion about the motion.

Chair Rabasa called for a vote.

The motion passed (4:2).

Ms. Hays asked Chair Rabasa if agenda item XIII.3. could be moved to agenda item XIII.1. since members of the public were still in attendance.

There were no objections from board members regarding this change to the agenda.

XIII. ITEMS FOR ACTION AT FUTURE MEETING

XIII.1. Kelly Middle School / YG Japanese Immersion School Location
Presenter: Maya Rabasa, Board Chair

The North Eugene High School subcommittee had been meeting for several years. Initially, it was a district committee. It shifted to be a board sub-committee to expand the voices to include students and parents, making meetings accessible to the community, and commit to transparency around this process, which was tied to accountability. Since the shift occurred, board membership went from Gordon Lafer and Maya Rabasa to Maya Rabasa and Michelle Hsu. As a committee, we had brainstormed possibilities while honoring the emotional toll this had taken on everyone involved. We had accepted that the fate of these two schools was unfortunate in that the result that came out of the co-location was not what the community had hoped for. We were now tasked with creating a plan that would set the stage for both schools to thrive. It should be emphasized that the decision we make is not exclusively regarding Kelly Middle School and YG, as both schools were elements of the comprehensive K–12 immersion programs. It had become evident that co-location was no longer acceptable. The question at hand was what would come next.

Ms. Newman proposed setting a rigorous timeline for a decision to be made by a certain date. She would like to have a chance to look at any financial information and the thought exchange that took place at the sub-committee meetings. She also proposed a few work sessions to discuss viable solutions.

Superintendent Dey stated that equally important to a timeline, he would like the board to provide him with clarity regarding what his task was because if his task were to find a location, he could do that. There was also the desire to have an articulated plan to ensure a robust K–12 program. He noted there were multiple Japanese immersion programs in multiple high schools, so it would be possible for easy decisions to be made and asked if that was something that the BOD wanted him to work on. He added that the community had made it clear that they want the program to remain in the north region of Eugene.

Vice Chair Lafer asked if YG moved to Willard, would that be a permanent solution. He requested that the cost of feasibility to move YG to Willard and the transportation costs involved with doing that be presented at the May 3, 2023, meeting. He also asked if maintenance of staff could be guaranteed.

Ms. Hays stated that she had heard creative ideas about where YG could go and requested that those ideas be investigated. She proposed that a permanent home for YG could also be secured with bond money. She stated that she needed to know how much money the district really had for this so the proposed ideas could really be thought through.

Ms. Newman said knowing the amount of money the district had for this was critical and the imitations on funding, i.e., the ESSER money. She asked what other high schools had Japanese programs.

Superintendent Dey clarified that they were not Japanese programs, just Japanese classes.

Ms. Newman asked if there were Japanese classes in any of the middle schools.

Superintendent Dey said no.

Chair Rabasa stated that it had been made clear that a plan to cover the entirety of the Japanese Immersion Program was needed, not just YG, but kindergarten through grade twelve. YG needed its own building. The Japanese Immersion Program needed support and infrastructure to grow and strengthen on all three levels: kindergarten, middle school, and high school. If YG moved to Willard, there was an ardent desire for the rest of the program to follow. It had been made clear that YG preferred to stay in the north region of Eugene. It was made clear that Kelly Middle School had to undergo funding cuts to support the co-location with YG. Those would be good guidelines to adhere to as we work through this process. Many ideas had been proposed, some more viable than others. One was that the board did not need to follow its educational specification (ED SPECS). The ideal lot size for an elementary school was eleven acres. Keep in mind that anywhere we build would also require parking and a playground, which would take more of that space. These were all things to consider.

Ms. Newman reiterated that she was in favor of creating a timeline and presenting it at the May 3, 2023, meeting.

Chair Rabasa said everyone needed to ask their questions now so Superintendent Dey could refer to his staff and have all the information at the May 3, 2023, meeting.

Ms. Hays stated that she did not think two weeks was long enough to gather all the information needed to decide. She said a comprehensive list of viable ideas should include timelines that state how long each idea would take to complete. She added that she would like the opportunity to have a two-way conversation with people in the community.

Chair Rabasa said that would be worth considering. She added that before time and energy were invested in all the different options, it might be wise to address the question of if co-location still an option. She had concluded that the solution would be finding a new location for YG, while not isolating it away from their middle and high school programs.

Superintendent Dey stated that he did not think a new location other than Willard would be possible to find before the start of the next school year. He suggested a comprehensive plan that included input from the community, students, and staff. He did not want to decide in a defined period, but instead, wanted the time to plan well. He would work with his communication staff and facility staff to gather information, present it to the people, with a chance for conversation. He would like to present ideas regarding what could be done by the May 3, 2023, meeting. This was a comprehensive process, but it could be done. A defined plan would be a work order that the new board would be able to follow.

Chair Rabasa stated that she would like a decision to be made no later than the first meeting in June of 2023.

Superintendent Dey stated that it was incumbent upon him, collaborating with staff, to maintain this as a priority so the board could decide. He just was not sure that a decision could be reached in that short amount of time and added that what they were trying to solve was yet to be determined. Everyone would have more clarity in two weeks after information was presented.

Chair Rabasa said June of 2023 should be the goal, if not a hard deadline for deciding.

There were no other comments or questions.

XIII.2. Consider Revisions to Board Policy BHD

Board Member Compensation and Expense Reimbursement

Presenter: Rob Hess, Chief of Staff

Mr. Hess stated that the proposed revision to the Board Policy BHD was for action at a future meeting. It included simple language that was recommended by the Oregon School Board Association (OSBA) which stated when board members attended conferences or events, or go on trips, those decisions would need to be voted on and approved by the board ahead of time.

Superintendent Dey stated that active approval by the board was important. He added that the board did not have an AR that defined the parameters of which orders would be compensated.

Chair Rabasa stated that she was surprised that was not in the policy. She was also surprised that reports were not required upon returning from a conference or event so the board could benefit and learn from the experience. She asked if anyone wanted to consider adding that.

Ms. Newman said that would be a good goal, but it could be difficult to do sometimes. She said they could try to do that but was not sure it needed to be part of the policy.

There were no other comments or questions.

XIII.3. Consider Revisions to Board Policy IGDJ: Interscholastic Sports

Presenter: Rob Hess, Chief of Staff

Mr. Hess Stated that this was a required policy based on legislation that was passed. It pertained to All Students Belong. He mentioned the section that the state had outlined that recognized equity, priorities, policy, and a transparent complaint process. OSBA made revision recommendations that included language regarding home-schooled students that stated home-schooled students must reside and participate in the school where they live, and the boundary where they live, not just any school.

Vice Chair Lafer asked if the organizations the district worked with would need to meet these criteria.

Mr. Hess said yes, this policy was based on new law.

Vice Chair Lafer asked if everyone was meeting these new requirements.

Mr. Hess said yes.

There were no other comments or questions.

XIV. SUGGESTIONS BY THE BOD FOR CONSIDERATIONS AT A FUTURE MEETING

Ms. Kauffman said regarding the new measures involving class drops, the full time equivalent (FTE), English language arts (ELA) and social studies standards, she would like more information on the plan for development and implementation.

There were no other comments or questions.

Chair Rabasa called for a recess so the board could enter an executive session at 12:00 a.m.

XV. ADJOURN

Chair Rabasa adjourned the regular meeting at 12:35 a.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

(Recorded by Diana Tisdale, LCOG)
Approved May 17th, 2023