

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

Date: March 15, 2023

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 5:00 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 March 10, 2023.

ROLL CALL

BOARD MEMBERS:

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

None

MEDIA:

KRVM, The Register-Guard

I. WORK SESSION

1. North Visioning Board Subcommittee Report

Chair Rabasa welcomed everyone and presented the North Visioning Board Subcommittee Report. An overview of the meetings leading up to tonight's work session was given. The shared visions/values identified are:

- The final decision needs to make both schools whole again.
- The decision needs to support YG.
- If anyone loses, everyone loses.
- Long-term versus short-term visions and rolling out solutions in phases.

Both groups shared some tangible needs such as the number of classrooms, bathrooms, water fountains, and creating an outdoor space. Complimentary visions included the logistics of physical space and the feeling of being "pitted against each other" were identified as problematic. Opposing visions, being at odds with each other, both schools requested access to the same spaces in the building and using resources for a separate school cafeteria versus other areas. Next steps include meeting with the community, collecting and evaluating community feedback, meeting again to discuss recommendations, decision-making, and rollout.

Member questions and concerns included clarification of the amount of money and the source of the revenue streams, delaying other projects until the next bond measure to cover the amount of money being asked for now, looking back to previous meetings for supporting documentation and

discussions, keeping the community updated and engaged using a variety of communication tools, guidance for members attending the neighborhood meeting, and guidelines for Subcommittee action versus Board action.

There was a consensus that next steps should include identifying a number of options based on the available budget and creating proposals to present during the next community meeting.

Ms. Hays asked for clarification of the difference and impact of the greenspace at North versus Churchill, Sheldon, and South. In addition, Members should have talking points ready when presenting to the community or responding to feedback.

Ms. Newman discussed including the supporting reasons for the options being considered when responding to community inquiries.

Chair Rabasa and Mr. Dey clarified that solutions will depend on the current budget, guidelines for decision-making at the Subcommittee level, the importance of engaging the community in this process, and informative talking points for Members.

II. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:03 p.m. The Board members that were present in-person or via video conference were noted for the record. Superintendent Dey led the flag salute, after which Chair Rabasa read the Land Acknowledgement.

Chair Rabasa noted that Reports from High School Student Representatives was moved to the top of the agenda.

IV. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Parker Anderson, North Eugene High School student representative, discussed the stress associated with the end of semester finals, looking forward to the upcoming break, the production of Sleepy Hollow just wrapped up, The Adams Family production will begin soon, Key Club is putting on a Beach Bash tomorrow night, and students remain frustrated at the lack of administration response to issues raised.

Chaz Mills, Sheldon High School student representative, discussed the Japanese Culture Exchange held at the school this week, student representatives were

sent to discuss the importance and benefits of the AVID program with district representatives, the dance team will be going to State, the choir performed a well-attended concert last Tuesday, the choir and band will attend a musical exchange and clinic with the University of Washington choir program director during spring break, the Forestry CTE program has been successful in building interest in the program in conjunction with a recent field trip, there are continuing concerns about mental health resources and limited access, students have appreciated the Extend-A-Day credit recovery program to achieve graduation goals, and students are working on a project based on research about transphobia and sports.

Rory Young, South Eugene High School student representative, discussed the upcoming school spirit activities/competition and implementation of Erin's law in schools.

Ren Washington, EOA student representative, shared her appreciation for the student representative role and would like to find ways to improve the overall student experience for online students and the district, especially as it relates to school pressure on mental health, and increasing resiliency.

Batafing Soumano, Churchill High School student representative, discussed the upcoming prom, an assembly by the choir and band, spring sports have started, many students are utilizing the Churchill Sports Clinic, and a recent assignments that caused controversy in the community.

V. AGENDA REVIEW

Chair Rabasa asked if there were any changes to the agenda. Vice Chair Lafer asked to add an item regarding the Superintendent working with the North Region Subcommittee. It was noted for the record that Ms. O'Rourke is now in attendance and asked that the item regarding the Matrix be postponed. Action items will be moved directly after the consent agenda.

VI. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey discussed the human sexuality assignment that generated significant negative community feedback. The school district has long standing traditions of prioritizing site-based decision-making and academic freedom with effective oversight. There were failures in these practices, in this instance. An internal review identified shortcomings that allowed for the delivery of this lesson and it will not be repeated. To be clear, the teacher did not create the lesson, but pulled it from the "Our Whole Life Sexuality" education section for grades 10-12, page 90. Rumors of the use of spinning wheels for this lesson have not been substantiated. There was confirmation of an online randomizer wheel with various non-sexual activities, that was utilized when following the "Our Whole Lives" lesson on page 172. The curriculum team provides guidance during the adoption of curriculum regarding what lessons align with state standards and provides tools on how those can be applied. In this case, there was inadequate oversight or support

surrounding the standards and best methods to meet those standards, relying on supplemental lessons rather than following the “Our Whole Lives” textbook verbatim. It has been determined thus far that there are no other classes using this lesson and we will make it clear to all health educators that this is not a lesson that the district endorses. This district is in the process of a curriculum review and adoption, that lesson will not be used again. Moving forward, our district will make sure that our faculty understand and follow district policy and state law by providing families information about health curriculum, which include clear unit information to allow for informed decision-making for all families and students to determine participation in some or all of the curriculum. We will ensure effective administration oversight and support for teachers needing to complete that task. We would like to thank those that shared their concerns with us. The District shares these concerns, acted immediately, and will continue to do so when concerns arise.

VII. ITEMS RAISED BY THE AUDIENCE

There was a consensus to allow the previously scheduled ten (10) public speakers to speak, ask the audience to sign up to speak, and reduce the speaking time to two (2) minutes. The Board will select at random from the remaining group. Chair Rabasa read the Board guidelines for public speakers.

Abbie Stillie, is a parent of a Kelley Middle School student and has concerns that the district is not taking into consideration their needs. The school does not have a dedicated library space or staff, lacks enrichment activities, and has low English and reading comprehension scores.

Michael Donahue, a community member, discussed the human sexuality assignment and was disappointed that the teacher and leaders had not apologized, nor been fired. He asked that the Board adopt a strict policy that protects students.

Dusty Stratton, North Eugene High student, discussed an incident that was reported, which was not kept confidential, and caused more problems that administration has not responded to.

Sonya Carlson, parent of a Kelley Middle School student, discussed the lack of programs, extra-curricular activities, and enrichment. There have been disturbing instances such as her son’s bus being 40 minutes late and the school being on lockdown, but staff did not notify parents of the situation.

Mike Litten, HR Director and parent, expressed that he is ashamed that the curriculum review was insufficient, and the employees should have been subject to a performance review. Our kids deserve better and if the Board can’t provide that, they should be fired or quit.

Sheena Bean, parent of three (3) 4J students, discussed the human sexuality assignment and would like to see the district focus on raising student scores and graduation rates. There should be a full third-party investigation and support for students regarding consent and equity.

Amy Klein, parent of a Churchill student, supports a full investigation and said the human sexuality assignment was disgusting. The details of the assignment were read allowed to demonstrate inappropriateness, policy review should happen during the curriculum review and approval, and the district didn't consider how horrible the assignment would be for those that have suffered sexual abuse.

Justin McCall, parent to a student assigned the sexuality assignment, expressed anger and frustration at the assignment and stated that the rumor about the randomizer wheel was real. He felt the teacher had abused the students in the class but the Board didn't discipline him because he is the football coach.

Mariko Plescia, parent of a Monroe Middle School student, asked the Board to use Student Success Act funds for more support staff and work toward smaller class sizes. This is a matter of equity for students so teachers have more time to be responsive to students dealing with mental health issues, manage bullies, respond to racism, and accessibility issues.

Ericka Thessen, parent of former students in the district, expressed appreciation to the student Board members and concerned parents for showing up. In addition, she spoke about the statistics regarding comprehensive sex education, which reduces risky behaviors, STD's, domestic violence, bullying, and homophobia. It needs to be done in a trauma informed manner and be age appropriate.

Steve Korin, parent of a Kelley Middle School student, is asking for emergency actions on behalf of the students, including speaking to the parents and put a plan into action for basic services and facilities, which matches all other schools in the district.

Nickolas, a Eugene property owner, was deemed disruptive/abusive, which is against Board policy and asked to leave immediately.

Emily Ashton, Churchill High School student, spoke about her interactions with the teacher that assigned the human sexuality assignment. She discussed the concerns of her fellow female students about the teacher's inappropriate behavior, not related to the class or the assignment. When she reported it to administration, she was dismissed and told to "shut it down" when other teachers overheard a separate discussion.

Janet Ayers discussed a car stolen from the school parking lot, phasing out the contract to rent parking spots to Willamette Family Inc., and disappointment about the human sexuality assignment.

VIII. COMMENTS BY BOARD CHAIR

This item was combined with Item X.

IX. COMMENTS BY EMPLOYEE GROUPS

No employee groups signed up to speak tonight.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman acknowledged student participation tonight and will look into relevant sports guidelines and expressed appreciation to the community for showing up to comment tonight. She felt the human sexuality assignment was inappropriate and offered an apology to students, parents, and community members. We should be providing trauma informed and fact-based comprehensive sex education. An overview of Judy Huemann's life as an advocate for disability rights was given in acknowledgement of her passing earlier this month.

Ms. Newman shared that she learned about the human sexuality assignment on social media and was shocked. Our job as Board members is to create better outcomes for our students, which this assignment was not. The Neurodivergent festival was a really good event and will have a Unified Basketball free event in April. LCOG had their annual awards dinner in Cottage Grove and raised over \$300,000 for senior meals. Lane County Commissioner Heather Buck was recognized for her work on fire recovery. The Holiday Farm Fire Team was also recognized.

Vice Chair Lafer offered an apology to students. Comprehensive sex education is important, but this assignment was inappropriate. The other allegations heard tonight should be investigated. The Board should look at the equity gap and staffing at Kelley before the next budget meeting. He attended Future Build CTE at LCC, the program will be expanding next year, and they hope to encourage more female students to participate. Decisions on how to spend Integrated Guidance money, the largest discretionary fund, are very important and is proposing to pay teachers to focus on summer program, developing an exit interview process for teachers that focuses on teachers of color and specialized areas due to the high number of teachers leaving, and increasing staffing for educational assistants.

Ms. Hsu discussed a documentary about Judy Huemann, students have a right to privacy, and appreciated student representative Chaz Mills for bringing outdated policy to the Board's attention. She attended the Kelley YG meeting and was impressed by students' information gathering and sharing what the needs are. Churchill held a gathering to show Everyone, Everywhere, All at Once in recognition of Asians in the film industry. The library advisory meeting at Chavez library was inviting and organized. North Eugene High School held a performance that included Parker. There was an Oregon Battle of the Books at

South Eugene High School, and the competition was lively. Future Build is a program with lots of potential for students.

Ms. Hays offered an apology to students that were given the human sexuality assignment. It wasn't appropriate and the Board is committed to making sure that never happens again. The longest sit-in was at the old federal courthouse by advocates for disability. More discussion needs to happen about the contract with EPD and next steps.

Chair Rabasa supported Mr. Dey's statement at the beginning of the meeting and trauma informed comprehensive sex education. The assignment was inappropriate and potentially harmful. Students deserve to feel safe at school and should be offered counseling services. An apology was given to students. The Town Hall last week discussed equity, especially for black students. It was well attended, guidance for policy review and meeting guidelines were discussed. The Legend of Sleepy Hollow was performed beautifully and directed by student Dusty Stratton. Four teams are headed to state finals for Battle of the Books. Classified staff appreciation week was celebrated and encouraged year-round.

XI. CONSENT GROUP – ITEMS FOR ACTION

1. Approve Minutes:
 - a. February 1, 2023 Regular Board Meeting
 - b. February 8, 2023 Executive Session
 - c. March 1, 2023 Regular Board Meeting
2. Approve Eugene Association of Substitute Teachers (EAST) Proposal/Memo of Agreement (MOA)
3. Approve Bond Counsel with Mersereau Shannon
4. Approve Private Alternative Education services Agreement #23-088

Vice Chair Lafer moved to approve the consent agenda, with the exception of the February 1st Minutes and items 3 and 4. Ms. Newman seconded the motion. **The motion passed unanimously (7-0).**

Ms. Newman moved to have items 3 and 4 moved to items for action. Ms. Hays seconded the motion. **The motion passed unanimously (7-0).**

Vice Chair Lafer moved to approve the February 1, 2023 Minutes and to pull the March 1, 2023 Minutes for discussion. Ms. Newman seconded the motion. **The motion passed unanimously (7-0).**

Ms. O'Rourke moved to change the March 1, 2023 minutes to accurately reflect what happened before the recess. There was not a second. **The motion failed.**

XII. ITEMS FOR ACTION

Vice Chair Lafer moved to have items 3 and 4 to the end of the items for actions. Ms. Kauffman seconded the motion. **The motion passed unanimously (7-0).**

Ms. O'Rourke moved to revise the March 1, 2023 minutes to accurately reflect what happened before the recess. Ms. Hays seconded the motion. **The motion passed unanimously (7-0).**

Member comments and questions included that a vote took place before the recess and that the vote was interrupted before the recess.

Vice Chair Lafer made an amendment to the motion to direct Mr. Dey to have staff review the March 1, 2023 meeting and report back to the Board at the April 19, 2023 meeting for the purpose of correcting the March 1, 2023 minutes. **The amended motion passed (7-0).**

1. Approve the Academic Calendar for 2023-2024 – presented by Ms. Newman

Ms. Hays moved to approve the Academic Calendar for 2023-2024 with the noted compromise Superintendent Dey and Vice Chair. Lafter. Ms. Newman seconded the motion. **The motion passed unanimously (7-0).**

There was a consensus by the Board to take a 5-minute break.

2. Approve Integrated Guidance Plan – presented by Ms. Newman

Ms. Hays moved to approve the Integrated Guidance Plan, as presented. The motion was seconded by Ms. O'Rourke. **The motion passed unanimously (7-0).**

Member comments and questions included using more funds for summer programs, future development based on interest, adding funds to build an exit interview program, using an outside third-party for exit interviews, the decision-making strategy for this plan, making sure there are adequate education assistants, raising the pay rate for tutors, the final review process, increasing PE minutes, scenarios adding more educational assistants for the budget meetings in May,

Mr. Dey clarified the current funding for summer programs, HR exit interview processes, interest in summer programs, feedback that guided this plan, grant

funding for staff pay, steps in the final review process, waivers for PE minutes, and the average number of open positions in the district is 25.

Vice Chair Lafer made a motion to ask the Superintendent Dey to provide to the Board by May 1st various budget scenarios to add 30 educational assistants. Ms. Kauffman seconded the motion.

Vice Chair Lafer amended his motion to include a cost comparison analysis with other paraprofessional positions and cuts to staff. **The motion failed (3-4).**

Member comments and questions included concerns about supporting the motion due to a large number of targeted areas that need decisions, clarification of the current number of open positions, increasing frustration for applicants that apply but don't hear back from the district, balancing a need for staff with additional funding for positions that don't get filled, finding more than one proposal to accomplish goals, adding positions means adding a sustainable training and retention program, and decision-making is difficult without knowing the dollar amount or having a conversation.

Ms. Newman moved to ask staff to present some options that enable putting more resources into classrooms that support staff. Ms. O'Rourke seconded the motion. **The motion passed unanimously (7-0).**

Member comments and questions included adding more specific thresholds for clarification to the budget committee, balancing the thresholds so the direction isn't too broad or too narrow, and getting information at the next meeting.

Ms. O'Rourke called the question, which **passed unanimously (7-0).**

3. Board Member Support – presented by Mr. Dey.

Superintendent Dey would like direction from the Board on how to respond Ms. O'Rourke's request for support. Ms. O'Rourke stated that she is asking for support, such as training, for issues surrounding the racism she has experienced.

Ms. O'Rourke made a motion to allow the district to use the policy in place to support Board Members. There was not a second. **The motion failed.**

Member questions and concerns included clarification of the policy and updating the policy.

Mr. Dey clarified the policy of repayment for training, travel, etc., with approval from the Board. He is asking for clarification and direction on how to apply the BHD policy to expenses that are not historically covered.

Chair Rabasa read the BHD policy into the record.

Ms. Hays moved to renew the contract with Impact Coaching from Eris Conflict Resolution for an additional 90 days. Ms. Newman seconded the motion. **The motion failed (3-3).**

Member comments and questions included clarification on whether the policy has been followed consistently, concern regarding a possible conflict of interest, tabling the question until the policy can be reviewed so as not to continue to unknowingly violate the policy, concern about whether the request is outside of policy even though it's under review by the Board, whether coaching or therapy is covered by the policy, and whether an attorney has been consulted.

Ms. Newman called the question, which **passed unanimously (7-0).**

It was noted the Ms. Kauffman left the meeting.

CONSENT AGENDA ITEM NO. 3

Ms. Newman made a motion to approve the contract for the Bond Counsel with Mersereau Shannon. Ms. Hays seconded the motion. **The motion passed unanimously (6-0).**

Member comments and questioned included whether the contract had been reviewed by an attorney.

Mr. Dey clarified that the contract review process, which includes counsel review.

CONSENT AGENDA ITEM NO. 4

Ms. Newman made a motion to approve Private Alternative Education services Agreement #23-088. Ms. Hays seconded the motion.

Member comments and questioned included whether the contract had been reviewed by an attorney.

Mr. Dey clarified that the contract review process. **The motion passed unanimously (5-0).**

It was noted that Ms. O'Rourke left the meeting.

XIII. ITEMS FOR INFORMATION

1. Legislative Board Subcommittee Standing Item for Information During the Current Session – Presented by Ms. Newman

There was a consensus to accept the written report as presented, without further discussion.

2. Board Goal Setting

This item was postponed to a date to-be-determined.

3. Board Member Communication and Calendar Protocols – Presented by Mr. Dey

Member comments and questions included concerns regarding communicating as a Board, lack of consistency, monitoring and managing appearances at meetings, and the appearance of some Board members attending meetings because it carries more weight.

There was a consensus to add this item to the agenda for the retreat.

XIV. ITEMS FOR ACTION AT A FUTURE MEETING

1. Book and Instructional Materials Challenge Policy

Member comments and questions included clarification of the manner in which materials are adopted.

There was a consensus to move this item to a date to-be-determined.

2. Board Meeting Security Measures

There was a consensus to move this item to a date to-be-determined.

Ms. Hays suggested adding a review of the HBP, Electronic Communications Policy, and the EPD contract to a future meeting.

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

Chair Rabasa said that the next regular meeting would be April 19, 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~~

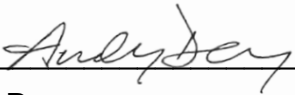
APRIL: Wednesday, April 19

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 11:12 p.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

(Recorded by Grace Jelks)

Approved April 19, 2023