MINUTES OF SPECIAL BOARD MEETING

SCHOOL DISTRICT 4J, LANE COUNTY, OREGON

Date: March 13, 2024

The Board of Directors (BOD) of Eugene School District 4J, Lane County, Eugene, Oregon, held a special board meeting at 6:30 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 March 13, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:
Chair Maya Rabasa
Vice Chair Jenny Jonak
Morgan Munro
Rick Hamilton
Judy Newman
Ericka Thessen
Tom Di Liberto (online)

STAFF:
Debbie McKim, Executive Assistant to the Superintendent/Board Secretary
Sherry Moore, Executive Assistant to the Chief of Staff

OTHER GUESTS:
Imelda Rodriguez de la Cruz
Elizabeth Martinez
Selena Frazier

EMPLOYEE ASSOCIATIONS:
Lisa Jenkins-Easton, Oregon School Employees Association (OSEA)

MEDIA:
KRVM
KVAL
Register Guard

I. SPECIAL BOARD MEETING

II. CALL TO ORDER, ROLL CALL

Chair Maya Rabasa called the special board meeting to order at 6:35 p.m. She said the names of the board members who were present.

III. CONSENT GROUP – ITEM FOR ACTION

1. FACILITIES FLEET VEHICLE REPLACEMENT

Chair Rabasa introduced the topic of a facilities fleet vehicle replacement, which she explained is a routine purchase of four box vans.

There was no discussion.

> **MOTION:** Vice Chair Jonak moved to approve the consent agenda. Seconded by Ms. Thessen. **The motion passed unanimously, 7:0:0; Chair Rabasa, Vice Chair Jonak, Ms. Thessen, Ms. Newman, Mr. Di Liberto, Mr. Hamilton, and Ms. Munro all voting in favor.**

IV. PUBLIC HEARING

1. CONDUCT PUBLIC HEARING FOR DESIRED CRITERIA IN INTERIM SUPERINTENDENT

Chair Rabasa introduced a public hearing for receiving desired criteria in the search for an interim superintendent for Eugene School District 4J. She outlined the eight criteria identified by the school board at their March 11, 2024 special board meeting:

- Experience running a school district in Oregon
- Values and listens to employee groups
- Is willing to learn about the district's history and help move forward
- Understands the complexities of Eugene School District 4J – size, history, and situational context
- Has managerial leadership (i.e. communication, management, and reporting)
- Someone who can help stabilize and make people feel confident that the district is moving in a good direction, help with healing, and promote safety
- Shares the values of the district
- Has experience in working collaboratively with community partners

Chair Rabasa explained the rules of engagement for public comment and opened the public hearing at 6:39 p.m.

Oregon School Employees Association (OSEA) President Lisa Jenkins-Easton provided public comment. She stated that her biggest criteria for district leadership is someone to support systemic change and improve the work culture. She said she hears frequently, and has witnessed, that the structure of the organization is dysfunctional. She stated that the district needs leadership that will focus on staff culture, climate, equity, and inclusion. She said that classified staff are rarely offered the opportunity to collaborate, share ideas, and be treated as professionals. She urged for leadership that understands that interdependence is necessary for classified staff to accomplish the goals of the district. She cited lack of tools, time, training, collaboration, and support needed to be successful.

Ms. Jenkins-Easton added that there is a siloed nature to how the district currently operates, and classified staff are often the scapegoat for bad decisions by leadership.

Elizabeth Martinez, an experienced educator who is new to the district, provided public comment. She said she has had negative experiences to the point of abuse and personal attacks. She has also witnessed it happen to other colleagues. She believes it is a systemic problem, starting at the top, and trickling down to the people/persons impacted. Ms. Martinez highlighted a disconnect between the professional development training courses she attends and the reality of what is happening in the classrooms. She identified criteria for an interim superintendent: someone who treats everyone with dignity and respect, who brings people together, values honesty and transparency, and models the behavior the district wants to see in students.

Imelda Rodriguez de la Cruz, Spanish Language Arts teacher at Kelley Middle School, provided public comment. She identified criteria for an interim superintendent: someone who builds relationships, brings people together, uplifts everybody working in the school district, experiences the day-to-day operations, has a clear vision and good communication, with a strong equity focus, who truly understands what equity is, serves traditionally underserved students, prioritizes language immersion programs, and strives for BIPOC staff retention and support.

Selena Frazier provided public comment, stating that she is speaking for everyone who feels like their voice cannot be heard. She identified criteria for an interim superintendent: someone who is student and community focused, who listens to students, builds relationships, and responds to community needs with honesty and transparency, who provides regular opportunities for [the 4J community] to develop relationships and repair work culture, and strives for BIPOC staff retention.

Chair Rabasa closed the public hearing at 7:07 p.m.

V. ITEM FOR INFORMATION

1. OUTLINE THE PROCESS FOR INTERIM SUPERINTENDENT SELECTION AND IDENTIFY THE JOB POSTING FOR THE POSITION

Chair Rabasa introduced the topic of outlining the process for interim superintendent selection and identifying the job posting for the position. She said the job posting for interim superintendent has been posted on the Coalition of Oregon School Administrators (COSA) website as of March 13, 2024, and closes on March 18, 2024 at 5:00 p.m.

VI. ADJORN

Chair Rabasa adjourned the special board meeting at 7:09 p.m.

Colt Gill
District Clerk

Maya Rabasa
Board Chair

(Recorded by LCOG)
Approved on 04/03/2024