

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

Date: August 16, 2023

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a work session from 5:05 to 6:12 p.m. and a regular Board of Directors (BOD) meeting at 7:00 p.m. 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 [date].

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Andy Dey, Superintendent
Collina Beard, Chief Administrative Services Officer
Matt Brown, Director of Finance
Jenna McCulley, Chief of Staff
Debbie McKim, Executive Assistant / Board Secretary
Steve Menachemson, Director of Technology
Kyle Tucker, Chief Operations Manager
Brooke Wagner, Director of Human Resources

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon
Imelda Cortez
Lisa Jenkins-Easton

MEDIA:

KVRM

I. WORK SESSION

II. CALL WORK SESSION TO ORDER AND ROLL CALL

Chair Rabasa called the work session to order at 5:05 p.m. She said the names of those in attendance. A quorum was established.

III. REVIEW PROCESS AND POLICY FOR COMPLAINTS BROUGHT AGAINST THE BOARD OR BOARD MEMBERS

Chair Rabasa explained the process and advised that the board did not review complaints for the majority of the complaints the district received as they were routed to the appropriate level. The board reviewed complaints against the superintendent, the board as a whole, or specific board members. The board chair received complaints from the district and would conduct a work session to review the complaint(s). When a complaint

was against the board chair, the vice chair would receive the complaint and present it to the board.

The board had 90 calendar days within receipt of the complaint to meet in public session. The board could discuss the complaints in the work session; however formal action could not be made until the regular board meeting following that session. The board could request an extension if more time was needed to process the complaint.

Once a resolution was made the board chair or vice chair would provide a written notice of action. Based on the nature of the complaint, the board could dismiss a complaint; order investigation; hold a hearing and request more information be provided by both parties; issue a statement of censure against a board member. The board did not have authority to remove a board member.

IV. DISCUSS RESPONSE TO COMPLAINTS INVOLVING THE BOARD OF DIRECTORS OR INDIVIDUAL BOARD MEMBERS

Chair Rabasa advised complaints were labeled one (1) through four (4) by the order in which they were received. She noted some complaints were outside of the 90-day window and extensions were pursued to conduct an investigation. Chair Rabasa was named in complaints one through three and Vice Chair Jenny Jonak led those discussions.

The board discussed Complaint 4.

Chair Rabasa clarified that names associated with the complaints were public record however were omitted as a courtesy.

Ms. Newman noted the remedy asked for in this complaint was now moot and suggested no further action.

Mr. Hamilton noted that the person was no longer seated on the board and was a resolution in itself.

Vice Chair Jonak agreed with Ms. Newman and Mr. Hamilton about the primary remedy. She stated she was unsure if the second remedy was intended to be a public apology from the person themselves or the board as a whole and acknowledged difficulty responding at this stage if requested from the person themselves.

Chair Rabasa asked if the board had purview of the complaint against the person as they were no longer on the board.

Ms. Newman clarified the board was not dismissing the complaint but that it had resolved.

Vice Chair Jonak affirmed the role board members should take in the community in terms of conduct, whether on social media or not.

The board discussed Complaint 1.

Ms. Newman stated the investigation recommended allegations were unfounded from the perspective of the investigator. She felt this investigation was incomplete and not as thorough as she would have liked to see and proposed conversation of how an investigation was selected.

Mr. Di Liberto noted the complainant was asked for cooperation or more information and refused to participate further.

Mr. Hamilton agreed there was not sufficient information to consider.

Vice Chair Jonak noted overlap with Complaint 3 and agreed with Ms. Newman's point on thoroughness.

Chair Rabasa noted mediation was declined and paid security was ambiguous and there were not enough details. She found the report to be thorough and the security resolution to be moot as the person was no longer a board member and security would not be provided to community members.

Mr. Hamilton felt timeliness would have been beneficial and noted there were new members on the board who were not present or familiar with what occurred.

The board discussed Complaint 3.

Ms. Newman said she was unsure what would be gained by pursuing another investigation, and she was prepared to accept recommendations in investigation.

Vice Chair Jonak noted the complaint was unusual as the complainant was not the person who suffered the alleged harm.

Chair Rabasa clarified this complaint was accepted because discrimination or harassment was selected on a legally protected class which superseded code KL-AR.

The board discussed Complaint 2.

Vice Chair Jonak noted this complaint could also fall into Complaint 4 and remedy sought was board discussion about parliamentarian or external lawyer to remove current leadership. She asked if this was moot as the complainant was no longer in said role.

Ms. Newman stated recommendations were clear from the report and felt the investigation could have been more thorough given the number of witnesses and activity in this situation. She questioned if the investigator had the appropriate skills and what the board's expectations are from an investigation.

Mr. Hamilton said the investigation did not address the racial discrimination or harassment allegation and was not thorough and expressed concern of leaving avenues to future litigation.

Mr. Di Liberto asked to clarify if the complainant was asked to provide further details and they declined; Vice Chair Jonak affirmed. Mr. Di Liberto did not feel further investigation was needed if the complainant declined to participate.

Vice Chair Jonak asked what would be investigated if further investigation occurred. She said events would be documented on video recording of meeting and that a larger timeframe would have to be reviewed to prove or disprove allegations.

Chair Rabasa asked Vice Chair Jonak if this would be evidence to support the claim or if the investigator would also seek evidence to respond against the complainant.

Vice Chair Jonak cautioned that the board was not a judicial body and should dispassionately look at events.

Mr. Hamilton further expressed concern of litigation if the complainant was not satisfied with findings.

Ms. Newman shared the option to dismiss or the option to request further investigation, in which case different scrutiny would be needed.

Chair Rabasa stated investigation reviewed Robert's Rules of Order, policy and statute, and asked if the board was questioning policy review or whether use of mechanisms was done to silence someone.

Mr. Hamilton asked if a person was not cooperative with investigation who had the burden of proof and stated if the board moved to dismiss it would be based off the information they had.

The board further discussed Complaint 3.

Ms. Newman stated the board made a commitment to review the racial harassment policy and had been given advice that a person not of color, though making complaint of racial discrimination, had the right to investigation. Ms. Newman proposed to request an extension.

Mr. Di Liberto agreed more investigation was needed.

Mr. Hamilton stated there was inadequate investigation on the complaints and it was important that a skilled person handle the investigation.

Chair Rabasa said a community member shared evidence they gathered and arguments they made from the evidence, and she would not be comfortable dismissing the complaint.

Mr. Hamilton and Vice Chair Jonak agreed on the importance of board member conduct as public officials.

Ms. Newman stated this was a serious allegation due to board behavior and recommended a thorough and independent investigation.

The board discussed possible actions to be taken at a board meeting.

Chair Rabasa advised that complaints were usually final at the board level and that two may be sent to the Oregon Education Department (OED) because they alleged racial or sexual harassment. She shared the complainant did have pathways if they were displeased with outcome.

Mr. Hamilton expressed he did not want any complainant to feel their complaint wasn't given due diligence or taken seriously.

V. ADJOURN WORK SESSION

Chair Rabasa closed the work session at 6:12 p.m.

VI. REGULAR BOARD MEETING

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

Chair Rabasa called the regular meeting to order at 7:03 p.m. She said the names of the board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the Land Acknowledgement.

VIII. AGENDA REVIEW

MOTION: Chair Rabasa motioned to add Item for Action 1466 Park Avenue Surplus Property and Item for Action Complaint Review. No objection, motion sustained.

IX. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey shared the 4J team was busy laying the foundation for a successful return to learning. Earlier that week, administration returned to the office, and met to discuss changes impacting the coming year, and met with teams at the Education Center to support their work. He shared excitement for teachers, classified staff, and students to return. He acknowledged feedback from roles in direct student support, the impact and desire for time for focused collaboration on the best ways to serve students, and stated the district team was anchored in building sustainability across the system by design of space for staff to collaborate and address their students' needs.

Superintendent Dey shared the challenges of wildfire season and the accompanying smoke and poor air quality. He shared when smoky conditions presented themselves, the facility teams monitored air quality beginning at 4:30 a.m. to allow them to flush the building with outdoor air and/or close systems to keep them from drawing in outdoor air as appropriate based on the conditions and forecast. He shared that last spring Eugene 4J applied for and received 991 air filtration devices from the Oregon Department of Education to support healthy air quality in all its classrooms. In accordance with OS88 guidelines, the district wanted to reassure the community that they were working to the

greatest degree possible towards ensuring healthy and safe learning and working environments.

Superintendent Dey expressed gratitude for the board and their time and support, particularly for everyone who was able to attend the Oregon School Boards Association conference and that he was hopeful they left with the same great sense of optimism for the coming year. He thanked the board for their time and the community support.

X. ITEMS RAISED BY THE AUDIENCE

Kelly Stroh expressed the board decision to remove the Yujin Gakuen (YG) program from 15 Howard, Kelly Middle School, was a surprise and not what had been messaged. Ms. Stroh spoke to the destabilization students experienced and disappointment that YG was not included in decision making. She acknowledged the board sought new members and suggested selecting a community member who would challenge the ways of thinking. She shared YG was already in a temporary location and suggested the program only be moved once. Ms. Stroh spoke of impact on attendance and accessibility and difficulty recruiting new families to the program. She requested a timeline before school choice occurred in January 2024.

Brian Middlestetter was absent for public comment.

Marion Malcolm commented on the district racial harassment policy adopted unanimously by the 4J board in March 2022. She shared she participated in the Community Alliance of Lane County and was a member of the justice action team, and she had followed the adoption and implementation of the policy closely. She said even excellent policies were only of value if they were implemented and expressed hope for the board to continue review of the policy. She proposed questions about the implementation of the policy, including if there was mandatory training for all staff, if it had occurred, when, and who provided the training, and if it would be offered this fall for new employees. She asked if students received annual orientation to the policy and if there was annual review of major incidents of harassment with an annual report to the board. She asked who was responsible for preparing this report and when they could expect it be delivered to the board. She asked if the district was committed to a mobile reporting number beyond the state safe reporting number. She noted the English Language Learners (ELL) report had disparities documented and requested it was included as a subject of a work session in the near future with key focus on how 4J was serving ELL students.

XI. COMMENTS BY EMPLOYEE GROUPS

Lisa Jenkins-Easton introduced herself as the new Oregon School Employees Association (OSEA) chapter president. Ms. Jenkins-Easton shared her experience as a parent of 4J students and as a classified sub, high school scheduler, and formerly a 504 coordinator. She shared her work history to better inform an understanding that her lens was likely different and unique but beneficial as a leader. As Union President, she came to the board as a problem solver and collaborator who believed positive relationships were the basis to have a workplace and school that people enjoyed showing up to. Ms. Jenkins-Easton said she was committed to making employees feel appreciated for the work they did and to classified staff's diversity and equity education and training. She expressed worry about

perception of entry level positions being easily replaced by others. Ms. Jenkins-Eaton said she would like to shift the perception so 4J was known as a great place to work. She noted the historic wage increase was a fantastic first step to achieve this goal and was encouraged by the robust applicant pool and the relief this would bring to students and staff. Ms. Jenkins-Eaton said she would encourage ideas about how classified employees could be included in school leadership plans, including site councils that were fully filled with representation, including employee groups, the voices of students, and the community.

XII. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Di Liberto spoke of the Oregon School Board Association (OSBA) conference and said he found this conference very useful. He said people from all over the state and in rural districts shared challenges they faced and found a lot of commonalities. He learned from other board members and superintendents from other districts and noted other districts were facing similar challenges in regard to community outreach, training, and finance. He appreciated being able to get to know colleagues on the board better and in an educational setting.

Vice Chair Jonak shared appreciation for different trainings provided recently, as well as focused meetings on students and effort to align work with strategic goals. She shared everyone present at the meeting attended the trainings and its impact would show up in work in the future year.

Ms. Newman hoped everyone was staying hydrated and breathing clean air. She expressed a shared heightened anxiety about climate throughout the community. She shared an antidote to this feeling of hopelessness was to take positive actions and support positive actions to address root causes. Ms. Newman highlighted success of the Childrens Trust in a Montana Climate Case and recognized this started in Oregon and 4J students were included. She shared the vision, passion, and example had grown and was proud of the 4J students and hoped students in schools could understand science and consequences related to climate issues. Ms. Newman shared the OSBA conference classes were informative, and the keynote speaker was inspiring, and she appreciated spending time with other school board members throughout Oregon. She shared five board members attended and three district staff, and they had an opportunity to discuss what was important to each of them, which included collaborative governance for student success and working together as a team with district leadership. She said a focus was for all students to learn and that night would continue conversation about the process to appoint a new board member to serve over the next two years. She expressed importance to make important decisions alongside the board and not to hurry discussion for expediency; she was comfortable with a process that was thorough and fair.

Mr. Hamilton said he enjoyed the OSBA conference, and he learned a lot. He said some content was overwhelming and it was inspiring that speakers focused on every child's ability to learn and achieve. He said he could identify with the key speaker in certain areas and could identify with a lot of the characters he spoke of. Mr. Hamilton shared that as a board they had the opportunity to spend time with each other and learn each other's character and know more about one another. He said it should have been a goal of the

board and community that they would make ties and socialize in order to make crucial decisions when they came up and, he felt in the next year the board would achieve goals being set and a difference would be seen. He said most differences would not happen overnight, but the majority of board members wanted to prove their intentions.

Chair Rabasa shared the OSBA conference was an opportunity to connect and grow as a group and that the growing connection would serve as importantly as information gleaned in the sessions. She thanked Debbie McKim for her thoughtfulness for the experience to be successful. She acknowledged the tremendous lift getting the school year off to a successful start and wished to acknowledge transportation for bus lists and scheduling routes and folks crafting class schedules, especially as the district embarked on a new high school schedule this year. She said without the work of both types of scheduling, countless students would not arrive at schools or have classes to attend and that this unseen labor is critical, and she shared a deep appreciation for their efforts.

XIII. CONSENT GROUP

XIV.1. Approve Revised Board Meeting Minutes for June 7, 2023, and June 21, 2023.

MOTION: Vice Chair Jonak motioned to approve consent agenda. Mr. Di Liberto seconded. **Motion passed unanimously (5:0:0)**

XIV. ITEMS FOR INFORMATION

XV.1. Steering Committee for Retreat: Receive Information

Presenters: Judy Newman, Director and Jenna McCulley, Chief of Staff

Ms. Newman said she, Superintendent Dey, and Ms. McCulley met with the steering committee along with three of the consultants. She advised the dates of the retreat had changed to October 5, 2023, from 2:30 to 9:00 p.m. and October 6, 2023, from 8:30 a.m. to 4:00 p.m. She said two consultants would attend in person and one would handle logistics. She said the location was not finalized and the agenda was set. The first day of the retreat would cover relational work, and the second day would cover general governance. Ms. Newman said Ms. Munro would work more closely with the consultants for a two-hour block in the retreat for items they would like to bring to the agenda. She said next steps were to meet with the consultant, Jake, and that Tom would reach out to schedule individual interviews with board members for consultants and to schedule the next steering committee meeting.

Vice Chair Jonak thanked Ms. Newman and Ms. McCulley for organizing.

XV. ITEMS FOR ACTION

XVI.1. Receive Assignments for Board and Superintendent Committees

Presenter: Maya Rabasa, Board Chair

Chair Rabasa advised the work of assigning board members to committees was done collaboratively by herself and Vice Chair Jonak. She said the benefits of committee work were twofold in that board members had the opportunity to engage in areas of interest and to learn more about the district through this work. She said ad hoc committees would be

discussed alongside goals. She checked with a board member who agreed to take a third committee. Chair Rabasa shared intent to assign open positions in audit and finance and serve as alternate to the Lane ESD budget committee. She said working agreements stipulated that assignments would be made by the chair but nullified by the board and that positions could still be assigned and revisited. She asked if everyone reviewed the assignments.

Mr. Hamilton asked that the assignments be read aloud.

- Audit and Finance – Morgan Munro and appointee.
- Bond Oversight – Tom Di Liberto and Judy Newman
- Budget – All Board of Directors
- Charter School Council – Morgan Munro
- Eugene Education Foundation – Judy Newman
- Lane Council of Governments (LCOG) – Jenny Jonak
- Lane ESD Budget – Rick Hamilton and appointee as alternate
- Legislative – Jenny Jonak, Judy Newman, and Maya Rabasa
- Student Voice – Tom Di Liberto, Rick Hamilton, and Maya Rabasa

MOTION: Vice Chair Jonak motioned to ratify committee assignments. Ms. Newman seconded, no discussion. **Motion passed unanimously (5:0:0).**

XVI.2. Receive Update on School Board Vacancy Appointment Process Presenter: Jenna McCulley, Chief of Staff

Ms. McCulley shared this was an opportunity to clarify the process in which the board would select the member to fill position two. She said at the last meeting there was feedback around a proposed process with robust discussion about a letter of recommendation that followed conversation about reference checks. She said two options were provided, one of which included reference checks and one which did not and asked for clarity around reference checks. Ms. McCulley advised the application process closed September 11, action was not required that night, and further refinement was needed for September 6 meeting, so applicants were clear on the process before it closed.

Vice Chair Jonak asked for clarification on whether it was considered a qualifying condition that applicants attend the board retreat and if the retreat dates had been updated.

Ms. McCulley said yes, and she reached out to the two applicants with information that the dates had changed.

Ms. Newman asked to clarify that after the board reviewed the materials they would meet on September 20 and vote via hashmark for three candidates they would support moving forward. Ms. Newman supported this process, however materials talked about ranking candidates, and she did not feel this was needed because the board would vote via hashmark and criteria was clear on how to move forward. She suggested to keep the original process.

Vice Chair Jonak agreed with Ms. Newman and said she liked the idea of having anyone with three votes move to the second round. She asked for clarity around second choice rank voting on how the process would work. She shared one proposal where if the candidate had the majority, or more than 50 percent of the first-choice votes, they would win outright, and if no candidate received 50 percent, they would start a new counting process. She said in this process, the candidate who did the worst would be eliminated and the vote would be moved to the board member's second choice candidate; the process would continue until there was a candidate with a majority vote.

Ms. Newman said this was a good process for large numbers. She said if people needed to get three hashmarks to move forward, it was not likely there would be more than three candidates and the cleanest choice was to vote for top choice and eliminate anyone who did not receive 4 or more votes.

Mr. Di Liberto asked to clarify if something should be put in place if there were a large number or small number of candidates.

Ms. Newman stated she was trying to do that math and did not find a mathematical way for people to move forward with only three votes.

Chair Rabasa asked if that could put the board in a position where they had so many candidates, they did not end up with a significant number moving forward if spread across a large number.

Vice Chair Jonak said her understanding of the first-round process was that to have a robust field for the second choice, they would put up a candidate name, and if three people thought they should advance then they would advance. She said they could mathematically wind up with more.

Ms. Newman said she understood it as a three votes period and was open to different process.

Ms. McCulley interpreted the previous discussion of rank voting to be like top three, and whoever had three hashmarks at each step would progress. Ms. McCulley responded to Mr. Di Liberto and said because of the change in schedule to the retreat, the original board wanted to complete the process in time for the individual to join the retreat. She suggested the first round could spread over two meetings for robust conversation.

Vice Chair Jonak said she liked the idea of extra time for a thoughtful process.

Chair Rabasa asked to consider a minimum number of finalists in the first round. She asked if the first round only yielded two people, did the board return and do it again.

Vice Chair Jonak said she liked the idea of ranked choice voting for the second round.

Chair Rabasa said her understanding of this proposal was that it was based on a district with five board members. She asked if there was a reason the board might want to add a fourth hashmark vote because they were a seven-member district.

Ms. McCulley said this was a question that came up and this scenario would put it into a quorum vote, so it is easier to stay at three.

Ms. Newman asked if there was a problem with having four votes.

Ms. McCulley clarified she answered the question of could they have four people identify the same candidate, not how many votes.

Chair Rabasa clarified she asked about four hashmark votes and if three was proposed in relation to the size of the board.

Ms. McCulley clarified it was in relation to the size of the applicant pool. She acknowledged it was a smaller board in a smaller community who had fewer applicants than this board would have.

Chair Rabasa asked if reference checks were moot because expectations were already stated for this application and references were not requested.

Ms. McCulley clarified that the previous decision was for a letter of recommendation to not be included in application. She said if the board decided they wanted to conduct reference checks, it could be added.

Chair Rabasa asked to clarify if it would be a two-step application.

Vice Chair Jonak expressed concern about Ms. Munro's previous statement of potential liability with reference checks. She was less inclined to have special board members perform reference checks.

Ms. Newman also acknowledged reference checks were not included in the application. She said she liked having another dimension as people become familiar with the candidates through their campaign and they could be people the board did or did not know. She said a request came out via Friday memo not to meet with applicants and while it was not discussed as a board, it seemed they may have agreed not to meet with applicants. She said there was an issue of having people email or call the board or run into them in the community and it was unavoidable in any community. She said transparency was needed so people knew this went on, and by giving people an opportunity to provide references it signaled this transparency. Ms. Newman considered feedback she had received to create a more equitable and transparent process and suggested having a third-party conduct a reference check.

Mr. Di Liberto asked if one board member or a designated staff member would conduct a reference check, and if so, expressed that information would be based on one person's

interpretation of their interaction. He said important things could fall through the cracks and provide false information.

Superintendent Dey cautioned against staff being involved in any process that would provide the board information about applicants. He said this was entirely a board process and staff involvement could have presented confusion and problems.

Chair Rabasa said she appreciated Ms. Newman's thoughtfulness. She said she considered how to commit to a process rooted in anti-bias efforts by balancing out differences in the interviews from each board member. She said she appreciated Superintendent Dey's comment not to include staff. She said over the past five years on a state and national level, the focus was on a need to dig deep into what was in place that kept boards looking the same and made up of the same people with privileges. Chair Rabasa said she was uncomfortable adding a barrier to applicants when discussion was around removing barriers. She supported the position to have only one person who was not a board or staff member perform the reference checks and her preference was for no reference check.

Vice Chair Jonak said she preferred no references. She said she liked the idea of an independent person well-grounded in anti-bias training to perform reference checks and asked if they would receive the name of the person giving the reference or if it would be redacted. She said the name could become a barrier and obstacle.

Chair Rabasa suggested someone who was bicultural and biliterate as it was difficult when someone did not know the applicants and what culture or language they needed to cover.

Ms. Newman agreed to have anti-bias in hiring training. She suggested to hire someone to provide training but not be employed by 4J and to include reference checks in their contract. She said the board needed to figure out a way not to discuss candidates regardless of the avenue they made to connect.

Chair Rabasa asked for further questions or a motion to be made.

MOTION: Mr. Di Liberto motioned to continue pathway with no reference checks at any point in the process. Vice Chair Jonak seconded, no discussion. **Motion passed 4:1, Ms. Newman dissenting.**

Chair Rabasa said she was willing to look at the process over the next two weeks.

Ms. Newman said she would like to think through the voting process.

Vice Chair Jonak said her decision would be influenced by the number of applications received, and she agreed to give the process more thought and time.

Chair Rabasa said she would discuss with Vice Chair Jonak and Ms. Newman and bring material back to September 6 meeting. No objection.

Vice Chair Jonak asked to determine interview questions.

Ms. McCulley asked that voting suggestions and interview question suggestions be solidified before the September 6 meeting.

XVI.3. Determine Board Meeting Calendar for June, 2024

Presenter: Maya Rabasa, Board Chair

Chair Rabasa advised the board was scheduled to meet on June 19, which was the Juneteenth holiday. The district proposed to reduce the number of meetings in the month of June to first meeting of June only.

MOTION: Vice Chair Jonak motioned to approve calendar as suggested. Mr. Hamilton seconded, no discussion. **Motion passed unanimously (5:0:0).**

XVI.4. 1466 Park Avenue Surplus Property

Presenter: Andy Dey, Superintendent

Superintendent Dey shared two years ago the district purchased a piece of property at 1466 Park Avenue as part of the district's Future Build Program in collaboration with Dev Northwest (DevNW) to discharge the home to a family who had previously been navigating homelessness.

Vice Chair Jonak asked if everyone was familiar with DevNW.

Superintendent Dey said DevNW was a local non-profit organization who helped with personal finance, worked with entities to find affordable rates and provided education to families for first-time homeownership. He said students in the Future Build Program had completed projects and the property now needed to be declared surplus.

MOTION: Vice Chair Jonak motioned to declare 1466 Park Avenue property surplus. Mr. Di Liberto seconded, no discussion. **Motion passed unanimously (5:0:0).**

XVI.5. Complaint Review

Presenter: Jenny Jonak, Vice Chair

MOTION: Vice Chair Jonak motioned to dismiss Complaint 1. Ms. Newman seconded, no discussion. **Motion passed unanimously (5:0:0).**

MOTION: Vice Chair Jonak motioned to dismiss Complaint 2. Mr. Hamilton seconded, no discussion. **Motion passed unanimously (5:0:0).**

MOTION: Vice Chair Jonak motioned to seek an extension for Complaint 3 to respond to complainant and requested the district conduct a thorough and independent investigation. Ms. Newman seconded, no discussion. **Motion passed unanimously (5:0:0).**

MOTION: Vice Chair Jonak motioned to dismiss Complaint 4 as remedy sought was now moot. Mr. Di Liberto seconded, no discussion. **Motion passed unanimously (5:0:0).**

Ms. Newman shared the board held robust conversation about complaints in the work session. She said discussion was held regarding a thorough review of racial harassment policy, and she moved that the board commit to reviewing racial harassment policy to make sure it was clear and concise and able to follow through.

Vice Chair Jonak agreed with Ms. Newman and proposed this be a future agenda item for a work session. She appreciated audience testimony on this item and said it related to the hate and bias incident report. She suggested to consider policy in this area to make actionable.

Ms. Newman agreed and there was not enough clarity about proceeding with investigations and what those might look like as well as reporting and definitions.

Mr. Hamilton said it was not clear and there was a need to revisit the policy, so investigations were done thoroughly. These issues should not have been taken lightly.

Chair Rabasa agreed the work was important and understood the board to have already committed to doing this work. She asked if a motion was needed.

Superintendent Dey shared some changes were made to implementation but not the policy itself. He said there was not active work on changing language within policy, and it was agreed last year it was pertinent for the board to review. If the board did not make a motion, it would be taken to the board anyway.

Vice Chair Jonak suggested scheduling a work session, so the community had more insight on what the board was doing and reporting. She expressed concern how actionable some of the data was that was tracked, and lack of disability bias included in the report.

Superintendent Dey agreed the work session would be more valuable and beneficial to the board and interested members of the community.

MOTION: Vice Chair Jonak made a motion to resolve to communicate to the public the boards' commitment to 4J policies pertaining to how it worked together and to the community. Seconded by Mr. Hamilton, no discussion. **Motion passed unanimously (5:0:0).**

Superintendent Dey asked what constituted thorough for Complaint 3 motion and what should be kept in mind when vetting possible investigators.

Ms. Newman said the investigations were limited in scope, and this particular complaint had a broad reach. She requested enough people be interviewed to give a broad view of what happened.

Mr. Hamilton said the investigator should have had information pertinent to the accusation and that information was not diluted. He said the investigator appeared not to directly ask or make inquiries regarding elements of violation, and all involved persons needed to be contacted depending on the severity of the violation.

Chair Rabasa advised the meetings referenced in Complaint 3 were available for review and media was referenced as well, such as a Register-Guard article.

XVI. ITEMS FOR ACTION AT A FUTURE MEETING

Direct Items for Action were not discussed.

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

Mr. Di Liberto proposed the Hate and Bias report and noted 711 incidents were included. He asked what that meant historically and personally to the community and would like to know more about the numbers mean.

Vice Chair Jonak proposed recently approved legislation to allow the board to ratify a stipend. She noted this might help remove a barrier to diversification of the board.

Vice Chair Jonak noted emphasis at the OSBA training to set strategic goals for year. She proposed to schedule two work sessions to set strategic goals and be aligned and prioritize work.

Mr. Hamilton proposed the Safety Plan.

Chair Rabasa proposed including the safety plan in the onboarding process and said there were limitations on what could be discussed because safety included security, which was often discussed in executive session.

Ms. Newman asked for clarification if Mr. Hamilton meant physical safety of the building or safety in schools.

Mr. Hamilton clarified safety in schools and facilities.

Superintendent Dey said it would be helpful to provide the safety plan to refine what to discuss in work session.

Ms. Newman proposed reviewing equity committee for districts advising boards and superintendents.

Vice Chair Jonak proposed additional funds from the legislative session and suggested a work session for priorities and additions to future agendas to approve.

Superintendent Dey said he would need the board to appropriate funds and hear board priorities. He stated he could return to the board with a proposal to make best use of funds in alignment with priorities.

Chair Rabasa proposed a Friday Memo process for YG and sent directly to YG.

Vice Chair Jonak proposed concerns of impact of YG attendance and future of YG program.

Chair Rabasa said the next regular board meeting was scheduled for September 6, 2023.

There were no other comments or questions.

XVIII. ADJOURN

Chair Rabasa adjourned the meeting at 8:48 p.m.



Andy Dey
District Clerk



Maya Rabasa
Board Chair

(Recorded by Jackie Low, LCOG)
Approved 09/20/2023