

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

Date: November 6, 2024

The Board of Directors (BOD) of School District No. 4J, Lane County, Oregon, held a regular meeting at 6:00 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 November 1, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:

Jenny Jonak, Chair

Tom Di Liberto, Vice Chair

Ericka Thessen

Maya Rabasa

Judy Newman

Morgan Munro

Rick Hamilton

BOARD MEMBERS ABSENT:

None

STAFF:

Colt Gill, Interim Superintendent

Carmen Xiomara Urbina, Chief of Staff

Matt Brown, Director of Finance

Arthur Hart, Director of Transportation

Juan Carlos Cuadros, Assistant Superintendent of Equity, Inclusion, and Belonging

Casandra Kamens, Curriculum Administrator and Charter School Liaison

Larry Williams, Assistant Superintendent of Instruction and Access

Judy Jesiah, Manager of Financial Stewardship and Compliance for Integrated Guidance

Melissa Ibarra, Director of Dual Languages

Lisa Fjordbeck, Operations Coordinator for the Superintendent's Office

Debbie McKim, Executive Assistant to the Interim Superintendent and Board

STUDENT REPRESENTATIVES:

Elena Cordier, EOA

Autumn Thessen, ECCO High School

Max Pike, ECCO High School (online)

Sheridan Schilling, Churchill High School

Olivia Dodge, Churchill High School

Kristian Babcock, International High School
Gabi Klarr, International High School
Katheryn Hehman, International High School
Carmen Gonzalez Valle, Seldon High School
Kaleia Davis, Sheldon High School
Jazmin Berry, North Eugene High School
Deeya Patel, South Eugene High School
Cora Ludwig, South Eugene High School

EMPLOYEE GROUPS:

Sabrina Gordon, Eugene Education Association (EEA)
Lisa Jenkins-Easton, Oregon School Employees Association (OSEA)

OTHER GUESTS:

Michael Bradley, Business Liaison, City of Eugene

MEDIA:

KRVM
Register Guard

I. CALL TO ORDER, ROLL CALL AND LAND ACKNOWLEDGEMENT

Chair Jenny Jonak called the regular meeting to order at 6:01 p.m. She said the names of the board members who were present and read the land acknowledgement statement.

Chair Jonak delivered a statement regarding current events, specifically the US presidential election. She reassured everyone that Eugene School District 4J will be a place for safety, stability, care, and compassion regardless of background, political beliefs, religion, race, ethnicity, gender identity, sexual orientation, disability, immigration status, or socioeconomic status. She said that the district needs to embrace the many voices knowing that diverse experiences and perspectives make us stronger; and when views and experiences differ, it is even more important to have conversations with respect and empathy. Chair Jonak added that 4J is committed to creating classrooms that are caring, supportive places for learning, including for the most vulnerable, and will push back against any discrimination or hate that undermines this.

II. AGENDA APPROVAL

The agenda was approved as presented.

III. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Interim Superintendent Colt Gill welcomed 4J's new student representatives. He stated how wonderful it is to have every high school and high school program represented. 4J's student representatives will bring student voice and perspectives to school board meetings.

Chair Jonak initiated an oath process for the student representatives, referencing a document previously provided to them. Each student representative stated their name and completed the oath by verbalizing their commitment to their role. Chair Jonak then engaged them in an activity asking them to speak about why they chose to serve as 4J student representatives. Each representative took a turn responding.

IV. ITEMS RAISED BY THE AUDIENCE

Jenny Noycea, 4J parent and Ridgeline Montessori Public Charter School Board of Directors President spoke on behalf of Ridgeline Montessori by thanking the board for a recent listening session which allowed them to communicate concerns and share insights. She said in terms of staffing there are opportunities and challenges. There is currently a nationwide shortage of special education (SPED) teachers and 4J is struggling to hire the number of teachers needed to provide the required SPED services. They appreciate the efforts 4J has undertaken to ensure that Ridgeline Montessori students with Individualized Education Plans (IEPs) receive the services to which they are entitled. She added that the number of students with IEPs has risen, and they expect the trend to continue. More students will require more services, and more staff will be required to provide those services.

Jenoge Khatter brought attention to the topic of soliciting community input to inform a forthcoming policy about acceptable classroom displays. Such a policy is under consideration after 4J's response to the existence of a flag in Mr. Khatter's former classroom. Mr. Khatter expressed thanks to the BOD for promoting the work and serving on the workgroup. He shared his perspective that there are other areas in the district with controversial symbols – such as The Irish at Sheldon High School and Theodore Roosevelt at Roosevelt Middle School. He said that using an ethnic group as a mascot and representation of a student body and school building is problematic. He urged the BOD to reevaluate 4J symbols and be more astute observers of the symbols being allowed and disallowed and the identities they do and do not affirm.

Larry Lewin, retired 4J educator and Community Alliance for Public Education (CAPE) member, addressed the BOD regarding staff attrition rate. He requested that the BOD direct the Human Resources department to release public data about how many principals, teachers, and classified employees have left the district. He stated that the public needs to know the health of employees of the district.

Roscoe Caron, retired 4J educator and CAPE member brought attention to HB4124, requiring districts to report on local assessments administered by the district or mandated by district policy. He explained that Representative Nancy Nathanson wrote the bill believing that parents and taxpayers deserve to know the extent and cost of district mandated testing. He said he reviewed 4J's report and has the following questions: Exactly how many district mandated tests are mandated by law? Which subjects? How

many times per year? How often are students given test score determined remediation and being pulled out of their classroom? How much of their class instruction time is missed. In what subjects? How many 4J students in any given month are given such remediation? How much time on average do teachers spend gathering and reporting testing data? How much money does 4J spend annually on all district required tests? Does district testing have any negative impact on teacher satisfaction, wellbeing, and turnover? Does district testing have any negative impact on student self-confidence, emotional health, or how they feel about reading? Mr. Caron ended by stating that HB4124 is only a starting point. It is up to the 4J community to make the best use of it and foster discussion. He urged the BOD to consider the questions he posed.

V. COMMENTS BY EMPLOYEE GROUPS

Eugene Education Association (EEA) President Sabrina Gordon commented that EEA and 4J have been negotiating over a successor agreement to the now expired contract for more than six months. She stated that they have come to agreement on a number of articles and only a few issues remain. Together the issues present an opportunity for 4J to show with action their commitment to all staff and students. The remaining issues include recognition for the work of counselors, nurses, and librarians, learning environments that protect students from the impacts of extreme temperatures and wildfire smoke, a commitment to maintain a licensed staff member as a benefits coordinator, a commitment to protect the time educators need to create an engaging and individualized experience for each student, and a salary increase. She added that 4J must invest in the ability to attract and retain the educators that students deserve. She urged 4J to finish the bargain.

Oregon School Employees Association (OSEA) President Lisa Jenkins-Easton spoke about challenges in the transportation department, citing district and statewide bus driver shortages. She stated that she appreciated the recent thoughtful and caring responses from the district to work together for solutions. She added that transportation employees at 4J and their union remain hopeful for the opportunity for creative and innovative problem-solving.

VI. CONSENT GROUP - ITEMS FOR ACTION

1. APPROVE BOARD MEETING MINUTES FOR THE SEPTEMBER 18, 2024 BOARD WORK SESSION AND THE OCTOBER 9, 2024 REGULAR SESSION

2. APPROVE PERSONNEL ACTIONS

3. APPROVE PRIVATE ALTERNATIVE EDUCATION OPTIONS CONTRACTS

MOTION: Vice Chair Di Liberto moved to approve the consent group.

Ms. Newman seconded. **The motion passed unanimously, 7:0:0; Chair**

Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.

VII. ITEMS FOR INFORMATION

1. INTEGRATED GUIDANCE (IG) 2023-24 REPORT PRESENTATION

Assistant Superintendent of Instruction and Access Larry Williams and Manager of Financial Stewardship and Compliance for Integrated Guidance Judy Jesiah introduced the 2023-24 Integrated Programs Annual Report via PowerPoint presentation.

Ms. Jesiah explained that they report annually to the governing board, as is required for Student Investment Account (SIA) recipients. The full report is posted on district and charter school websites. Integrated guidance funds include a blend of state and federal funding.

She highlighted the following integrated guidance targets, or focal groups:

- Students navigating poverty
- Students of color
- Students navigating houselessness
- Students who are emerging bilinguals
- Students recently arrived
- Students with disabilities
- LGBTQ2SIA
- Migratory students
- Justice involved youth
- Students navigating foster care

She briefly highlighted a table showing 2023-24 4J allocations, roughly \$19.4M. She referenced a packet shared previously with the BOD, with a full financial breakdown.

Ms. Jesiah noted an improvement regarding both 9th grade on-track and graduation rates and challenges regarding early literacy. She showed a table detailing longitudinal performance growth target progression, noting that final data will not be available until the end-of-year.

Ms. Jesiah and Mr. Williams opened the floor for questions.

Vice Chair Di Liberto asked if there is typically a difference between preliminary and final data?

Ms. Jesiah responded that it tends to go up anywhere from 0.5 to 1.5 percent.

Ms. Munro noted the significant 3% jump in attendance.

Ms. Jesiah responded that elementary and middle school have shown great improvement regarding attendance.

2. RECEIVE REPORT ON COMMUNITY CHATS HELD IN OCTOBER AND DISCUSS PLANS/IDEAS FOR NOVEMBER CHATS

Ms. Thessen offered a report on October community chats and future plans for community chats. She explained that the chats were born out of the board's desire to improve community engagement. She described the community chats in October as fruitful and leading to important conversations. She said feedback has been provided to district staff, including at least nine issues that came up during those conversations. Ms. Thessen recommended potentially postponing the November chats to focus on the multitude of issues that have already been raised.

Mr. Hamilton and Ms. Newman both responded that they had previously planned to conduct one chat in November.

Ms. Thessen clarified that she is recommending postponing November chats which have yet to be scheduled.

VIII. ITEMS FOR ACTION

1. ENTERPRISE ZONE SCHOOL SUPPORT FEE

Interim Superintendent Gill provided background on HB2009 requiring cities managing enterprise zones to collaborate with school districts within those zones to establish a school support fee. He noted that 4J overlaps with two enterprise zones – one is the West Eugene Enterprise Zone and the other is the Springfield Community Enterprise Zone. He referenced a map provided in the board packet. HB2009 also states that the school district must agree on a school support fee.

Interim Superintendent Gill said that at their previous meeting, the BOD directed him to collaborate with Bethel School District and Springfield School District regarding the topic, as the three districts share enterprise zones. He sought additional input from the Chamber of Commerce. After careful review, all school districts are recommending a rate of 15%.

Mr. Bradley opened the floor for questions. There were none.

MOTION: Ms. Munro moved to accept the recommendation for the enterprise zone school support fee. Vice Chair Di Liberto seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.**

2. REPORT AND APPROVAL OF A FOCUS GROUP PROPOSAL FROM THE AD HOC SUPERINTENDENT SEARCH BOARD SUBCOMMITTEE

Ms. Newman provided a report on behalf of the Ad Hoc Superintendent Search Board Subcommittee.

She referenced two documents provided in the meeting packet. She explained that after a lot of discussion they are proposing a process for engaging focus groups. She described roughly 30 small focus groups, including but not limited to: licensed and classified staff, parents, employee groups, community partners, and affinity groups. She emphasized that the search firm will utilize a combination of lottery and assigned slots. The same questions provided to the focus groups will be provided in the online community survey.

Ms. Rabasa noted two things. First, that some of the focus groups identified historically have not participated in surveys. Second, that only two student groups were identified. She urged engaging and a SPED student group, high schoolers, and middle schoolers.

There was discussion about how they will best ensure fair representation.

Student Representative Ms. Gonzales Valle asked how students who are not part of affinity groups will be made aware of the survey.

Ms. Munro responded that the district is currently planning a targeted approach.

Student Representative Ms. Hehman suggested putting the survey in advisory presentations, school announcements, and/or posted visibly with a QR code.

Student Representative Ms. Berry agreed that advisory is a good way but noted that students do not always show up to advisory. She suggested doing it during an assembly or as a classroom exercise.

Student Representative Ms. Dodge suggested utilizing Canvas to advertise the survey.

Ms. Rabasa suggested designating the first ten minutes of English class for taking the survey.

There was consensus to proceed with the focus group proposal presented by Ms. Newman on behalf of the Ad Hoc Superintendent Search Board Subcommittee.

3. CONSIDER FOR APPROVAL PROPOSED REVISIONS TO POLICY BBFC – REPORTING OF SUSPECTED ABUSE OF A CHILD (SECOND READ)

MOTION: Vice Chair Di Liberto moved to approve proposed revisions to policy BBFC. Ms. Thessen seconded. **The motion carried unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in**

favor.

**4. CONSIDER FOR APPROVAL PROPOSED REVISIONS TO POLICY
GBNAB/JHFE – REPORTING OF SUSPECTED ABUSE OF A CHILD (SECOND
READ)**

MOTION: Vice Chair Di Liberto moved to approve proposed revisions to policy GBNAB/JHFE. Ms. Munro seconded. **The motion carried unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.**

**5. CONSIDER FOR APPROVAL PROPOSED REVISIONS TO POLICY
JHFE/GBNAB – REPORTING OF SUSPECTED ABUSE OF A CHILD
REPORTING REQUIREMENTS (SECOND READ)**

MOTION: Vice Chair Di Liberto moved to approve revisions to policy JHFE/GBNAB. Ms. Newman seconded. **The motion carried unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.**

IX. ITEMS FOR ACTION AT A FUTURE MEETING

**1. CONSIDER APPROVAL OF BOARD DIRECTORS' TRAVEL PER POLICY
BHD – BOARD MEMBER COMPENSATION AND EXPENSE
REIMBURSEMENT**

Ms. Rabasa highlighted policy BHD, requiring that any board member interested in attending a conference, meeting, or visitation must get approval from the rest of the board. Thus, Ms. Rabasa is asking the board to consider approving her attendance at the National School Board Association's annual Advocacy and Equity Institute happening in February 2025.

2. BUDGET COMMITTEE REAPPOINTMENT

Finance Director Matt Brown introduced budget committee reappointments. He explained that while two budget committee positions have technically opened this year, the individuals who filled those seats have expressed interest in remaining on the committee. He clarified that the members have both served one-year terms. Mr. Brown recommended skipping the selection process and allowing the two individuals to remain in their positions.

Chair Jonak asked if the district has ever not opened the selection process.

Mr. Brown responded not since he has been in his position.

Ms. Rabasa responded that the recommendation is not something that 4J typically does.

She said she wants the opportunity to be available to all community members and noted that there has historically been high interest in serving on the budget committee. She suggested that if the recommendation is approved, that the policy workgroup work to refine the existing policy language to reflect reappointment.

Ms. Munro stated that while not best practice, the recommendation does fit within policy.

3. APPROVE REVISIONS TO BOARD POLICY AC – NONDISCRIMINATION (FIRST READ)

Assistant Superintendent of Equity, Inclusion, and Belonging Juan Carlos Cuadros presented a first read of revisions to board policy AC – Nondiscrimination. The required policy was first adopted in April 2008 and last revised in February 2022. He said HB2281, effective this year, required the 4J school board to designate one or more Civil Rights Coordinators. He referenced a document provided in the board packet. The document includes revisions to policy AC that reflect the hiring of a Civil Rights Coordinator, or the Assistant Superintendent of Equity, Inclusion and Belonging.

4. CONSIDER PROPOSED REVISIONS TO POLICY DJC – BIDDING REQUIREMENTS (FIRST READ)

Mr. Brown presented a first read of proposed revisions to policy DJC – Bidding Requirements. He described removing older versions of DJC and DJCA and replacing them with policies reflecting the new standards.

5. RENEWAL OF VILLAGE CHARTER SCHOOL CONTRACT

Curriculum Administrator and Charter School Liaison Casandra Kamens presented the renewal of the Village Charter School contract. Village Charter School is a K-8 model with approximately 225 students. She explained that it is up to the BOD to approve the renewal of the contract based on a good-faith evaluation. She cited a report detailing findings from the Charter Review Team and said the current contract is scheduled to end on June 30, 2025. The Charter Review Team’s recommendation is that the BOD approve the renewal of the contract.

6. OSBA ELECTION AND RESOLUTIONS

Ms. Newman introduced OSBA (Oregon School Board Association) Election and Resolutions. She cited a document provided in the meeting packet. She explained that there are three items to vote on: a dues increase, a PRIDE caucus, and board voting privileges and leadership opportunities. Regarding the proposed dues increase, she

reported that the fees OSBA has been charging districts have not nearly covered their operation expenses.

At Ms. Newman's request, Interim Superintendent Gill explained that the district receives policy services, legislative services, legal opinions, professional learning opportunities, and training from OSBA.

Ms. Newman added that the vote must be conducted by December 15, 2024.

7. APPROVE REVISIONS TO BOARD POLICY BBF – BOARD MEMBER STANDARDS OF CONDUCT (FIRST READ)

Interim Superintendent Gill introduced Revisions to Board Policy BBF – Board Member Standards of Conduct. He explained that the policy has been refined by the policy workgroup in collaboration with OSBA and district staff. The language was refined to better align with statute and to provide further clarity.

Interim Superintendent Gill received further input on policy BBF.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

There were none.

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

Interim Superintendent Gill requested the following items:

- A board travel policy including a report back to the BOD
- A policy regarding the reappointment of Budget Committee members
- A bid process report
- Further information relating to Village Charter School

XII. ADJORN

Chair Jonak adjourned the regular meeting at 8:49 p.m.



Colt Gill
District Clerk



Jenny Jonak
Board Chair

*(Recorded by LCOG)
Approved on 12/04/2024*