

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

Date: October 12, 2022

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 5:30 p.m., a regular Board meeting at 7:00 p.m., and an executive session immediately following the regular Board meeting 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 October 7, 2022.

ROLL CALL

BOARD MEMBERS:

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

STAFF:

Andy Dey, Superintendent
Rob Hess, Chief of Staff
Matt Brown, Director of Finance
Debbie McKim, Executive Assistant / Board Secretary

EMPLOYEE ASSOCIATIONS:

Seth Pfaefflin, President, and Misty Jackson, Incoming President - Managers, Administrators, Professionals and Supervisors (MAPS)

MEDIA:

KRVM, The Register-Guard

I. WORK SESSION: BOARD GOALS

Chair Rabasa welcomed the Board members and asked Vice Chair Lafer to review the proposal the Board had received earlier.

Mr. Lafer summarized that the proposal was a combination of the document that Robin Quirke had sent and some were from his own notes. There were sixteen goals that had been discussed. These goals were above and beyond the required actions that the Board needed to take in the upcoming year.

Mr. Lafer said that there were five areas: making equity real; improving inclusion and outcomes for students with disabilities; strengthening and expanding the number of Career and Technical Education pathways; improving mental health supports; and creating more engaging classes and improving educator morale and retention. He added that some of the areas were already being worked on but all required an extensive review and exploration to determine how to approach the

work. The Board and staff might decide to bring in additional expertise to determine the best way to advance the goals.

Vice Chair Lafer continued that more conversation would be needed to determine whether the goals were specific, measurable, and achievable in a timely way. Mr. Lafer said it would be important to identify leadership in each of the five areas, which would be accomplished through the same process that other Board members had been identified for committee work.

Ms. Newman asked Mr. Lafer to explain how the five areas he had defined encompassed all sixteen goals. In particular, she wondered where parent engagement fit into the five areas. The desire to defund Oregon School Board Association was also mentioned as a goal that stood apart from the five areas of exploration.

Ms. O'Rourke said that the Board would need to create specific and measurable goals for the Superintendent from the wide-ranging areas that Vice Chair Lafer had presented. She did not consider them Board goals. She also questioned how the Board would equally divide the work needed. Ms. O'Rourke proposed that the Board choose a few goals that could be achieved in either one, three or five years. Goals would need to be actionable so that the Board supported the success of the Superintendent.

Ms. Hsu agreed that many of the goals would take more than a year. Creating a measurable goal would set a high mark for the Superintendent. Chair Rabasa added that the "A" in SMART goals could stand for "aspirational" and some goals might not be achieved during their tenure on the Board.

Ms. Hays agreed that the goals were very aspirational. She wanted to pare the list down so that it was more clear. Ms. Hays also hoped to see the goal about parent engagement receive more attention: she considered it a priority.

Vice Chair Lafer agreed that not everything on the list he presented was actionable. He considered the Board's role as defining the high-level priorities of the district from which a list of actionable goals could be determined.

Ms. O'Rourke did not consider the job of the Board to define how the district organized its work, rather than to create policy to support goals. She added that the Board was involving themselves in the day-to-day work of the district. She did not want to create unachievable goals for which the Superintendent would be responsible.

There was further discussion about how the Board should approach creating goals and priorities for the district.

Chair Rabasa suggested that the Board was not in a place to vote and asked someone to make a motion to table the action that was to take place during the regular meeting.

Vice Chair Lafer said that it was important to make a distinction between long-term goals and direction for the district and the goals that the Superintendent's evaluation would be based on. He considered it appropriate for the Board to engage in conversations at the workgroup level.

In response to a question from Ms. O'Rourke regarding tabling the vote on goals, Chair Rabasa said she wanted to give Superintendent Dey an opportunity to provide comment and his thoughts regarding the Board's goals. She added that Dr. Dey would be measured on the goals that he defined. Ms. O'Rourke asked Dr. Dey whether he wanted to make any comments.

Dr. Dey responded that he had been making notes regarding what areas of the Board's priorities might be measurable and achievable. He added that some goals might be easy to do and some would be long-term goals that changed over time as milestones were met.

Ms. Newman agreed that the Board's role was to create policy and approve a budget, but was also to provide a vision and strategy. She questioned whether the strategic plan that was already in place needed to be revisited and revised.

Vice Chair Lafer wondered whether a better way to approach the goals they were discussing was to make them the focus for the future.

The Board discussed how and if to move forward with the current list of goals and if so, how to prioritize them. Ms. Hays felt a sense of urgency to get started somehow since it was already October. Chair Rabasa reiterated her desire to identify themes or patterns in the goals that the Board had written—if the Board could accomplish that, they might be able to agree on priorities to move forward.

Dr. Dey recognized that each of the goals were personal and important to individual Board members. He added that there was overlap between what the district was working on and what the Board had identified as priorities.

Vice Chair Lafer suggested that he and Chair Rabasa meet with Superintendent Dey and return to the Board with a revised plan.

Chair Rabasa thanked Ms. Hsu for her final comments and expressions of discouragement that the Board had not made progress that evening. Ms. Rabasa asked the Board to hold time on Wednesdays for a continued discussion, thanked them for their time, and reminded them to return at 7:00 p.m. for the regular Board meeting.

II. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:01 p.m. and reported that Vice Chair Lafer, Ms. Hays, Ms. O'Rourke, and Ms. Hsu were present. Ms. Hasija Kauffman was absent. Superintendent Dey led the flag salute, after which Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

Chair Rabasa solicited changes to the agenda. Ms. O'Rourke moved to change Item XI: 1 - Consider for Approval Board Statement Supporting Measure 114 from an item for action to an item for action at a future meeting. She clarified that had been her understanding after the

Leadership meeting. Vice Chair Lafer seconded the motion. Ms. Newman had hoped that the item could be discussed as an item for action because of the timing of the upcoming state elections. **The motion passed 5:1** with Chair Rabasa, Vice Chair Lafer, Ms. O'Rourke, Ms. Hays and Ms. Hsu voting for, and Ms. Newman voting against.

Vice Chair Lafer moved to table Item XI: 2 - Approve Board goals until after the Board could have further discussion. Ms. Hays seconded the motion. After soliciting discussion, Chair Rabasa called for the vote. **The motion passed 6:0.**

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Chair Rabasa welcomed Superintendent Dey to give a report.

Superintendent Dey thanked staff for their hard work and for sharing their concerns with him. He reassured staff that he was listening and working to implement change. Dr. Dey thanked the Facilities team for their efforts to mitigate the effects of the Cedar Creek Fire on inside air quality. He reported that the whole team was monitoring the situation to keep the district safe. Warehouse staff were on standby to deliver KN-95 masks if needed. The ionization equipment that had been installed during the COVID-19 pandemic was being used to reduce particulate matter in building air supplies. He urged families and staff to do what was best for them to ensure their personal and family health.

Superintendent Dey reported that it was already secondary school mid-terms and asked parents and caregivers to check their students' work to support their ongoing success.

Dr. Dey added that the Department of Human Resources was removing as many barriers as possible to the application process so that they could fill open positions. Dr. Dey would report back to the Board the results of their efforts.

VI. 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.

Roscoe Caron said that Oregon School Employee Association members were deserving of just pay, benefits and working conditions. He added that great harm had been made to teachers and students because of the overwhelming testing environment, and shared reports of the ineffectiveness of the tests. He summarized that as long as people took no action, things would remain the same and asked the Board to change to a more useful and balanced assessment system.

Larry Lewin shared that he had come to the Board a year prior asking whether the district was addressing the emotional and social needs instead of trying to catch them up on lost learning. He continued that the same issue was before the current Board and asked what they would do to change the school environment. Mr. Lewin added that classified staff were equal partners in the district and asked the Board to approve new wage and benefit requests during upcoming bargaining.

VII. COMMENTS BY EMPLOYEE GROUPS

Chair Rabasa welcomed Mr. Pfaefflin, President of Managers, Administrators, Professional and Supervisors (MAPS) and Ms. Misty Jackson, incoming President. Mr. Pfaefflin shared a story about a young student he had met that day and invited the audience to explore a career with the district as a teacher or educational assistant.

Ms. Jackson shared that she had been with the district since 1999 working in instructional technology as a classified employee. Her position was reclassified as a MAPS position and she currently worked under the direction of Steve Menachemson. She was excited to represent MAPS.

VIII. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Hsu shared that the Student Voice subcommittee had distributed applications to the five high schools and the subcommittee in hopes to be able to choose two from each of the traditional high schools and one representative from the alternative high school. She looked forward to having students participate in Board meetings. Ms. Hsu added that there were new teacher librarians in three elementary schools and was certain that they would be an enhancement to the learning experience of students. Ms. Hsu had attended the Equity Advisory Committee meeting and heard students express their priorities. She had also heard from students at Kelly Middle School to make improvements to their school climate. She added that the students would be joining the North Region Visioning meeting in the future and she looked forward to seeing them again.

Vice Chair Lafer thanked Mr. Lewin and Mr. Caron for reminded the Board to focus on students' emotional health as opposed to test scores. Mr. Lafer had sat in on classified bargaining conversations. He was also on the picket line at PeaceHealth Riverbend and urged the community to support worker requests for a living wage. Mr. Lafer called attention to the work of Anna Grace who was traveling to Iran to learn more about the culture and return to enrich her teaching. Mr. Lafer shared Ms. Hsu's excitement about the addition of librarians at some elementary schools. He listed some of the benefits of having librarians in schools and hoped that the district would make the most of their expertise.

Ms. Newman said it was deeply disturbing to have to be fighting to protect the core values of the nation, and added that the antidote to hopelessness was to take positive action. Ms. Newman was working on the passage of Measure 114 to combat gun violence, which was the leading cause of death in many age groups and socio-economic groups. Ms. Newman pointed out some of the loopholes in current gun safety laws and listed some of the highlights of the bill, including safety training and the ban of sales of high capacity magazines. Ms. Newman urged the Board to join Lane Community College and Eugene Education Association in supporting Measure 114. Ms. Newman reported that Eugene Education Fund had received more than eighty grant requests and was reviewing the applications with a goal to award grants in November. Ms. Newman said that EEF was hosting its first fun run, for which people could register as an individual or as part of a team. She looked forward to having fun at the event.

Ms. O'Rourke read from the Injury Epidemiology Journal regarding the racial inequality that shaped the way people lived and died. The author of the article specifically listed gun violence

and incarceration as intrinsic problems for unequal application of laws and treatment. Ms. O'Rourke read additional information to point out her concerns with Measure 114. She said that it was a way for white America to keep guns out of the hands of black legal owners. She asked persons to be critical in their thinking around the measure and how it might add to racist treatment of individuals and keep disparities in place. Ms. O'Rourke asked the authors of the measure to take into account the voices of those who were left out of.

Ms. Hays thanked those who had made public comment. She thought that the questions raised were important. Ms. Hays had spent personal time on the east coast. She added that the day prior was National Coming Out day and reflected that the changes in the district were heartening. Ms. Hays thanked the Board for their time in the work session and looked forward to positive outcomes.

Chair Rabasa had also met with students during the Equity Advisory Committee meeting that left her inspired and more informed. She said that students shared their lived experience and suggestions for positive change. Ms. Rabasa also met with Kelly Middle School students to learn about their suggestions for the North Vision. Expertise imparted by students is impossible to reproduce. Chair Rabasa visited the Transportation Department to meet with drivers and those who scheduled the routes. Ms. Rabasa said that she was welcomed with warmth, kindness and support and was given a master lesson in leadership by Mr. Art Hart, Director of Transportation. Ms. Rabasa highlighted the driver of Route 62, Larry Orticke who had been a bus driver for nine and a half years. Chair Rabasa rode on Larry's afternoon route and learned all the details of driving a bus and also Larry's philosophy as part of a team of educators. Ms. Rabasa shared a story about the personal choice that Mr. Orticke made to return to a school to pick up a student.

IX. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Meeting Minutes for the following Board Meetings:
September 7, 2022 Board Meeting and September 21, 2022 Board Meeting
2. Approve Request for State Revenue from Lane Service District (ESD)
Presenter: Matt Brown, Director of Financial Services

Chair Lafer moved, and Ms. Newman seconded the motion to adopt the Consent Group.

The motion passed 6:0.

X. ITEMS FOR INFORMATION

1. Receive an Update on Student Board Representative Selection Process
Presenter: Maya Rabasa, Board Chair

Ms. Hsu said she had sent out a copy of the plan prior to the meeting. The plan had been distributed to all of the schools and the committee was waiting to hear from each school their selections. The committee would prioritize students from traditionally underrepresented groups. Ms. Hsu continued that the group hoped to make their final selection so that the Board could welcome student representatives to the last meeting in November.

In response to a question by Vice Chair Lafer, Ms. Hsu said there would be two representatives from each comprehensive high school and one from the alternative high school.

Ms. O'Rourke wondered whether Board policies would be aligned with the new desire to have two representatives instead of one. Chair Rabasa said that the Board had voted to change the Board policy to allow an unrestricted number of student Board representatives.

Ms. Newman asked who would facilitate the discussions of the student advisory groups. Ms. Hsu said that they would be facilitated by one of the Student Voice subcommittee members. Ms. Newman also wondered who would make the final selection for representatives. Ms. Hsu responded that the choice would be a collaborative effort between the schools, regional equity coordinators and the subcommittee. Chair Rabasa added that the subcommittee asked the schools and regional equity coordinators to submit no more than five names for consideration.

Ms. Hays asked for clarification that Board Policy BCBA – Student Representatives to the Board had been updated to allow two students to represent each high school. Ms. O'Rourke said that her desire was to have no restriction for representatives, which Chair Rabasa confirmed had been the action taken.

XI. ITEMS FOR ACTION

1. Consider for Approval Board Statement Supporting Measure 114

Presenter: Judy Newman, Board Member

This item was moved to Section XII – Items for Action at a Future Meeting.

2. Consider for Approval Board Goals for 2022-23

Presenter: Maya Rabasa, Board Chair

This item was tabled pending further discussion.

XII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider for Approval Board Statement Supporting Measure 114

Presenter: Judy Newman, Board Member

Ms. Newman referred to a draft statement included in the Board packet. She mentioned that the Board had already made a resolution in 2019 regarding firearms. Various groups in Eugene were supporting Measure 114 of which NAACP was the co-sponsor. Ms. Newman solicited questions.

Ms. O'Rourke said that it was important to understand how bias worked. She added that the measure would not stop white people from owning guns, but would limit black and Latin-X persons from legally owning them. She added that an equity lens had not been applied.

Vice Chair Lafer asked which parts of the measure would restrict gun ownership by economic class. Ms. O'Rourke answered that background checks would limit anyone who had been to prison from owning a gun. Ms. Newman suggested getting information from the groups who had vetted the measure.

Ms. Hays needed to take some time to look at the particulars of the measure so that she could resolve some of Ms. O'Rourke's concerns. Chair Rabasa suggested they could compile a list of questions.

Ms. O'Rourke said that one of the responses that they might hear is that the majority of persons harmed by guns were Black, Latin-X, and from Indigenous communities, which was a form of white savior complex. She added that the local chapter of the NAACP was mostly white. She suggested that the Board respond that the measure was not about changing culture, which was most important. In response to a question by Chair Rabasa, Ms. O'Rourke said that there were groups on both sides of the issue who could respond to the measure.

There was further discussion about whom could respond to questions. Mr. Lafer was looking for factual responses to the issues that Ms. O'Rourke had raised about the disproportional impacts of the measure. Ms. Hays commented that the conversation they were having was more important than the Board's endorsement. She wanted to know how the measure perpetuated inequities.

Chair Rabasa summarized that there would be additional time at the next Board meeting for a longer conversation. She asked Superintendent Dey to add to the Friday memo any information that might be useful in the discussion. The group agreed without objection to the summary that Chair Rabasa gave.

Ms. Newman thanked the Board for bringing additional insight to the meeting and looked forward to having another chance for discussion on the unintentional and intentional consequences of the measure.

2. Review Budget Committee Selection Process

Presenter: Rob Hess, Chief of Staff

Chair Rabasa introduced Mr. Hess to share the Budget Committee selection process. The important parts of the process were: to determine what dates to open and close the application process; to screen applicants prior to a work session; to interview candidates in a work session; and to select the two new committee members at a public meeting. Mr. Hess referred to a possible timeline for the whole process.

Chair Rabasa shared that the Equity Advisory Committee had discussed the requirement of Senate Bill 732 Board to have a member of that committee also sit on the Budget Committee. They had agreed that if someone from the Equity Committee wanted to serve on the budget committee, they should come forward to be appointed. Chair Rabasa continued that a member of the Equity Advisory Committee had indeed expressed their desire to serve on the Budget Committee, so the Board would have only one spot to fill from the community-at-large.

Ms. Hays asked for, and received additional clarification from Chair Rabasa, that the person from the Equity Advisory Committee had met all the qualifications to serve.

Vice Chair Lafer asked that the Board consider their extensive commitments and use the least time-consuming way to choose the final candidates for the Budget Committee. Mr. Hess suggested that the Board screen and rank applicants on their own with a goal of interviewing four or five. If the Board agreed, he would create a process to present at the next Board meeting.

In response to a question from Ms. Newman, Chair Rabasa said that there had been three people absent from the Equity Advisory Committee meeting who were contacted later. The person who indicated interest was among the three absentees. Mr. Hess clarified for Ms. Newman that all Board members would see the written applications and rank them to narrow down the candidate pool.

After additional discussion, it was agreed without objection that the Board would narrow down the candidates as a group before the finalists were interviewed. Mr. Hess would create a proposal and bring it at the next Board meeting.

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

Chair Rabasa said that the next regular meeting would be October 19 and solicited items for a future meeting.

1. 2022–23 Board Meeting Calendar:

~~AUGUST 2022: Wednesday, August 3 and Wednesday, August 17~~

~~SEPTEMBER: Tuesday, September 6 Board Retreat; Wednesday, September 7 and Wednesday, September 21~~

OCTOBER: ~~Saturday, October 1 Board Retreat; Wednesday, October 12; Wednesday, October 19 and Monday, 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 and Wednesday, February 15

MARCH: Wednesday, March 1 and Wednesday, March 15

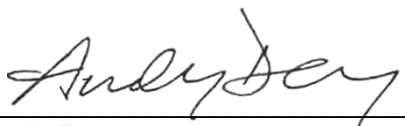
APRIL: Wednesday, April 19

MAY: Wednesday, May 3 and Wednesday, May 17

JUNE: Wednesday, June 7 and Wednesday, June 21

XIV. ADJOURN

Chair Rabasa adjourned the regular meeting at 8:55 p.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

XV. EXECUTIVE SESSION

Following the regular Board meeting the Board convened in executive session to consider matters relating to school safety or a plan that responds to safety pursuant to ORS 192.660 (2) (k).

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.

Executive sessions involving deliberations with persons to carry on labor negotiations, or to consider the expulsion of a student or matters pertaining to a student's confidential medical records, are not open to the news media.

(Recorded by Eliza Drummond)
Approved 11/02/2022