

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

Date: August 6, 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 1, 2025.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Matt Brown, Director of Finance
Christine Nesbit, General Counsel
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
Kate Marrone, Director of Human Services
Larry Williams, Assistant Superintendent of Instruction and Access
Kelly McIver, Director of Communications
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

Lookout Eugene Springfield

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

Chair Di Liberto called the regular meeting to order at 6:03 p.m. He said the names of the members present and read a land acknowledgement statement.

II. AGENDA APPROVAL

The agenda was approved as presented.

III. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Miriam Mickelson reported attending the Youth Intellectual and Developmental Disabilities Mental Health Summit. She highlighted Governor Kotek's K-12 school cell phone ban, explaining that Executive Order 25-09 requires all Oregon school districts to implement policies limiting student access to cell phones and personal electronic devices throughout the school day. The policies must be adopted by October 31, 2025, and fully implemented by January 1, 2026. She noted certain exceptions and said the Eugene School District 4J policy workgroup will develop a recommendation for the Board of Directors (BOD) consideration.

Superintendent Mickelson provided a brief update on the Arts and Technology Academy (ATA) Middle School playground. She explained that last spring the district decided to remove the playground at ATA, citing that it needed repairs and was causing safety concerns. The district does not outfit the middle schools with playgrounds; it was there because previously an elementary school was co-located at the site. She acknowledged that communication with the community and staff was lacking, and she committed to improving communications.

Superintendent Mickelson recognized North Eugene High School graduate Javier Hernández, who was appointed as the Tokyo bureau chief for The New York Times.

IV. ITEMS RAISED BY THE AUDIENCE

Jeffery Mack, community member, spoke in opposition to the removal of the playground at ATA middle school. Mr. Mack has two children under five years old, and his eldest will be starting at Adams Elementary this school year. He said his children visit the playground daily and the decision to remove it was sudden and unannounced. He added that public outdoor spaces are lifelines for families with young children. Mr. Mack suggested that the district's decision was an act of deliberate malpractice.

V. COMMENTS BY EMPLOYEE GROUPS

Scott Mayers reported that MAPS updated their bylaws and changed the structure of their board to have co-presidents with offsetting terms, thereby allowing a consistent incoming and outgoing president. They have tasked a board member with public relations. He added that they are updating their mission statement to better reflect centering of the need of students.

VI. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE DRAFT MEETING MINUTES FOR:

July 9, 2025 – Special Board Meeting

MOTION: Vice Chair Thessen moved to approve the consent group. 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.**

VII. ITEMS FOR INFORMATION

There were none.

VIII. ITEMS FOR ACTION

There were none.

IX. ITEMS FOR ACTION AT A FUTURE MEETING

1. CONSIDER FOR APPROVAL REVISIONS TO POLICY GCBDA/GDBDA – FAMILY MEDICAL LEAVE

Assistant Superintendent of Administrative Services Brooke Wagner and Director of Human Resources Kate Marrone recommended approval of revisions to Policy GCBDA/GDBDA – Family Medical Leave. The policy covers the implementation of an alternative plan.

2. CONSIDER FOR APPROVAL REVISIONS TO POLICY GCBDA/GDBDC – DOMESTIC VIOLENCE, HARASSMENT, SEXUAL ASSAULT, BIAS OR STALKING LEAVE AND SAFETY ACCOMMODATION

Ms. Wagner and Ms. Marrone recommended approval of revisions to Policy GCBDA/GDBDC – Domestic Violence, Harassment, Sexual Assault, Bias or Stalking Leave and Safety Accommodation. They highlighted language changes needed to comply with updated laws, specifically noting the addition of the word “bias.”

3. CONSIDER FOR APPROVAL REVISIONS TO POLICY GCBDF/GDBDF – PAID FAMILY AND MEDICAL LEAVE INSURANCE

Ms. Wagner and Ms. Marrone recommended approval of revisions to Policy GCBDF/GDBDF – Paid Family and Medical Leave Insurance. The policy establishes that the district will utilize an alternative plan.

4. CONSIDER FOR APPROVAL REVISIONS TO POLICIES GBN/JBA – SEXUAL HARASSMENT AND JBA/GBN – SEXUAL HARASSMENT

General Counsel Christine Nesbit recommended for approval Revisions to Policies GBN/JBA – Sexual Harassment and JBA/GBN – Sexual Harassment. The two policies are identical, other than that one relates to staff and the other to students. She highlighted language changes to comply with updated laws and changes for clarity and transparency. She said the policy is complex as it includes technical requirements within state and federal law.

Ms. Munro sought clarification that although the appeals section was removed from policy, it will still be covered in administrative rules (AR).

Ms. Nesbit confirmed that it will.

Ms. Rabasa questioned why the language in the reporting and response section is not inclusive of all district staff, instead listing only teacher, counselor, or school nurse.

Ms. Nesbit took her question into consideration.

5. CONSIDER FOR APPROVAL REVISIONS TO POLICY JFE – PREGNANT AND/OR PARENTING TEEN

Ms. Nesbit recommended for approval Revisions to Policy JFE – Pregnant and/or Parenting Teen. She highlighted minor language changes.

Ms. Rabasa asked what an Individualized Educational Program entails.

Ms. Nesbit responded that the program is catered to the specific needs of the student. A program template is available for review if desired.

Vice President Thessen sought clarity about lactation support at 4J.

Ms. Nesbit responded that lactation support is sufficient for district students and staff; it is required by law.

6. CONSIDER FOR APPROVAL REVISIONS TO POLICY IICA – DISTRICT REPRESENTED GROUP TRAVEL

Chief of Staff Carmen Xiomara Urbina recommended approval of revisions to Policy IICA – District Represented Group Travel. The changes refine language, knowledge, and understanding, align with instructional standards and district priorities, and expand the section outlining medical accommodations, emergency planning, and first aid certificate supervision.

There was some discussion about the need to improve processes around field trips.

Ms. Urbina assured the BOD that staff are working on streamlining the process.

X. COMMENTS BY INDIVIDUAL BOARD MEMBERS

Vice Chair Thessen reported attending a meeting of the Lane ESD District Board.

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

There were none.

XII. ADJOURNMENT

Chair Di Liberto adjourned the regular meeting at 6:44 p.m.

(Recorded by Terah Van Dusen, LCOG)

Dr. Miriam Mickelson
District Clerk

Tom Di Liberto
Board Chair