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

Date: March 5, 2025

The Board of Directors (BOD) of School District No. 4J, Lane County, Oregon, held a regular board 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 February 28, 2025.

ROLL CALL

BOARD MEMBERS PRESENT:
Jenny Jonak, Chair (online)
Tom Di Liberto, Vice Chair
Maya Rabasa
Ericka Thessen
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 Financial Services
Lisa Fjordbeck, Operations Coordinator for the Superintendent's Office
Brooke Wagner, Assistant Superintendent for Administrative Services
Jen Bills, Director of School Safety and Emergency Management
Oscar Loureiro, Director of Research and Planning
Judy Jesiah, State and Federal Grant Manager
Christine Nesbit, General Counsel
Erin Gaston, Elementary Curriculum Administrator
Courtney Leonard, Secondary Curriculum Administrator
Jamie Tait, Elementary Math Specialist
Kate Marrone, Director of Human Services
Debbie McKim, Executive Assistant to the Interim Superintendent and Board

STUDENT REPRESENTATIVES:
Autumn Thessen, Early College and Career Options (ECCO)
Kristian Babcock, International High School (IHS) at Churchill High School

Kaleia Davis, Sheldon High School
Olivia Dodge, Churchill High School
Lane Lowd, Eugene Online Academy
Deeya Patel, South Eugene High School
Jazmine Berry, North Eugene High School

EMPLOYEE GROUPS:
Sabrina Gordon, Eugene Education Association (EEA)
Lisa Jenkins-Easton, Oregon School Employees Association (OSEA)
Gina Wilde, Managers, Administrators, Professionals, and Supervisors (MAPS)
Misty Jackson, MAPS
Nicholas Hadley, MAPS

OTHER GUESTS:
None.

MEDIA:
KRVM
Register Guard

I. CALL TO ORDER, ROLL CALL, AND LAND ACKNOWLEDGEMENT

Vice Chair Di Liberto called the regular board meeting to order at 6:00 p.m. He said the names of the board members who were present and read the land acknowledgment statement.

II. AGENDA APPROVAL

Vice Chair Di Liberto suggested postponing Items for Action at a Future Meeting Item No. 3. There were no objections. The agenda was approved as amended.

Vice Chair Di Liberto recognized Eugene School District 4J staff during Classified Staff Appreciation Week, highlighting the work of custodians, bus drivers, office staff, cafeteria workers, and Educational Assistants (EAs). He said their work often happens behind the scenes, but its impact is deeply meaningful for district students' ability to learn. He thanked classified staff for their hard work, dedication, patience, and commitment.

III. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Interim Superintendent Gill apologized for a miscommunication regarding the Board of Directors (BOD) meetings with student high school advisory groups. He said that not all educators or program leaders were fully informed of meetings in a timely or clear manner. He added that the meetings serve as an opportunity for students to engage directly in meaningful dialogue with the BOD.

Interim Superintendent Gill recognized Classified Staff Appreciation Week and shared a personal story describing his background with classified school employees. He said the district tends to focus on their goal of increasing equitable outcomes for students, providing for the safety and well-being of students, and engaging the community. He said it is classified staff who ensure the district can function to make gains on those goals. Interim Superintendent Gill thanked classified staff for their many contributions.

IV. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Kristian Babcock, International High School (IHS), thanked the BOD for their commitment to diversity, equity, and inclusion (DEI) despite recent federal threats. She said it is encouraging to see the district take legal action alongside national organizations to challenge federal threats against DEI funding. Ms. Babcock cited C-day complications including logistical challenges and short periods. She reported that their calendar has been changed three times, disrupting planning and causing confusion. She reiterated frustrations about incentive (i.e. food) restrictions.

Kaleia Davis, Sheldon High School, recounted Black History Month activities, a unified basketball game, and movie night. She highlighted Sheldon's upcoming Pink Prom and mentioned concerning data showing that a majority of queer students do not feel safe on campus. A Wellness Center with break spaces and support staff is under development. The Native American Student Union is planting a native garden throughout campus.

Olivia Dodge, Churchill High School, explained that having only one conference room has proven to be an issue for school clubs. She said that testing over the past two weeks has led to student stress, and a schedule shift on short notice led to discontent among employed students. Ms. Dodge said the Churchill Site Council is working on a grant in hopes of approving attendance rates. Their Spring Fling dance is happening on Saturday, March 15, 2025.

Lane Lowd, Eugene Online Academy, thanked Interim Superintendent Gill for his acknowledgement about the communication issue. He said Eugene Online Academy is setting up the necessary systems to be properly represented at the district level.

Deeya Patel, South Eugene High School, reported that students have been experiencing stress due to unexpected state graduation requirements. Personal finance, college readiness, civics, and economics courses are now required, but students were unaware and thus unable to plan accordingly. Students are requesting that the district address the issue by reconsidering the structure of the classes (students have outlined specific recommendations) and by communicating with students earlier and more clearly.

Jazmine Berry, North Eugene High School, said that their swim team had four athletes head to state. Wrestling had three athletes head to state, and one athlete won silver. The boys' and girls' basketball teams did great this season. Ms. Berry said that North's Martin

Luther King Jr. assembly was held on February 7, 2025. She mentioned challenges at the start of 2025, including former Principal Nain Muñoz's resignation.

Autumn Thessen, Early College and Career Options (ECCO), shared concern about their school building still not being adequate for students and staff. She thanked the BOD for affirming the rights of LGBTQIA2+ students, citing a resolution passed in January 2025. She also thanked the BOD for joining a lawsuit opposing the federal government's DEI mandate.

V. ITEMS RAISED BY AUDIENCE

Martha Dyer, Teacher Librarian at Chavez Elementary School, is part of a five-year pilot program to reinstate Teacher Librarians at 4J elementary schools. Ms. Dyer described the positive impacts of the pilot program. She said the Chavez Library collection has been updated to include a diverse selection of nonfiction and fiction books. The number of books checked out has tripled, as has students' enthusiasm for reading. Students are learning to utilize the library catalogue and call numbers to locate books on the shelves. She said the amazing things that are happening at Chavez Library are happening across the school district.

Amy Page, District Librarian, thanked the district for their support hiring Teacher Librarians. She explained that school libraries were lacking, but Teacher Libraries have ignited a love of reading. They have taught over 480 lessons and circulated over 30,000 more books than last year. She highlighted the challenges of having only part time librarians. Ms. Page added that librarians are dedicated professionals committed to doing what is best for students.

Jessica Harvey, Psychologist at 4J, spoke about the treatment of school psychologists and its impact on staff morale. She brought attention to a reported trend in the way people feel they are being treated by district administrators, specifically her colleagues in the student services department. She cited mileage documentation and IEP days, and said that staff are feeling unheard, unseen, and underappreciated. Regarding the district budget, she urged thinking about what matters most and leading with trust and respect for 4J professionals.

Carrie Bartlett, Occupational Therapist at 4J, provided comments related to the district's Human Resources (HR) department requesting detailed documentation for monthly mileage reimbursement requests, including documenting mileage site-to-site and adding a GPS image for each trip taken. She said the process is time-consuming and even more so when the HR department returns forms with payment denials and questions regarding the route taken. She described multiple factors that impact everyday travel. Ms. Bartlett recommended recording mileage in an analog format, which she said is an accepted method across the country.

Jerry Rosiek, Professor at University of Oregon, recited Pastor Martin Niemoller's poem "First They Came" as a symbol of his support for the BOD's decision to join a lawsuit pushing back against threats to withdraw federal funds from schools that do not cease DEI programming. He thanked the BOD for choosing action and not silence.

VI. COMMENTS BY EMPLOYEE GROUPS

Oregon School Employees Association (OSEA) President Lisa Jenkins-Easton provided comments. She reported providing testimony at the State Capitol. She highlighted classified staff, hiring issues, and transportation impacts. Regarding a recent decision to increase district reserves by 3%, Ms. Jenkins-Easton requested more transparency. She said the district's most vulnerable colleagues attended staff meetings to inform them that FTE will be cut. She reported concern among classified and licensed staff. She asked how many millions of dollars they voted to save rather than retain valuable staff and fill open classified positions.

Managers, Administrators, Professionals, and Supervisors (MAPS) Representative Gina Wilde spoke on the topic of proposed budget reductions, emphasizing the impact on educators, staff, leaders, students, and families. She said that budget cuts no matter how carefully planned will impact staff, systems, and the ability to serve students in the way the district aspires to. She said no budget cut can take away the heart and commitment brought into schools every day. She thanked Interim Superintendent Gill, Chief of Staff Carmen Xiomara Urbina, and the BOD for their leadership and commitment to the district, students, and staff.

Eugene Education Association (EEA) President Sabrina Gordon acknowledged Classified Staff Appreciation Week and provided comments related to district budget cuts. She said that every school is facing cuts that will impact individuals and efforts to support students, based on $25 million in reductions and while the district has enormous reserves. She asked if the district office (i.e. administrative staffing) is absorbing any of the planned reductions. She said it was unsettling for district staff to receive the news of budget cuts. She cited general dissatisfaction among staff members related to unreasonable wait times and lack of communication when raising serious concerns and formal complaints.

VII. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE THE BOARD MEETING MINUTES DRAFT FOR: FEBRUARY 5, 2025, REGULAR BOARD MEETING

There was no discussion.

2. BOND PROJECT – SOUTH EUGENE HIGH SCHOOL SOFTBALL FIELD DRAINAGE IMPROVEMENTS

There was no discussion.

3. **APPROVE PERSONNEL ACTION**
   Ms. Rabasa requested postponing the approval of personnel action.

4. **APPROVE THE REVISED 2024-25 BOARD MEETING CALENDAR**
   There was brief discussion.

   MOTION: Ms. Rabasa moved to postpone consent agenda Item No. 3 – Approve Personnel Action. Seconded by Ms. Thessen. **The motion failed, 4:3:0; Chair Jonak, Ms. Rabasa, and Ms. Thessen voting in favor; Vice Chair Di Liberto, Ms. Newman, Ms. Munro, and Mr. Hamilton voting against.**

   MOTION: Ms. Munro moved to approve the consent agenda as presented. Ms. Newman seconded. **The motion passed, 5:2:0; Vice Chair Di Liberto, Chair Jonak, Ms. Newman, Ms. Munro, and Mr. Hamilton voting in favor; Ms. Rabasa and Ms. Thessen voting against.**

VIII. ITEMS FOR INFORMATION

1. **BUDGET PROCESS AND BUDGET COMMITTEE MEETINGS**
   Director of Financial Services Matt Brown provided an update about the budget process and budget committee meetings. A budget meeting is scheduled for Tuesday, March 11, 2025, followed by the first official Budget Committee meeting on Tuesday, April 15, 2025. The budget document is expected to be finalized by Friday, April 4, 2025.

2. **RECEIVE UPDATED REPORT ON INCIDENTS RELATED TO 4J BOARD POLICY ACC, RACIAL HARRASSMENT**
   Director of Research and Planning Oscar Loureiro summarized incidents related to 4J Board Policy ACC, Racial Harassment via PowerPoint presentation.

   There has been a total of 132 reports of bullying, harassment, discrimination, and bias incidents reported by students – down from 179 cases the previous year. However, reports by staff members have increased slightly. He presented a chart detailing the number of cases per district school. In most cases the person being harmed and the person allegedly causing the harm attend the same school.

   Ms. Munro asked how complaints are processed.

   Mr. Loureiro referenced a process called the Student Support Matrix.

Ms. Newman asked about the classification of student reported incidents; when students self-report, do they indicate if it is racial harassment, bullying, etc.?

Mr. Loureiro confirmed that the students do identify the type of incident. In most cases, they are unsure what an incident classifies as.
Vice Chair Di Liberto asked how the district navigates conversations with staff about the data. Are there specific questions that educators are asking about the data?

Mr. Loureiro said that would be an interesting topic to add to an existing staff survey.

Ms. Newman asked if the 106 students represent 106 individual students or if they are repeat students.

Mr. Loureiro responded that the cases tend to be different individuals.

Chair Jonak asked if they sense student and staff confidence regarding the effectiveness of the reporting.

Mr. Loureiro responded that they are unsure if the decline in incidents is because people are less inclined to report. He is in favor of a future survey.

Mr. Hamilton asked if they are tracking the dispositions of the incidents.

Mr. Loureiro responded that the district tracks dispositions through the Synergy Student Information System (SIS).

3. **RECEIVE AN UPDATE ON THE SUPERINTENDENT SEARCH PROCESS FROM THE AD HOC SUPERINTENDENT SEARCH COMMITTEE**
   Ms. Newman provided an update on the Superintendent search process. She said the position for superintendent closed on February 10, 2025. Semi-finalists were selected on February 26, 2025, and were interviewed on March 3, 2025. They are now moving into the finalist interview phase of the superintendent search process. Community panel interviews are occurring on March 10, 2025, and BOD interviews will follow. The next 4J superintendent is expected to be announced in late March or early April.

4. **RECEIVE AN UPDATE FROM THE COMMUNITY ENGAGEMENT BOARD SUBCOMMITTEE**
   Ms. Thessen reported that members of the Community Engagement Board Subcommittee are meeting with the Principal Student Advisory Committees and Student Board Representatives at district high schools.

IX. ITEMS FOR ACTION

1. APPROVE REVISIONS TO POLICY KL – PUBLIC COMPLAINTS

Chief of Staff Carmen Xiomara Urbina and General Counsel Christine Nesbit introduced revisions to Policy KL – Public Complaints. They are recommending deleting all the language in the current public complaints policy and adopting new language, which includes feedback received from the BOD during a previous meeting. Ms. Nesbit referenced a document provided in the meeting packet.

> **MOTION:** Ms. Newman moved to approve revisions to Policy KL – Public Complaints. Seconded by Ms. Thessen. **The motion passed unanimously, 6:0:1; Chair Jonak, Vice Chair Di Liberto, Ms. Thessen, Ms. Newman, Ms. Munro, and Mr. Hamilton. Ms. Rabasa was not present.**

2. ADOPT NEW BOARD POLICY EBCA – SAFETY THREATS

Director of School Safety and Emergency Management Jen Bills recommended the adoption of Board Policy EBCA – Safety Threats.

> **MOTION:** Ms. Munro moved to approve Policy EBCA – Safety Threats. Seconded by Mr. Hamilton. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Thessen, Ms. Newman, Ms. Munro, and Mr. Hamilton.**

3. APPROVE REVISIONS TO BOARD POLICY EBCB – EMERGENCY PROCEDURE DRILLS AND INSTRUCTION

Ms. Bills recommended the adoption of Board Policy EBCB – Emergency Procedure Drills and Instruction.

> **MOTION:** Ms. Newman moved to approve Policy EBCB **–** Emergency Procedure Drills and Instruction. Mr. Hamilton seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Thessen, Ms. Newman, Ms. Munro, and Mr. Hamilton**

X. ITEMS FOR ACTION AT A FUTURE MEETING

1. K-10 CORE MATHEMATICS CURRICULUM ADOPTION

Elementary Curriculum Administrator Erin Gaston, Secondary Curriculum Administrator Courtney Leonard, and Elementary Math Specialist Jamie Tait presented K-10 Core Mathematics Curriculum adoption via PowerPoint presentation. The new materials align with state standards and are a response to a reduction in math scores district and statewide.

Ms. Gaston introduced 4J's vision for math instruction:

1. Students see themselves in instructional materials
2. Students own the thinking
3. Students focus on the most important grade-appropriate content
4. Students build on what they already know

They utilized review criteria tools for piloting math curriculum. Educators had sufficient opportunities to share, ultimately selecting the following pilot curriculum: K-5: Bridges in Mathematics and Illustrative Mathematics; 6-8: MidSchoolMath and i-Ready; 9-10: Illustrative Mathematics and Open-Up.

The next step involved piloting the curriculum and collecting final educator ratings for all levels, as follows: K-5: Bridges in Mathematics; 6-8: Mid School Math (MSM); 9-10: Open-Up.

Educators requested a clear and cohesive plan and unit internalization. They requested structured time for collaboration, strong professional learning prior to implementation, and a year one plan to support teachers in implementing materials in manageable chunks.

A table detailing 7-year material costs revealed a grand total of $3,791,161. Year 1 curriculum implementation (professional development) budget revealed a grand total of $674,000. Year 2+ professional learning costs revealed a grand total of $153,960.

The adoption team responded to questions from the BOD related to accessibility, individualized supports for students, professional development for educators, math pathways, technology needs, and dual language implementation.

2. INTEGRATED GUIDANCE (IG) 2025-27 BIENNIUM PLAN PRESENTATION

Mr. Loureiro and State and Federal Grant Manager Judy Jesiah presented information about Integrated Guidance (IG) 2025-27 Biennium Plan via PowerPoint presentation.

Ms. Jesiah said the documents detailing spending for the next biennium are also available in the Board Book. The preliminary funding stream is between $45 million and $47 million for the next biennium. It represents the braiding of four state grant funds and one federal fund. The application itself is comprised of the Eugene SD plan, biennium budgets, affirmation of tribal consultation, individual charter plans, and district charter partnership agreements (DCPA). They are seeking approval on the biennium plan by April 23, 2025.

XI. COMMENTS BY INDIVIDUAL BOARD MEMBERS

There were none.

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

Ms. Thessen requested twice per year report with data on staff injuries to be provided in a Friday memorandum.

Ms. Newman requested updates on state and federal rules impacting mileage reporting to be provided in a Friday memorandum.

XIII. ADJORN

Chair Jonak adjourned the regular board meeting at 8:46 p.m.

Colt Gill
District Clerk

Jenny Jonak
Board Chair

(Recorded by LCOG)
Approved on 04/16/2025