

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

Date: May 7, 2025

The Board of Directors (BOD) of School District No. 4J, Lane County, Oregon, held a regular meeting at 5:30 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 May 2, 2025.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Colt Gill, Interim Superintendent
Carmen Xiomara Urbina, Chief of Staff
Matt Brown, Finance Director
Bob Blyth, Assistant Finance Director
Lisa Fjordbeck, Operations Coordinator for the Superintendent's Office
Brooke Wagner, Assistant Superintendent for Administrative Services
Jill Cuadros, Nutrition Services Director and Warehouse
Oscar Loureiro, Director of Research and Planning
Larry Williams, Assistant Superintendent for Instruction and Access
Seth Pfaefflin, Director of Student Services
Kat Lange, Executive Director of Youth and Family Services
Jennifer Bills, Director of School Safety
Christine Nesbit, General Counsel
Cynthia Calletano, Executive Assistant to the Chief of Staff
Debbie McKim, Executive Assistant to the Interim Superintendent and Board

EMPLOYEE GROUPS:

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

HIGH SCHOOL REPRESENTATIVES:

Autumn Thessen, Early College and Career Options (ECCO)

OTHER GUESTS:

Stephen Thompson, Chinese Immersion School Teacher

Students Choir, Chinese Immersion School

MEDIA:

KRVM

Register Guard

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

Chair Jonak called the regular meeting to order at 5:30 p.m. She said the names of the members present, read a land acknowledgment statement, and acknowledged Teacher Appreciation Week.

II. AGENDA APPROVAL

Ms. Rabasa requested moving Item for Action at a Future Meeting Item No. 3 – Budget Adoption Presentation to directly follow Comments by Employee Groups. The agenda was approved as amended.

III. INTRODUCTION OF GUESTS AND SUPERINTENDENT’S REPORT

Interim Superintendent Colt Gill reported on the success of Eugene School District 4J’s Golden Apple Celebration on Tuesday, May 6, 2025. He acknowledged National Teacher Appreciation Week and National School Nurse Day.

Interim Superintendent Gill introduced music teacher Stephen Thompson who conducted a performance alongside the Eugene School District 4J Chinese Immersion School Choir.

IV. RECEIVE REPORTS FROM HIGH SCHOOL REPRESENTATIVES

Autumn Thessen, ECCO, reported that students would better thrive with more recognition and support from the district. She said that student morale is lower than it was during their previous report. She cited testing season. Ms. Thessen mentioned that ECCO Prom is happening on Saturday, May 17, 2025.

Carmen Gonzalez Valle, Sheldon High School, on behalf of Ms. Rabasa, commented that participation in clubs has decreased due to more students going off campus during lunch. Student clubs are also facing issues due to federal funding cuts. She cited at least one cancelled field trip. Ms. Gonzalez Valle said the wind ensemble and choir made it to state. She reported on upcoming school sports events and achievements. She mentioned the upcoming Spring Fest and Carnival, and recognized Teacher Appreciation Week.

Deeya Patel and Cora Ludwig, South Eugene High School, on behalf of Ms. Thessen, reported that students are concerned about the state of school bathrooms, including

offensive graffiti and lack of period products. Next year, the Principal Student Advisory Group (PSAG) is planning a movement to improve the school by painting murals. Students are raising concern about others making racist and/or homophobic comments and not being held accountable. They are requesting appropriate training for teachers and staff. Students are also concerned about district budget cuts.

V. CONDUCT A PUBLIC HEARING ON THE PROPOSED 2025-26 BUDGET

Chair Jonak explained the rules of engagement for the Public Hearing on the Proposed 2025-26 Budget.

Valerie Blood, 4J parent and volunteer, testified that she agrees with Proposal H, other than cutting 1.0 classified FTE and financial services. She said the district is asking the Finance Department to complete more work next year and begin the budget process sooner; and if the department does not have the proper amount of staffing and is late with the audit, it may result in a delay of state funds. She questioned the decision to open a Human Resources Administrator position. She suggested that the district review every position during next year's budget process, referencing high administrative costs. Ms. Blood urged having the correct number of teachers and support staff to support all the students' needs.

VI. ITEMS RAISED BY THE AUDIENCE

Serenity Sadler, 4J student, spoke on behalf of students at Yujin Gakuen Japanese Immersion Program in opposition to the planned move from North to South Eugene. She explained that she and her peers have been attending Yujin Gakuen for 10 years and are being asked to transfer halfway through their high school careers. She described the challenges inherent in moving and questioned how the decision is fair, thoughtful, or equitable. Ms. Sadler recommended keeping the program at both schools until the Class of 2029 graduates.

Nevaeh Haynes, 4J student, spoke in opposition to the planned move of Yujin Gakuen Japanese Immersion Program from North to South Eugene. She said the decision disrupts hundreds of lives and urged the Board of Directors (BOD) to act. She read aloud a statement on behalf of North Eugene High School educator Ms. Coleman.

Don Easton, 4J parent and former 4J educator, provided comments about the Yujin Gakuen Japanese Immersion Program. He said the program was instrumental in his children's development. He suggested disregard for the success of the program. He said it is critical not to jeopardize YG and other immersion programs. He mentioned cyber safety, stating that members of the district were part of an information data breach. He urged the BOD to consider cyber safety when creating the district's budget.

Isaac Weekly (online), 4J student, spoke in opposition to the planned move of Yujin Gakuen Japanese Immersion Program from North to South Eugene. He cited many

obstacles, including being uprooted from his community and necessitating two bus rides to get to school.

Erica Walla, 4J parent, brought attention to the need for improved communication within the district. She said with plans to decrease Educational Assistants (EAs), classrooms may depend more on parent volunteers. She urged better two-way communication systems and referenced a previous goal to establish a communication channel, such as a newsletter, blog, or web page.

Chris Tee, 4J parent and volunteer, provided comments. She said better support is needed for both teachers and students at Willagillespie Elementary School. She described observing hectic, poorly managed classrooms during her weekly volunteer assignments. She said the environment is neither safe nor conducive to learning. Ms. Tee cited substitute teachers not being provided with lesson plans and a lack of administrative oversight. She added that her other child who attends Monroe Middle School is also not getting his learning needs met.

VII. COMMENTS BY EMPLOYEE GROUPS

Sabrina Gordon, Eugene Education Association (EEA) President, provided comments. She recognized that state underfunding is an overarching challenge in 4J's budget. She said the anticipated budget from the governor's office will not be enough to provide the quality education that students deserve. She said EEA will continue engaging in advocacy for state funding. She brought attention to the need for EEA and the BOD to work together allocating the funding that the district receives. She suggested that attempts to guide budget decisions cooperatively have been met with resistance, particularly concerning stakeholder feedback about reducing administrative positions. She provided data revealing the volume of feedback provided on the topic and said the district has been unresponsive.

Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) President, thanked the Budget Committee for improving budget deliberations, including engaging employee groups. While she feels that OSEAs concerns were heard, it felt too late to have some questions answered with transparency. She highlighted district decisions impacting nutrition services and a concern about the use of special revenue funds. She brought attention to requests to reevaluate administrative positions. Ms. Jenkins-Easton announced that a bargaining session is scheduled for Friday, May 9, 2025.

VIII. FISCAL YEAR 2025-2026 BUDGET ADOPTION PRESENTATION

Finance Director Matt Brown and Assistant Finance Director Bob Blyth provided information regarding the fiscal year 2025-2026 budget via PowerPoint presentation.

Mr. Brown explained that five consecutive Budget Committee meetings were held in the spring, during which comments were received from the public and employee groups.

After reviewing the Finance Department's Proposed Budget, the Budget Committee created seven additional proposals, ultimately recommending a ninth option (Proposal H) to the BOD. A Budget Values Framework and Decision Tool were utilized during the budget process.

Mr. Brown provided information about Proposal H, as follows:

- Total reductions: \$20,782,700
 - Outside of school: \$19,162,700 (92%)
 - Inside schools: \$1,620,000 (8%)
- The following programs were moved back to the general fund for a total of \$4,923,000:
 - ELD Staffing
 - New Life Skills Classroom
 - Extended Learning from Integrated Guidance
 - Programs transfer from Lane ESD

He outlined the following proposed reductions:

- Level 1: \$8,210,700 (20.00 FTE)
- Level 2: \$4,675,000 (5.00 FTE)
- Level 3: \$5,890,000 (12.00 FTE)
- Level 4: \$2,007,000 (1.00 FTE)

He outlined the following total addbacks for a total of \$3,213,000:

- 7.0 Licensed FTE at the Elementary level
- 3.0 Licensed FTE at the Middle School level
- 6.0 Licensed FTE at the High School level
- 1.0 FTE of Library Services districtwide
- 4.5 Classified FTE districtwide
- 6.3 Classified FTE at the High School level

Mr. Brown noted that Proposal H reflects 1.7% in staffing reductions in the general fund compared with 2.9% in the previous Proposed Budget.

He outlined the following financial implications Proposal H:

- Proposal H has an ending fund balance below policy (\$1.84 million below 8% Reserve Policy)
- 2026/27 Budget will likely need \$27.49 million in reductions to create a balanced budget that meets the 8% Reserve Policy

He presented two graphs of Proposal H forecasts for BOD review and consideration.

Mr. Brown outlined the following Budget Committee recommendations:

1. Proposal H for 2025-26
2. For 2026-27, start budget process early
3. Enlist feedback on potential reductions
4. Focus reductions outside of Special Education as possible
5. Focus on maintaining classroom behavior support as possible
6. Preserve current class sizes as best as possible
7. Educate staff and community about exempt employee roles and responsibilities

Additionally, he outlined Special Purpose Funds requests/suggested reviews.

Mr. Brown engaged the BOD in a discussion ahead of the recommended resolution, scheduled for May 21, 2025.

Ms. Munro provided a statement. She cited persistent underfunding at the state and federal levels. She said the BOD has a fiduciary duty to oversee the finances of the district and ensure that the government institution is stable and solvent; and it is irresponsible to plan a budget for just one year, as they should be looking ahead. She said Proposal H will leave the district vulnerable to changes in state and federal funding. She urged the BOD to pivot and reconsider adopting the original Proposed Budget.

Chair Jonak pointed out that the difference between the Proposed Budget and Proposal H is about \$3.2 million. She said while it is their fiduciary responsibility to be fiscally responsible, it is also part of their mission to serve students. She advocated for maintaining support in classrooms.

Vice Chair Di Liberto, Ms. Rabasa, and Ms. Thessen voiced their general support for Proposal H and each provided individual statements.

Ms. Newman stated that although she preferred the original Proposed Budget, she is generally supportive of Proposal H. She added that given her experience working for years in the state legislature, she is not optimistic about the current funding outlook. She mentioned new accountability measures as another concern.

Mr. Hamilton recognized the emotion inherent in budget decision making. He recommended giving weight to expertise of the Finance Department.

Ms. Thessen echoed appreciation for the work conducted on behalf of the Finance Department.

Interim Superintendent Gill requested further clarification before summarizing guidance received from the BOD. He said staff will incorporate the latest BOD feedback and present a resolution at the upcoming work session on May 21, 2025.

IX. CONSENT GROUP – ITEMS FOR ACTION

There were none.

X. ITEMS FOR INFORMATION

There were none.

XI. ITEMS FOR ACTION

1. ADOPT RESOLUTION #2025-051 FOR SUPPLEMENTAL BUDGET NO. 1, MAKING APPROPRIATIONS FOR THE 2024-25 FISCAL YEAR

Mr. Brown provided background information before recommending Resolution #2025-051 for Supplemental Budget No. 1, Making Appropriations for the 2024-25 Fiscal Year.

MOTION: Ms. Rabasa moved to adopt Resolution #2025-051 for Supplemental Budget No.1, Making Appropriations for the 2024-25 Fiscal Year. Ms. Thessen seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

2. ADOPT POLICY EBC – EMERGENCY PLAN AND FIRST AID AND DELETE POLICY EBC/EBCA – EMERGENCY PROCEDURES AND DISASTER PLANS (SECOND READ)**

Director of School Safety Jen Bills provided background information before recommending adoption of Policy EBC – Emergency Plan and First Aid and deletion of Policy EBC/EBCA – Emergency Procedures and Disaster Plans.

MOTION: Ms. Rabasa moved to adopt Policy EBC – Emergency Plan and First Aid and delete Policy EBC/EBCA – Emergency Procedures and Disaster Plans. Seconded by Ms. Newman. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

3. APPROVE REVISIONS TO BOARD POLICY GBEB – COMMUNICABLE DISEASES IN SCHOOLS; DELETE POLICY GBEBA – STAFF – HIV, AIDS, AND HBV; DELETE POLICY JHCC – COMMUNICABLE DISEASES – STUDENTS; DELETE POLICY JHCCA – STUDENTS HIV, HBV, AND AIDS**

Director of Student Services Seth Pfaefflin provided background information before recommending adoption of Policy GBEB – Communicable Diseases in Schools; deleting Policy GBEBA – Staff – HIV, AIDS, and HBV; deleting Policy JHCC – Communicable Diseases – Students; and deleting Policy JHCCA – Students HIV, HBV, and Aids.

MOTION: Ms. Newman moved to adopt Policy GBEB – Communicable Diseases in Schools; delete Policy GBEBA – Staff – HIV, AIDS, and HBV; delete Policy JHCC – Communicable Diseases – Students; and

delete Policy JHCCA – Students HIV, HBV, and Aids. Mr. Hamilton seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

4. APPROVE REVISIONS TO POLICY GBEA – WORKPLACE HARRASSMENT (SECOND READ)

General Counsel Christine Nesbit provided background information before recommending approving revisions to Policy GBEA – Workplace Harassment.

MOTION: Ms. Thessen recommended approving revisions to Policy GBEA – Workplace Harassment. Mr. Hamilton seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

5. APPROVE REVISIONS TO POLICY KBA – PUBLIC RECORDS (SECOND READ)**

Ms. Nesbit provided background information before recommending approving revisions to Policy KBA – Public Records.

MOTION: Ms. Rabasa recommended approving revisions to Policy KBA – Public Records. Ms. Thessen seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

6. APPROVE PROPOSED REVISIONS TO POLICY EFA – LOCAL WELLNESS (SECOND READ)

Assistant Superintendent of Instruction Larry Williams and Nutrition Services Director Jill Cuadros provided background information before recommending approving revisions to Policy EFA – Local Wellness.

BOD members proposed changes for further refinement of Policy EFA, specifically related to the “celebrations and rewards” section of the policy.

MOTION: Ms. Rabasa recommended approving revisions, including proposed changes, to Policy EFA – Local Wellness. Ms. Thessen seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

**7. APPROVE ADOPTION OF POLICY JGA – CORPORAL PUNISHMENT
(SECOND READ)**

Mr. Williams recommended adoption of Policy JGA – Corporal Punishment.

MOTION: Ms. Rabasa recommended adopting Policy JGA – Corporal Punishment. Ms. Newman seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

8. APPROVE REVISIONS TO POLICY JEC – ADMISSION OF RESIDENT STUDENTS (SECOND READ)**

Mr. Williams provided background information before recommending approving revisions to Policy JEC – Admission of Resident Students.

MOTION: Ms. Rabasa recommended adopting Policy JEC – Admission of Resident Students. Ms. Thessen seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

9. APPROVE REVISIONS TO BOARD POLICY BDDH – PUBLIC COMMENTS AT BOARD MEETINGS (SECOND READ)

Interim Superintendent Gill provided background information before recommending adoption of Revisions to Policy BDDH – Public Comments at Board Meetings.

MOTION: Ms. Thessen recommended adoption of Revisions to Policy BDDH – Public Comments at Board Meetings. Ms. Munro seconded. **The motion passed unanimously, 7:0:0; Chair Jonak, Vice Chair Di Liberto, Ms. Rabasa, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton all voting in favor.**

XII. ITEMS FOR ACTION AT A FUTURE MEETING

1. RESOLUTION AFFIRMING THE RIGHTS, INCLUSION, AND SUCCESS OF STUDENTS WITH DISABILITIES

Chief of Staff Carmen Xiomara Urbina, Executive Director of Youth and Family Services Kat Lange, and Mr. Pfaefflin introduced Resolution #2025-25 Affirming the Rights, Inclusion, and Success of Students with Disabilities via PowerPoint presentation.

Ms. Urbina explained that the resolution reflects a systemic commitment to inclusion and was developed in response to a request from the BOD.

Ms. Urbina provided the following information about Resolution #2025-25:

- Developed in response to Board request to affirm equity, accessibility, and inclusion for students with disabilities

- Affirms 4J's commitment to equity, accessibility, and inclusion
- Informed by listening sessions with students, families, staff, and community partners
- Grounded in IDEA, ADA, Section 504, and Oregon's Employment First policy
- Serves as foundation for Special Education Strategic Plan

Mr. Pfaefflin spoke to the voices that shaped the resolution, including North Eugene High School students, the Special Education Parent Advisory Council (SEPAC), Superintendent's Leadership Council (SLC), SPED staff, and community partners.

Mr. Pfaefflin and Ms. Lange outlined core principles, affirmations, system commitments, community collaborations, and accountability.

BOD members voiced enthusiastic support and provided robust feedback to further guide Resolution #2025-25.

2. APPROVE REVISIONS TO POLICY IKF – GRADUATION REQUIREMENTS

Director of Research and Planning Oscar Loureiro and Mr. Williams provided background information about approving revisions to Policy IKF – Graduation Requirements. They referenced a handout previously provided to the BOD.

Mr. Williams explained that the proposed revisions to Policy IKF align with Oregon School Board Association (OSBA) changes, support requirements by the State Board of Education, and ensure satisfying graduation requirements related to International Baccalaureate (IB) students.

3. FISCAL YEAR 2025-26 BUDGET ADOPTION PRESENTATION

Item No. 3 was moved to follow Comments by Employee Groups (see previous section VIII).

4. SET DATE AND ESTABLISH A SUBCOMMITTEE FOR BOARD RETREAT PLANNING

Chair Jonak engaged the BOD in a discussion about planning the Board's annual retreat, ultimately reaching consensus to hold an annual retreat in early August, dates TBD.

5. SET DATE FOR BOARD'S ANNUAL ORGANIZATIONAL MEETING

Chair Jonak engaged the BOD in a discussion about planning the Board's annual organizational meeting, ultimately reaching consensus to hold the meeting on Wednesday, July 9, 2025.

XIII. COMMENTS BY INDIVIDUAL BOARD MEMBERS

Ms. Thessen highlighted Edison Elementary School's tradition of delivering cards to local hospital patients. She spoke about the success of the Pink Party and Pink Prom.

Vice Chair Di Liberto reported attending Pink Prom and visiting with a custodian at a 4J middle school.

Ms. Rabasa recognized Teacher Appreciation Week.

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

Ms. Rabasa requested revisiting Policy IKF, specifically the honorary diploma section. She requested starting a parking lot list of Board retreat topics, including HB2453.

XV. ADJOURNMENT

Chair Jonak adjourned the regular meeting at 9:07 p.m.



Colt Gill
District Clerk



Jenny Jonak
Board Chair

(Recorded by LCOG)
Approved on 06/04/2025