

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

Date: September 3, 2025

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 August 29, 2025.

ROLL CALL

BOARD MEMBERS PRESENT:

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

ABSENT:

None

STAFF:

Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Chemika Bolden, Program Administrator
Sarah Mazze, Safe Routes to School Coordinator
Brad Albee, Safe Routes to School Coordinator
Jen Bills, Director of Public Safety
Matt Brown, Director of Finance
Christine Nesbit, General Counsel
Kate Marrone, Director of Human Services
Kelly McIver, Director of Communications
Juan Carlos Cuadros, Assistant Superintendent of Equity, Inclusion, and Belonging
Kat Lange, Executive Director of Youth and Family Support
Brooke Wagner, Assistant Superintendent for Administrative Services
Larry Williams, Assistant Superintendent of Instruction and Access
Cynthia Calletano, Executive Assistant to the Chief of Staff and Board
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

STUDENT REPRESENTATIVES:

None

EMPLOYEE GROUPS:

Sabrina Gordon, Eugene Education Association (EEA)

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

Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS)

OTHER GUESTS:

None

MEDIA:

KRVM

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

Chair Di Liberto called the regular meeting to order at 6:02 p.m. He said the names of the members present and read a land acknowledgment statement.

II. BOARD CHAIR WELCOME

Chair Di Liberto reported on the Back-to-School Kickoff event held on August 27, 2025 at South Eugene High School. He said several members of the Eugene School District 4J Board of Directors (BOD) attended the event. He thanked the Eugene Education Foundation (EEF) for hosting and employee groups for their participation. Chair Di Liberto expressed excitement about the start of the school year.

III. AGENDA APPROVAL

The agenda was approved as presented.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Miriam Mickelson reported visiting several schools throughout the district and observing kindergarteners, sixth graders, and ninth graders beginning their school year. She noted how welcoming and excited staff were when greeting students. Additionally, Superintendent Mickelson voiced appreciation for the technology department for their work improving security, efficiency, and infrastructure during the summertime. She recognized the facilities department for managing nearly \$24 million dollars in projects made possible by a 2018 bond to approve safety, accessibility, and learning across the district.

Superintendent Mickelson and the Board of Directors (BOD) honored Grow Your Own Program Administrator Chemika Bolden and members of the Oregon Alliance of Black School Educators (ORABSE). Ms. Bolden is a recipient of the ORABSE 2025 Educator of the Year Award. Superintendent Mickelson named and celebrated Ms. Bolden's contributions to the district and beyond.

V. ITEMS RAISED BY THE AUDIENCE

Jeffery Mack, 4J parent, expressed opposition to the removal of the playground at Arts and Technology Academy (ATA) and the elimination of the north/south walking and biking route. He challenged the decision-making process and encouraged better district communications with the public.

Rachel Taylor, 4J parent, spoke in opposition to the removal of the playground at ATA. She said it allowed for physical activity, socialization, and fun. She was unaware the playground was going to be removed. Ms. Taylor urged the BOD to invest in middle school playgrounds, citing the importance of unstructured play.

VI. COMMENTS BY EMPLOYEE GROUPS

Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) provided comments related to bargaining. She said that bargaining has been stalled for months and implied that communications have been poor. She explained that their team has worked diligently on proposals since December 2024, and negotiations began in April 2025. She cited concerns about the district upholding contractual obligations and emphasized the importance of shared goals. She said it is not fair for one set of employees to have a set of standards that are contractually bound when others do not. She listed key differences, including that one employee group has 85 days of protected leave for union representation for their membership, versus OSEA who has just 85 hours. Ms. Jenkins-Easton said that classified employees deserve the same level of advocacy, representation, and support as their licensed colleagues. She invited the BOD to attend the bargaining session on September 8, 2025, at 5:00 p.m.

Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS), reported that their board added three new members. On behalf of MAPS, he said that over 90 hours of training were recently completed, as well as over 12 hours of training for staff. He said they are developing inclusion plans to address Resolution 2025-05. He provided brief updates from the facilities department, nutrition department, and technology department.

Sabrina Gordon, Eugene Education Association (EEA), mentioned that she leaves her position as EEA President in two weeks. On behalf of EEA, she stated that they appreciate the opportunity to provide comments to the BOD. She described key benefits. Ms. Gordon thanked the BOD for holding space and said that by doing so they provide an important pathway to improve the health of the district and the experience for students and staff. She said she will always be rooting for the success of 4J.

VII. BOARD EXECUTIVE SESSION

Chair Di Liberto paused to convene in executive session to conduct deliberations with persons designated by the governing body to carry on labor negotiations pursuant to ORS 192.660 (2)(d). He noted that Executive Sessions involving deliberations with persons

designated by the governing body to carry on labor negotiations, or to consider the expulsion of a student or matters pertaining to a student's confidential medical records, are not open to the public or the news media.

VIII. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE THE DRAFT MEETING MINUTES FOR: AUGUST 6, 2025 REGULAR BOARD MEETING AND AUGUST 11, 2025 BOARD RETREAT

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

IX. ITEMS FOR INFORMATION

1. RECEIVE AN UPDATE ON SCHOOL SAFETY AND EMERGENCY MANAGEMENT

Director of Public Safety Jen Bills, Safe Routes to School Coordinator Sarah Mazze, and Safe Routes to School Coordinator Brad Albee provided an update on School Safety and Management via PowerPoint presentation.

The Safe Routes to School mission is to serve a diverse community of parents, students, and organizations; and advocating for and promoting the practice of safe bussing, bicycling, and walking to and from schools and around the community.

Funding includes a state block grant for transportation. The programming encourages active and shared transportation such as Walk-and-Roll to school day, Fun Routes to School funded by the City of Eugene, and ongoing messaging (safety tips, etc.).

Infrastructure improvements include:

- Collaboration with City and County
- 12 projects funded with state grants
- School flashers, crosswalks, protected biking lanes, speed cushions
- Community engagement

Pedestrian education:

- Scooter Town pilot
- 2400 students
- 8 schools
- All elementary grades
- Support PE teachers for off-years

Learn to Ride a Bike Program:

- Kinder/1st grade in PE
- 1150 participants in 2024-25

- 2,000+ new pedalers since 2019
- Latinx focused
- Bike Rodeos (5 schools each year with BEST program)

Bicycle Safety Education:

- Traffic safety
- 1020 students participated in 2024-25
- 6th grade PE
- 2 weeks on bikes
- End with 2-3 mile ride
- Staffed by City of Eugene Outdoor Recreation program
- Adaptive bikes for inclusion

Transit:

- LTD Student Pass program
- Transit Education for 8th and 9th graders
- 200 students in pilot Transit Ed
- High school transportation

Free Bikes and More:

- Partnership with Shift Community Cycles for 50-75 bikes per year for 4J students
- Free U-locks thanks to EEF grant
- Free helmets from Safe Kids West
- Reflective beanies, lights, and more from local government partnership

The BOD expressed appreciation for the success of the work conducted on behalf of Safe Routes to School Coordinators and programming.

X. ITEMS FOR ACTION

1. APPROVE REVISIONS TO POLICY CCG – EVALUATION OF ADMINISTRATORS

Assistant Superintendent of Instruction and Access Larry Williams and Director or Human Resources Kate Marrone recommended approval of revisions to Policy CCG – Evaluation of Administrators.

MOTION: Vice Chair Thessen moved to approve revisions to Policy CCG – Evaluation of Administrators. Ms. Newman seconded. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Jonak, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.**

2. APPROVE REVISIONS TO POLICY JHCCF – PEDICULOSIS (HEAD LICE)

Executive Director of Youth and Family Support Kat Lange recommended approval of updated revisions to Policy JHCCF – Pediculosis.

MOTION: Vice Chair Thessen moved to approve updated revisions to Policy JHCCF – Pediculosis (Head Lice). Seconded by Ms. Jonak. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Jonak, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.**

3. APPROVE EUGENE SCHOOL DISTRICT 4J ORGANIZATIONAL CHART

Superintendent Mickelson recommended approval of the Eugene School District 4J organizational chart.

MOTION: Vice Chair Thessen moved to approve the Eugene School District 4J organizational chart. Seconded by Ms. Rabasa. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Jonak, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.**

4. DISCUSSION REGARDING DISTRICT LEADERSHIP FUNDING OF COMMUNITY FUNDRAISING EVENTS

Chief of Staff Carmen Xiomara Urbina and Finance Director Matt Brown provided information about district leadership funding of community fundraising events.

Ms. Urbina stated that 4J has had a long tradition of embracing community nonprofit organizations that align with the values of the district. She mentioned dinners, galas, community breakfasts, etc. She noted that during the past three years 4J has invested nearly \$13,000.

Given the current financial landscape, and after comparing 4J practices to other districts, Mr. Brown presented the following three recommendations:

- A one-year temporary moratorium on supporting organizations requiring purchase of tables and tickets.
- Purchase individual tickets instead of purchasing whole tables.
- Superintendent sets a limit on 4J investment, and the district forms a committee to assess and review the applications.

Ms. Rabasa recommended that the district chooses to purchase individual tickets instead of whole tables, they might consider coordinating with neighboring school districts to purchase tables together. For example, there could be a table representing K-12.

Discussion landed in favor of the second recommendation.

MOTION: Ms. Jonak moved to approve recommendation #2 regarding district leadership funding of community fundraising events authorizing the district to purchase two to four tickets per event when participation is aligned with district priorities and strategic partnerships and will collaborate with neighboring districts and Lane ESD. Vice Chair Thessen seconded. **The motion passed unanimously,**

7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Jonak, Ms. Newman, Ms. Rabasa, Ms. Munro, and Mr. Hamilton all voting in favor.

XI. ITEMS FOR ACTION AT A FUTURE MEETING

1. REVIEW FOR APPROVAL THE BUDGET COMMITTEE SELECTION PROCESS

Mr. Brown and Superintendent Mickelson raised the topic of reviewing and approving the Budget Committee selection process. They noted that one of the two Budget Committee vacancies must be filled by a member of 4J's Educational Equity Advisory Committee (EEAC). The staff recommendation is to seek Budget Committee nominations from members of the EEAC. The item will come back to the BOD for approval at their next meeting.

2. CONSIDER FOR APPROVAL THE 2025-26 BOARD WORKING AGREEMENTS

Board members briefly discussed approving the 2025-26 Board Working Agreements.

Ms. Newman noted two areas in need of language clarification.

Ms. Rabasa brought attention to the length of the Working Agreements and suggested addressing it next year.

The item will come back to the BOD for approval at their next meeting.

XII. BOARD COMMITTEE REPORTS

There were none.

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

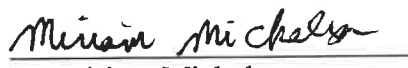
Ms. Thessen suggested an update about potential impacts of the new cellphone policy on high school students who are employed.

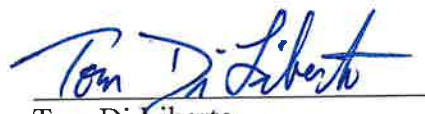
Ms. Newman suggested revisiting BOD elections, specifically position representation.

XIV. ADJOURNMENT

Chair Di Liberto adjourned the regular meeting at 9:04 p.m.

Recorded by Terah Van Dusen, LCOG


Dr. Miriam Mickelson
District Clerk


Tom Di Liberto
Board Chair

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