

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

Date: August 2, 2023

The Board of Directors (BOD) of Eugene School District 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m. and a regular BOD meeting at 7:00 PM in-person at the Education Center, 200 North Monroe Street in Eugene, Oregon, via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on July 28, 2023.

ROLL CALL FOR EXECUTIVE SESSION

BOARD MEMBERS PRESENT:

Maya Rabasa, Chair
Jenny Jonak, Vice-Chair
Judy Newman
Rick Hamilton
Tom Di Liberto
Morgan Munro

STAFF:

Andy Dey, Superintendent
Jenna McCulley

MEDIA PRESENT:

NONE

I. EXECUTIVE SESSION

The board convened in executive session to "conduct deliberations with persons designated by the governing body to negotiate real property transactions," pursuant to ORS 192.660 (2) (e).

The board will consider records that are exempt by law from public inspection pursuant to ORS 192.660 (2) (f). Executive Sessions are not open to the public. All matters discussed during executive sessions are confidential and shall not be disclosed by any representatives of the news media without authorization by the school board.

Agenda Item Type: Action Item

Executive Session Adjourned at 6:30 p.m.

ROLL CALL FOR REGULAR BOARD MEETING

BOARD MEMBERS PRESENT:

Maya Rabasa, Chair
Jenny Jonak, Vice-Chair
Judy Newman, Director
Rick Hamilton, Director
Tom Di Liberto, Director
Morgan Munro, Director

STAFF:

Andy Dey, Superintendent
Jenna McCulley, Chief of Staff
Collina Beard, Chief Business Officer
Debbie McKim, Board Secretary
Brooke Wagner, Director of Human Resources
Ryan Spain, Director of Facilities Management
Steve Menachemson, Director of Technology
Matt Brown, Director of Finance

MEDIA PRESENT:

KRVM
Register Guard

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. She said the names of board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

A proposal to amend the previously adopted meeting minutes from June 7, 2023, was made by Chair Rabasa. There was no objection by other board members.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey thanked everyone for their work in preparing for the upcoming school year. He recognized Martha Dyer as the Oregon Teacher librarian of the year.

There were no other comments.

VI. COMMENTS BY BOARD CHAIR

Chair Rabasa did not make comments at this time.

VII. ITEMS RAISED BY AUDIENCE

A member of the public said that the board used a flawed complaint to file an equally flawed reprimand against the interim 4J superintendent, resulting in complaints being filed against the board as a whole. The board voted to dismiss those complaints, which

confounded their wrongdoing. No one is so wise as to serve as their own judge. They asked that the board modify its rules, protocols, and policies to ensure that board action was appropriate and proper.

A member of the public expressed their desire for the board to have more public meetings. They hoped that the divisiveness in the public education sector would be brought to a minimum.

A member of the public asked the board to consider re-instating grant money for restorative practices work.

There were no other comments.

VIII. COMMENTS BY EMPLOYEE GROUPS

There were no comments.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman welcomed the new board members. She thanked Michelle Dunn for their work on the Unified Physical Education (P.E.) program. She echoed Superintendent Dey in recognizing Martha Dyer as the Oregon Teacher librarian of the year.

Mr. Di Liberto thanked Debbie McKim for ensuring new board members had everything they needed. He noted that he attended one of the Unified P.E. classes at Howard Middle School. He also attended a question-and-answer session for a University of Oregon teaching class and toured Connect Lane County.

Mr. Hamilton was hopeful that board members would build healthy relationships. He attended one of the Unified P.E. classes at Howard Middle School, and the Asian Festival. He spoke with a 4J student who expressed concerns about the lack of medical centers in the school district.

Vice Chair Jonak said she also attended one of the Unified P.E. classes. She noted she spoke with the same student that Mr. Hamilton referenced regarding the lack of health centers in 4J. They were also concerned with expanding mental health support for students. Vice Chair Jonak was hopeful that the board could find ways to work with mental health professionals in the future.

Chair Rabasa said she attend the Unified P.E. class. She thanked Superintendent Dey for recognizing Martha Myer and echoed his sentiments for her accomplishments.

X. CONSENT GROUP

X.1. Approve Meeting Minutes for the following Board Meetings:
June 21, 2023 Executive Session and Regular Board Meeting;
July 5, 2023 Regular Board Meeting

X.2. Approve Bond Project — Camas Ridge Elementary School: Playground Equipment/Rubber Surfacing

X.3. Approve Multi-Site Ventilation Improvements

MOTION: Ms. Munro moved to adopt the consent agenda as presented EXCEPT for the meeting minutes from June 21, and July 5, 2023. Mr. Hamilton seconded this motion.

Chair Rabasa asked if there was any discussion.

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

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of adopting the consent agenda items 2 and 3.

Consent agenda item 1 was pulled from the consent agenda and corrections were suggested to both sets of proposed meeting minutes on June 21st and July 5th:

June 21, 2023, Meeting Minutes:

- Page 16 – Change recommends to commends.
- Page 18 – Change four or five thousand to 400,000 or 500,000.
- Agenda item XII.4 – Change minutes to reflect that Chair Rabasa wanted to learn more about alternate options regarding hiring Eugene Police Department representatives at 4J schools.

July 5, 2023 Meeting Minutes:

- Page 25 – Change effected to affected.

These suggested corrections were noted by staff and will be brought to the board at a future meeting for review and approval.

Ms. Munro noted that 4J staff had already made corrections to the June 7, 2023, meeting minutes.

Ms. Munro said the board needed to approve those adjustments and said they were regarding the previous board's approval of the board meeting schedule for the 2023 / 2024 school year.

MOTION: Ms. Munro moved, seconded by Vice Chair Jonak to approve the proposed corrections made to the meeting minutes from June 7, 2023.

Chair Rabasa asked if there was any discussion.

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

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of approving the corrections made to the meeting minutes from June 7, 2023.

XI. ITEMS FOR INFORMATION

XI.1. Update of Board Organization Vote

Ms. McCulley said that in following past practices, the board moved forward with electing the board chair during their June meeting. They then moved forward with electing the vice chair during their July meeting. She then referenced the motion at the July meeting to confirm Chair Rabasa as Board Chair which did not gain a majority vote. She noted that 4J staff consulted with the Oregon School Board Association (OSBA) to make sure that we are moving forward appropriately. OSBA staff reviewed statements made at the June Board meeting and board policy BCP which is about how this body does its leadership selection. She was told that the OSBA received the highest number of phone calls about this topic this year and was glad to hear that the board would work on policies for board member transitions. OSBA staff informed her that from a legal standpoint the June motion electing Chair Rabasa would stand and that the board is free to move forward as it is currently organized.

Ms. Newman asked if 4J staff shared the board's working agreements with the OSBA.

Ms. McCulley said the inquiry made to the OSBA was specifically regarding the language of the motion to elect Maya Rabasa as the Chair and did not pertain to procedures.

Ms. Newman brought up the Board's working agreements and her concern that the working agreements include the practice of the new board confirming the Chair.

Ms. McCulley shared that OSBA had reviewed the language of the motion to elect Chair Rabasa at the June meeting. That motion did not include conditional language such as shall, will affirm, or can affirm. The language used was invitational and because of that, the motion to elect Chair Rabasa stands even without a vote to confirm by the current board.

Chair Rabasa said the board needed to establish practice and policy going forward and not limit it to the working agreements.

Mr. Hamilton said that while the election of the chair was legal, he was not in favor of inheriting a board chair and that decision being made for him. If there were some sort of exigent circumstances, he would understand the election of a chair but that was not the case here. With four new board members being elected he expressed concern about inheriting something at this level that had already been decided. He felt disrespected that the decision was made by the previous board without an invitation to provide input on the topic.

There were no other comments or questions.

XI.2. Announcement of School Board Vacancy for Position #2

Chair Rabasa said Laural O'Rourke resigned from her position on July 8, 2023. The board would appoint a community member to serve in that position until June 30, following the next regular district election in May 2025. The person appointed to that position must be a registered voter and resident within the district for one year immediately preceding the appointment. Eugene school district employees and employees of charter schools within the district would not be eligible to serve on the board.

No other comments were made.

XI.3. Receive Information and Schedule of the School Board Retreat

Ms. McCulley said members of 4J staff met with Jake Spano from the Spano Group regarding a different pathway for the board retreat. Mr. Spano proposed the following:

- A pre-work session with Mr. Spano and each member of the board.
- A board selected group would work on finalizing the retreat agenda.
- A roadmap would be developed to outline the work that the board had in front of them.
- One-on-one discussions with Mr. Spano would be available if board members had questions.
- A mid-year check-in with Mr. Spano would also be available.

Ms. Munro asked which topics would be discussed at the retreat.

Ms. McCulley said that outside of the work on learning and communication styles and relational work, the 'the other components of the retreat would be developed in collaboration with the board leadership and the steering group. In addition to the board the superintendent's executive team would be present as well.

Ms. Munro noted that important topics such as setting goals for the year are often done at a retreat and that these are usually completed before the end of September.

Chair Rabasa said because most of the board members were new, it would be important to do team building exercises first, and then decide what would be discussed. This would help establish ground rules and relationships that would support those important conversations. Chair Rabasa said that the retreat steering committee would include a representative of the previous board and also the new members. She spoke with Ms. Newman about this and Ms. Newman was happy to serve on this effort. This would leave Mr. Hamilton, Mr. Di Liberto, or Ms. Munro to also work on that. Ms. McCulley and Ms. Beard would also continue to work on this from the staff side.

Ms. Munro asked what other work would board members need to do before the retreat and if the board would need to set aside a separate working session to accomplish that.

Ms. McCulley said timelines would be provided regarding retreat activities that needed to be done beforehand; this would include readings and an assessment of communication styles or personality approach.

Chair Rabasa said that there is a recognition that the board still has work to get done, including onboarding that is pretty significant and can be done in segments outside of that precious retreat time. She said that the board won't put things on hold but that the important work to come will be improved by taking this time to hold a retreat.

Ms. Newman said she was concerned about holding the retreat so far into the year and also that the proposed schedule included two full days of getting to know each other. She was also concerned about the cost of contracting services with the Minnesota-based Spano Group and asked how those costs compared to a local company. She expressed an interest in including goals and other work in the retreat.

Ms. McCulley said she did not have the final cost with her at this time, but thought it was below the procurement requirements of \$50,000 and could be hired through a direct appoint. She noted that Mr. Spano had a unique perspective as someone who served as an elected official and someone who had worked with many elected bodies across the nation and also brings in a perspective from a school district. Being from out-of-state, he was also neutral. This team offers 1:1 interviews and coaching and this opportunity to work with facilitators from outside of the area provides a comfort and anonymity for individual members. She added finding a different facilitator who was local would set the timeframe back even farther in the year.

Ms. McCulley added that Mr. Spano added that his board does this work every year and it regularly is found to be valuable. This would set the foundation for this board.

Ms. Newman asked if the quote included travel costs.

Ms. McCulley said that she thought the quote did include travel costs and that she would send the final numbers and the full quote to the board.

Ms. Munro asked if the quote included the follow-up support for the rest of the year.

Ms. McCulley said that it did.

Ms. Munro shared her support for the team building within the retreat and agreed that it would be powerful and important. She said she was concerned about the work outside of the retreat that the board ought to be doing in August or September. Ms. Munro asked if the newly elected board member would be appointed before the retreat dates.

Ms. McCulley said yes.

Ms. Munro said the board would need to not wait to do their work until after the retreat and would need to be actively doing their jobs prior to the retreat. If the retreat could be part of their work for this school year that helped with her concerns.

Chair Rabasa said she shared an interest in having the retreat sooner but that the value of having the seventh board member attend was important. Regarding the costs, she said that it would be an investment for the board and noted that not getting along would be more costly.

Mr. Hamilton was hopeful that the retreat would enable the board to get to know each other and how we each communicate. He saw understanding each other's differences and learning to communicate as a board to be the biggest issue facing the board and will help the board learn to make good decisions efficiently. He said this would be a change from the previous board and how decisions were made. Those previous decisions gave him the impression that the previous board thought poorly of the new board and had created a situation where cookie-cutter behavior was pre-determined. He hopes that the retreat will create an opportunity for the board to learn to work together honestly and openly.

Vice Chair Jonak said she shared Mr. Hamilton's sentiments and sees the retreat to be an important investment to enable the board to show the respect that they have for one another, listen to each other, work effectively as a collaborative body so as to do the work required for the betterment of the students in the district.

Ms. Munro asked how many facilitators would be at the retreat. Ms. McCulley indicated that they would have three facilitators. Ms. Munro confirmed that the proposal included three facilitators for two days.

Mr. Di Liberto said that he was very interested in doing the retreat the right way and that it was worth having a later date as it was important that the newly appointed board member be present at the retreat.

There were no other comments or questions.

XI.4. Board, Superintendent Committee Assignments

Each year, the board chair surveys board members before assigning them to various internal committees and associated bodies.

Chair Rabasa noted that the creation of a committee could happen any time that the need for one arose. She added that she would like to hear from board members which committees they were interested in being a part of.

Ms. Munro asked about the possibility of adding a policy committee that would review Board policies, specifically those that govern the board. This committee could evaluate current policies and identify areas for improvement. She said that doing this in a committee could be more effective than doing this by the full board. She recognized that any work of a committee would come back to the board.

Chair Rabasa said that she thought a committee like that would make sense but that the committees on the list are the ones that the board is required to have. A committee can

be created at any time but she said that a discussion about this type of committee could happen in conjunction with the board conversation around goal setting. At that point, needed ad hoc committees could be added on. She asked that the board review the list as presented. Some committees, such as the budget committee, will include all board members. She said that committees present members with the opportunity to work on topics that they would like to learn more about as well as topics they are already familiar with.

Ms. Newman said thought it would take time to think through how a policy review committee would work, it seemed like a good idea.

Mr. Di Liberto expressed his desire to participate on the Student Voice Committee.

Chair Rabasa asked that members suggest two committees on which they would like to serve. Mr. Di Liberto said he would like to learn more about the Lane ESD Budget Committee.

Vice Chair Jonak said she was in favor of a policy review committee. She would love to see that in the context of after setting goals, upon which time committees could be formed to align with board goals.

Ms. Newman said she would like to be part of the Eugene Education Foundation and the Legislative Committee. She said that she was willing to do other committees as well, such as LCOG and Student Voice.

Mr. Hamilton was surprised that a policy review committee was not required. He expressed a desire to work on a committee that looked at student expectations and harassment policies that would be in a student handbook. He said that he would have hoped to see these topics on the list.

Chair Rabasa shared that the list is only those committees that are required for the board and that the committee he describes would fall into the category of a committee that the board could choose to form.

Mr. Hamilton expressed interest in the Student Voice Committee. He added that he was in favor of adding a Safety Committee that would cover campus safety and student safety.

Chair Rabasa said that the list provided was just the required committees. She said that the Student Voice committee was included because that committee had completed one of its tasks but not the second.

Mr. Hamilton said that a safety committee can be tied back to academics and performance of students in school and that this is connected to policy and student voice.

Ms. Newman agreed that these topics are important and encouraged Mr. Hamilton to consider bringing forward this as a board goal.

Ms. Munro said she would be interested in anything involving EXCEL, such as Audit and Finance and Bond Oversight. She looked forward to serving together on the Budget Committee. She also expressed interest in LCOG and was open to serving in other committees as well.

Vice Chair Jonak said she would like to be on the Legislative Committee and was open to other committees as well.

No other comments were made.

XII. ITEMS FOR ACTION

XII.1. 2023-24 Board Meeting Calendar Date Revisions

MOTION: Vice Chair Jonak moved, seconded by Ms. Munro to approve the board meeting calendar with the following revision:

- Move the October 11, 2023, meeting to October 4, 2023.

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

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of approving the revised board meeting calendar.

MOTION: Vice Chair Jonak moved, seconded by Ms. Munro to move the June 19, 2023 meeting to June 26, 2023.

Superintendent Dey noted that if the meeting were moved to June 26, most senior staff would be attending the annual COSA (Coalition of Oregon School Administrators) conference.

Vice Chair Jonak made an amendment to her motion.

Ms. Munro accepted the amended motion.

MOTION: Vice Chair Jonak moved, seconded by Ms. Munro to move the June 19, 2023 meeting to June 12, 2023.

Mr. Di Liberto said graduation would be occurring that week and it would be a busy time.

MOTION: Ms. Munro moved, seconded by Mr. Di Liberto to table this discussion until the next meeting.

Ms. Newman asked staff to bring forward a recommendation on this matter.

Chair Rabasa suggested that the board could meet on a day other than Wednesday.

XII.2. Determine Board Meeting Model for the 2023-24 School Year

Superintendent Dey said that board members had previously discussed possible changes to their meeting model to maximize efficiency without limiting opportunities for community members to provide input during meetings. 4J staff looked at meeting models from districts across the nation. 33 examples were provided to the board for their reference. 7 of the examples provided had two regular board meetings a month, with either an executive or work session as needed prior to those meetings. The other examples had a shorter work session prior to a regular meeting and a second meeting per month that is a longer, around 4 hours, work session.

Vice Chair Jonak asked about staff recommendations to maximize public comment.

Ms. Newman expressed concern about how long the process could be drawn out if the board moves to the suggested format. She shared that previous boards have used work sessions ahead of the regular meeting while retaining two regular meetings a month.

Superintendent Dey said that the board could choose to take public comment whenever it chose, it could occur at both regular meetings and work sessions.

Chair Rabasa said that she was also interested in public comment and that it could also occur at quarterly sessions around the district. She added that in reviewing the board books from the examples provided she noted that the board is only bound to make decisions in general meetings because it is 4J policy. She specifically looked at the larger districts within the examples provided, and found that many of them make decisions within their work sessions. She suggested that the board might choose to hold first reads within work sessions.

Mr. Di Liberto encouraged the board to get more creative in seeking public input in addition to the current options of speaking at a regular meeting or sending the board an email. He liked the idea of regional sessions or partnering with community organizations and groups to create opportunities for input.

Ms. Newman said that she thought that combining public comment with work sessions would turn work sessions into regular meetings, confuse the public and not solve the issue.

Vice Chair Jonak shared her support for Mr. Di Liberto's suggestion of town halls and giving the public more chances to provide input to the board. Vice Chair Jonak suggested keeping the schedule as it was until the board retreat. In the meantime, the board could solicit suggestion from 4J staff regarding how to increase public input.

Ms. Munro suggested longer work sessions with an earlier start time. She said that the board and staff could benefit from meetings at 3pm instead of 11pm. She said that longer work sessions that started earlier in the day could help the board retain two regular meetings. She noted that a significant portion of tonight's agenda could have been discussed at a work session. She said that longer work sessions could be

transformative for how the board works together and also honor the time the public spends listening to regular meetings.

MOTION: Vice Chair Jonak moved, seconded by Ms. Munro to keep the current board meeting model of two regular meetings a month in place until after the board retreat.

There was no discussion.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of keeping the current board meeting schedule in place until after the board retreat.

MOTION: Vice Chair Jonak moved, seconded by Mr. Di Liberto to ask 4J staff to draft proposals regarding maximizing community input.

Superintendent Dey asked for a timeline on when this would be provided and Ms. Jonak said that it could be provided any time before the board retreat.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of asking 4J staff to draft proposals regarding maximizing community input.

MOTION: Ms. Munro moved, seconded by Vice Chair Jonak to begin the next three work sessions as early as 3:00 PM.

Ms. Newman said that a concern for her was making sure that the public can listen in to work sessions.

Ms. Munro said that she wanted to confirm that Ms. Newman's concern was about people being able to listen live to the work sessions.

Ms. Newman agreed that it was possible to listen to the recordings of the work sessions.

Chair Rabasa said that there are community members who attend work sessions.

Mr. Di Liberto said that there were parents who would be picking up their kids at that time and there are parents who really want to be at work sessions.

Chair Rabasa said that staff pay attention to work sessions and they are still at work at 3pm.

Chair Rabasa suggested amending the motion to begin the work sessions as early as 4:00 PM, which would allow parents and staff members to attend.

Ms. Munro noted that a 4pm start time would fall within the current motion.

Mr. Di Liberto asked that if the board dislikes starting work sessions this early would we have to keep this time.

Chair Rabasa said that the motion does not require that work sessions start before 5 and that the board does not have start before 5.

Vice Chair Jonak noted that this was only for 3 meetings.

Chair Rabasa called for a vote.

The motion passed unanimously (6:0:0).

Chair Rabasa, Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of the next three work sessions starting at 4:00 PM.

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

XIII.1. Receive Update on School Board Vacancy Appointment Process

Ms. McCulley said board members received the OSBA recommended process for appointing new board members and asked for feedback, if any, regarding possible changes to the process or the board application. She also asked for approval of starting the recruitment process on August 7, 2023. She proposed that the board would finalize the selection process at their next meeting.

Vice Chair Jonak suggested limiting the number of rounds of deliberation and voting to ensure that a new board member was appointed in time for the retreat. She also suggested ranked choice voting as part of the deliberation process.

Ms. Newman was in favor of ranked choice voting. She also expressed support for removing a cap on how many candidates are included in the initial screening process. She would rather hear from everyone who got three votes. She would like to hear from as many people as possible. She did not think two rounds with an elimination process were necessary and said ranked voting could be done after the initial interviews took place. She agreed that it would be good to have a new board member in place by the retreat but did not want to forfeit the integrity of the process. She said it was not okay to hold recruitment solely in August and that it was important that the application timeframe extend into September.

Ms. McCulley shared that the process came directly from OSBA and their recent support for Corvallis. She said that it was designed for a smaller community that might have less

applicant interest than 4J could anticipate. Ms. McCulley said that it was important for the application process to extend through the first week of classes.

Chair Rabasa suggested including a question on the application that asked if applicants would be available for the retreat dates and that attending the retreat would be a requirement.

Mr. Di Liberto said that he appreciated that the board would not hear from every applicant but rather just from the applicants selected for that stage.

Ms. Munro asked if board members could receive anti-bias training similar to what a hiring committee at the district might receive.

Vice Chair Jonak liked the idea of anti-bias training and agreed with Ms. Newman there should not be a cap on the number of interviews.

Ms. Newman did not think five-minute interviews were long enough. She said that it is important to take the time needed to hear from applicants. She said that she liked that references were included, as she thought that was lacking from before. She suggested changing question number two to ask how the applicant could contribute to addressing the two most difficult issues facing the school district. She would also ask why the applicant was applying and what they could bring to the board. She added that she did not think it was appropriate to ask applicants for a commitment to run for office.

Ms. Jonak agreed that she found the last question about running for office to be irrelevant. Ms. Jonak suggested that the second question could be what are the two most important issues.

Ms. Munro asked for clarification which application questions were being suggested, as two different examples were provided.

Ms. McCulley said that both were presented for review.

Chair Rabasa was not in favor of requiring applicants to provide references. She added it had not been required in the past and expressed concern that it would add a barrier to application for potential candidates.

Ms. Jonak said that she was concerned that references could sway the board based on who gave the reference and that this could lead to insular thinking. She also said that while references had not been part of previous processes, that unsolicited references were often submitted in the past.

Ms. Newman said if references were not required, any references submitted should not be taken into consideration, to keep the process fair.

Ms. Munro said that she did not know how unsolicited references could be screened out but that she found it important to make invisible networks visible to all so that everyone would know that sometimes people do send recommendation letters and that candidates

would have an option to send in a reference letter. She said she supported having a clear, transparent process with training to bridge the gap.

Superintendent Dey said it would be difficult to weed out unsolicited references that were submitted via email. The board would need to decide how references would be used in their deliberative processes and stick to those commitments. He liked the idea of references as an option, not a requirement.

Chair Rabasa said that she wanted to understand what problem would be fixed by changing the process.

Ms. Newman said that she has asked for references in the past and thinks it adds another dimension.

Ms. Jonak expressed concern about reference checks and said that it would be important for anyone completing the reference check to not be connected to the applicant so as to reduce the chance for bias.

Ms. Munro strongly encouraged the board not to conduct reference checks. She thought letters of reference should be an option for applicants. She said that the problem that this change would solve is that it makes the process and the resources visible to all applicants.

Chair Rabasa said based on the experience the board had last time, letters of reference did not lead the board to those who were chosen.

Ms. Munro said that including the option of a reference letter would address information inequality between applicants.

Vice Chair Jonak noted that in some judicial appointments, formal letters of reference are limited and letter writing campaigns were discouraged.

Mr. Di Liberto said people would make their opinions known and there was nothing that could be done to stop unsolicited references.

Ms. Newman said Ms. Munro's suggestion of allowing the option of submitting one letter of reference per applicant was a good compromise.

Chair Rabasa said this was a "who do you know" kind of town. She expressed her concerns about adding letters of reference to the process. She did not think it would improve the quality of candidates.

Vice Chair Jonak agreed with Chair Rabasa.

Mr. Hamilton said there was no way to eliminate unsolicited references. He shared that references had helped him get previous jobs that he wouldn't have otherwise gotten. He shared that references helped him get fairly treated. He said that he understood the concern about adding references.

Chair Rabasa said that references should not be required and the board would be establishing a filter that would be hard to resist.

Vice Chair Jonak said that she understood an interest in transparency but worried that an optional reference would be interpreted as required and would reduce the variety of voices among applicants.

Ms. Newman said that this would help the board have a more honest process.

MOTION: Ms. Munro moved, seconded by Ms. Newman to allow one optional letter of reference per board applicant.

Chair Rabasa called for a vote.

The motion failed (3:3:0).

Chair Rabasa, Vice Chair Jonak, and Mr. Di Liberto voted against allowing one letter of reference per board applicant.

Mr. Hamilton, Ms. Newman, and Ms. Munro voted in favor of allowing one letter of reference per board applicant.

Ms. McCulley said she would present a revised application to the board in their Friday memo. She noted the timeline for receiving applications would be August 7 through September 11, 2023. Ms. McCulley said that she would bring this back to the board at a future meeting.

There were no other comments or questions.

XIV. BOARD SUGGESTIONS FOR CONSIDERATION AT A FUTURE MEETING

Vice Chair Jonak said she would like to discuss the permanent home of Yujin Gakuen and the situation at Kelly Middle School. She asked to hear about the options for YG and the costs and impacts of potential moves on YG. She would like to add to a future meeting the additional funding that came from the state, what those priorities would be, and how it is affected by SB 1819. She also would like to take a look at the data tracking for harassment and consider if the board should take action on this. This would include the required report on harassment. She also suggested that the NAACP Education Committee and people from the SPED community take part in the discussions regarding integrating the Eugene Police Department into 4J schools.

Chair Rabasa reminded the board that items brought up in this portion of meetings will be considered by board leadership for inclusion in future meetings.

Ms. Newman requested an update on the status, goals, rules, and membership of the equity committee. Ms. Newman encouraged the equity committee to be included in the EPD conversation. Ms. Newman and Chair Rabasa discussed the recent changes to the

equity committee. Chair Rabasa requested that the new statute be sent to board members.

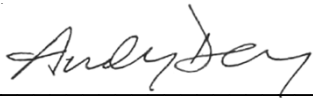
Ms. Munro said she would like to understand the process for student representatives to the board so that their participation can begin promptly at the start of the school year, and the process for dealing with a significant wildfire. She requested an orientation schedule with dates and topics, so board members could make sure their calendars were clear.

Mr. Di Liberto suggested a discussion or presentation regarding the new middle and high school schedules and the impact it would have on staff and student mental health.

There were no other comments.

XV. ADJOURNMENT

Chair Rabasa adjourned the meeting at 9:39 PM.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

(Recorded by Diana Tisdale, LCOG)
Approved 09/02/2023