

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

Date: December 4, 2024

The Board of Directors (BOD) of School District No. 4J, Lane County, Oregon, held a work session at 5:00 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 29, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:

Jenny Jonak, Chair (online)
Tom Di Liberto, Vice Chair
Ericka Thessen
Judy Newman
Rick Hamilton
Morgan Munro

STAFF:

Colt Gill, Interim Superintendent
Debbie McKim, Executive Assistant to the Interim Superintendent and Board

EMPLOYEE GROUPS:

None.

OTHER:

Robyn Bean, Consultant at Human Capital Enterprises (HCE) (online)

MEDIA:

KRVM

I. CALL TO ORDER, ROLL CALL

Vice Chair Di Liberto called the work session to order at 5:14 p.m. He said the names of the board members who were present.

II. AGENDA APPROVAL

Vice Chair Di Liberto asked if there were any changes to the agenda. Ms. Munro requested adding an Item for Action regarding a matter discussed in Executive Session. There was consensus to approve the agenda as amended.

III. CONSENT GROUP – ITEMS FOR ACTION

There were none.

IV. ITEMS FOR INFORMATION

1. AD HOC SUPERINTENDENT SEARCH BOARD SUBCOMMITTEE UPDATE: SUPERINTENDENT SALARY RANGE AND SUPERINTENDENT SEARCH TIMELINE UPDATE

Ms. Newman provided information from the Ad Hoc Superintendent Search Board Subcommittee, specifically regarding the superintendent salary range and superintendent search timeline update.

She reported that focus group meetings have been occurring regularly. Roughly 100 staff members have engaged in the superintendent search process. The search firm has collected feedback from 180 parents and community members and at least 30 students. The survey (available in English and Spanish) went live on December 2, 2024, and will close on December 16, 2024. The survey is located on the Eugene School District 4J website and is being made accessible to the entire student body.

Ms. Newman noted that a document containing the superintendent search timeline is available in the Board Book. She mentioned that the superintendent position is being advertised via the Oregon Coalition of School Administrators (COSA) (and similar organizations in the neighboring states of Washington and California), the National Alliance of Black School Educators (NABSE), and the Association of Latino Administrators and Superintendents (ALAS).

Regarding the superintendent salary range, Ms. Newman explained that the subcommittee compared the 4J salary range with comparable and neighboring districts. They also took into consideration travel allowances, cost of living, and medical coverage. After lengthy discussion, the subcommittee is recommending a superintendent salary range between \$290,000 and \$330,000 annually, depending on experience.

2. LEGISLATIVE BOARD SUBCOMMITTEE: REPORT ON UPCOMING DECEMBER 18, 2024 LEGISLATIVE BREAKFAST

Ms. Newman reported that the legislative breakfast is scheduled for December 18, 2024. At least 30 people are planning on attending, including six board members, seven student representatives, employee group leaders, district leaders, and legislators. She added that six legislative priorities have been approved. She requested that each Board member in attendance select one priority to summarize.

V. ITEMS FOR ACTION

1. TAKE ACTION ON A MATTER DISCUSSED IN EXECUTIVE SESSION

Ms. Munro explained that the Board of Directors (BOD) received a complaint against an employee, which was discussed in Executive Session. She recommended that action be taken on the matter.

MOTION: Ms. Munro moved to authorize the BOD Chair to work with legal counsel to follow up on a complaint against an employee, which was discussed in Executive Session, and report back to the Board. Ms. Thessen seconded. **The motion passed unanimously, 6:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Munro, and Mr. Hamilton all voting in favor.**

VI. ITEMS FOR ACTION AT A FUTURE MEETING

**1. AD HOC SUPERINTENDENT SEARCH BOARD SUBCOMMITTEE:
CONFIDENTIAL COMMUNITY INTERVIEW PANELS**

Ms. Newman introduced the topic of confidential community interview panels for the superintendent search. She explained that the subcommittee made the decision to have three community panels with 12 members on each panel. The subcommittee is discussing different ways to engage the panelists to ensure adequate representation, including by invitation, category, and lottery. She invited Board members to provide their feedback to the subcommittee. Action will be taken at an upcoming future meeting.

VII. ADJORN

Vice Chair Di Liberto adjourned the work session at 5:35 p.m.



Colt Gill
District Clerk



Jenny Jonak
Board Chair

*(Recorded by LCOG)
Approved on 02/05/2025*