

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

Date: October 8, 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 October 3, 2025.

ROLL CALL

BOARD MEMBERS PRESENT:

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

ABSENT:

None

STAFF:

Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Sebastian Bolden, Director of Middle School Education
Matt Brown, Director of Finance
Christine Nesbit, General Counsel
Jill Cuadros, Director of Nutrition Services
Brooke Wagner, Assistant Superintendent for Administrative Services
Larry Williams, Assistant Superintendent of Instruction and Access
Kat Lange, Executive Director of Youth and Family Support
Seth Pfaefflin, Director of Student Services
Oscar Loureiro, Director of Research and Planning
Kelly McIver, Director of Communications
Casandra Kamens, Curriculum Administrator
Kate Marrone, Director of Human Services
Della Thomas, SSD Administrator
Megan Perdue, Choir Director and Music Curriculum Specialist

Cynthia Calletano, Executive Assistant to the Chief of Staff and Board
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

STUDENT REPRESENTATIVES:

Autumn Thessen, Early College and Career Options (ECCO)
Dallas Radspinner, ECCO
Kaleia Davis, Sheldon High School
Isumi Goodall, Sheldon High School
Lizbeth Maria Vargas, North Eugene High School
Josiah Mckinley, North Eugene High School
Cora Ludwig, South Eugene High School
Deeya Patel, South Eugene High School
Katheryn Hehman, International High School (IHS)

EMPLOYEE GROUPS:

Jamie Myers, Eugene Education Association (EEA) President
Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) President
Sally Deurfeldt, Oregon School Employees Association (OSEA) Vice President
Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS) Co-President

OTHER GUESTS:

None

MEDIA:

KRVM

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

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

II. BOARD CHAIR WELCOME

On behalf of the Eugene School District 4J Board of Directors (BOD), Chair Di Liberto welcomed the new student representatives to the Board. He read a statement acknowledging district principals and assistant principals in honor of School Principals' Week, happening October 13 through 18, 2025.

Chair Di Liberto announced the restart of BOD site visits. He said they are excited to conduct site visits and learn what educators do. Their aim is to visit every school this year. Staff will be provided more information about how to invite Board members to their school and/or programs.

Chair Di Liberto reported BOD attendance at district sporting events (soccer, football, cheer, and cross country), an Ice Cream Social, and a National Association for the Advancement of Colored People (NAACP) Gala.

III. AGENDA APPROVAL

The agenda was approved as presented.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Miriam Mickelson echoed Chair Di Liberto's recognition of 4J principals and assistant principals. She reported that the district received 39 applications for one open vacancy on the Budget Committee.

Superintendent Mickelson recognized Megan Perdue, Sheldon High School Choir Director and Music Curriculum Specialist. Ms. Perdue was named one of the top 30 music educators in the nation by the Country Music Association's Foundation. Superintendent Mickelson highlighted a clip from "Good Morning America" and presented Ms. Perdue with an award on behalf of the district.

V. ITEMS RAISED BY THE AUDIENCE

Larry Lewin, retired 4J teacher and Community Alliance for Public Education (CAPE) member, eulogized the late Betty Shoemaker, highlighting her excellence as a curriculum development coordinator and her many contributions to 4J.

Liberty Page, community member, spoke in opposition to the removal of the playground at Arts and Technology Academy (ATA). She cited a loss of opportunities for youth recreation, play, and sports.

Shannon Merril, 4J parent, expressed opposition to the removal of the playground at ATA. She cited safety concerns accessing other nearby playgrounds and mentioned that gates have been installed around them. She requested the district reconsider the removal of middle school playgrounds in the future.

VI. COMMENTS BY EMPLOYEE GROUPS

Jamie Myers, Eugene Education Association (EEA), introduced herself as the new EEA President. Ms. Myers provided a brief personal background. She thanked Superintendent Mickelson for welcoming her and said she is looking forward to collaborating with the district. She mentioned that EEA is currently scheduling upcoming listening sessions.

Oregon School Employees Association (OSEA) President Lisa Jenkins-Easton and Vice President Sally Deurfeldt provided comments. Ms. Jenkins-Easton said conversations and relations with Superintendent Mickelson have been encouraging. She said the bargaining team has appreciated BOD presence at their meetings. OSEA is pleased with the Board's support of a standalone safety article. She brought attention to Article 22, regarding transportation employees, and cited unequal FTE assignment standards. Ms. Jenkins-Easton mentioned a proposal OSEA received, which they believe signals the dismantling of the Joint Benefits Committee. She said they are not open to a fully released position that mirrors the licensed liaison position ratified by EEA. She asserted that it is a tactic to

remove a union officer from their district bargaining unit position. She encouraged the BOD to review a Zoom recording discussing the topic.

Managers, Administrators, Professionals, and Supervisors (MAPS) Co-President Scott Mayers provided comments related to his role and the role of MAPS. He recognized School Principals' Month and highlighted school activities underway, including open houses, curriculum nights, homecoming events, dances, and planning for parent conferences.

VII. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE THE DRAFT MEETING MINUTES FOR: SEPTEMBER 3, 2025 BOARD MEETING AND SEPTEMBER 17, 2025 WORK SESSION

2. APPROVE MEAL PRICES FOR SY-2025-26

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

VIII. ITEMS FOR INFORMATION

1. INTRODUCTION OF THE 2025-26 STUDENT BOARD REPRESENTATIVES

Chief of Staff Carmen Xiomara Urbina and Director of Secondary Education Sebastian Bolden introduced school year 2025-26 Student Representatives and described their role representing the student body. Each high school program has one student representative and one student representative elect. Superintendent Mickelson conducted an oath of office for the newly appointed Student Representatives, as follows:

Kaleia Davis and Isumi Goodall, representing Sheldon High School.

Lizbeth Maria Vargas and Josiah Mckinley, representing North Eugene High School.

Sheridan Schilling and Matt Bradshaw, representing Churchill High School.

Cora Ludwig and Deeya Patel, representing South Eugene High School.

Autumn Thessen and Dallas Radspinner, representing Early College and Career Options (ECCO).

Katheryn Hehman, representing International High School (IHS) at South Eugene High School.

2. RECEIVE INFORMATION ABOUT NEURODIVERSE-AFFIRMING LIBRARY BOOKS

Director of Student Services Seth Pfaefflin and Student Services Administrator Della Thomas provided information about Neurodiverse-Affirming Library Books.

Ms. Thomas explained that the Eugene Education Foundation (EEF) provided a grant for neurodiverse-affirming library books. She highlighted three books as examples: “Bitsey Bat, School Star” by Kaz Windness, “Wepa” by J de laVega, and “Afrotistic” by Kala Allen. She said the grant funds contributed 14 books to elementary schools, 10 books to middle schools, and six books to high schools. In closing, she recognized EEF and the Special Education Parent Advisory Council.

3. RECEIVE AN UPDATE ON THE ELECTRONIC HALL PASS PILOT

Assistant Superintendent for Instruction and Access Larry Williams, Casandra Kamens, and Mr. Bolden provided an update on the Electronic Hall Pass Pilot via PowerPoint presentation.

Ms. Kamens provided relevant background information, including that the Synergy electronic hall pass increases safety and security, reduces class disruptions, provides data driven insights, and increases accountability and transparency. She said this school year, four high schools and one middle school began piloting the electronic hall pass. Staff are working on a short video and preparing and Frequently Asked Questions (FAQ) for students, families, and guardians to learn more. Other engagement includes a feedback form, virtual community meeting, forum, and engagement at the school-level.

Mr. Bolden provided anecdotal information received from teachers and students, such as system glitches and the need for consistent practices.

Staff opened the floor to questions.

Ms. Jonak emphasized that special passes for students on 504s or IEPs should not set them apart from their peers. She suggested collecting student input.

Ms. Newman asked if the electronic hall pass helps to address reports of students converging in bathrooms.

Ms. Kamens responded affirmatively.

Ms. Rabasa asked about the cost to the district. She asked why Kelly Middle School was selected for the pilot.

Ms. Kamens responded that the Synergy electronic hall pass requires no additional cost.

Mr. Bolden responded that Kelly Middle School showed enthusiasm and self-selected.

Ms. Rabasa raised concern about the potential for inequitable discipline, citing school to school decision-making, practices around gender-neutral bathrooms, and producing data related to students.

Ms. Kamens provided further context in response to Ms. Rabasa’s concerns.

Mr. Williams stated that staff will be conducting an Equity Impact Review in December 2025.

Mr. Hamilton asked when feedback about the pilot will be provided. He said the pilot is fascinating to him. He commented that generally the district tends to discourage discussions about consequences. He suggested addressing behaviors to encourage more students to comply and succeed.

Ms. Kamens responded that data from the Climate Survey will likely be reported on in January.

IX. ITEMS FOR ACTION

1. APPROVE THE 2025-26 BOARD GOALS

There was no discussion.

MOTION: Ms. Jonak moved to approve the 2025-26 Board Goals. Seconded by Ms. Munro. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

2. APPROVE THE 2025-26 SUPERINTENDENT EVALUATION PROCESS

Chair Di Liberto recommended approval of the 2025-26 Superintendent Evaluation Process.

The Board recommended minor updates to the draft timeline and language, including adding “joyful readers” to the Evaluate and Enhance Early Literacy Initiatives section.

MOTION: Ms. Jonak moved to approve the 2025-26 Superintendent Evaluation Process. Seconded by Mr. Hamilton. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

3. POTENTIAL ACTION ON SUBSTITUTE TEACHER COMPENSATION

There was no discussion.

MOTION: Vice Chair Thessen moved to authorize and approve the continued implementation of the 2024-25 salary rates for substitute teachers as published on the district website until bargaining is completed for the successor contract. Seconded by Ms. Newman. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

X. ITEMS FOR ACTION AT A FUTURE MEETING

1. CONSIDER FOR APPROVAL REVISIONS TO POLICY JOA – DIRECTORY INFORMATION

General Counsel Christine Nesbit presented information about approving revisions to Policy JOA – Directory Information. The policy relates to obtaining parental consent before disclosing student information.

She said the proposed updates are to bring the policy into alignment with changes to Oregon law (directory information may no longer include parent name, phone number, addresses, student’s previous school(s), etc.) and to update the timeline for parents to opt out.

Ms. Nesbit briefly responded to questions from the BOD.

2. CONSIDER FOR APPROVAL REVISIONS TO POLICY JFCEB – PERSONAL ELECTRONIC DEVICES AND SOCIAL MEDIA

Ms. Urbina and Mr. Bolden introduced approving revisions to Policy JFCEB – Personal Electronic Devices and Social Media via PowerPoint presentation.

Ms. Urbina outlined key provisions in ORS 336.840, including that every district must adopt a policy governing student use of personal electronic devices, must permit use of devices for academic purposes and independent communication, may prohibit electronic communications/apps during school hours, must include a process and timeline for students to request use and appeal denials, must offer privacy protection, and proper notices.

Ms. Urbina outlined key excerpts from Executive Order 25-09, including:

- Mandatory policy adoption (full implementation January 1, 2026)
- Prohibition during instructional hours (bell-to-bell)
- Storage Requirements (off and away)
- Exceptions (medical needs, IEP/504, and superintendent-approved exceptions)
- Discipline
- Equity and Access
- Compliance

Ms. Urbina provided background information and policy history, including a reference to Jonathan Haidt’s book “The Anxious Generation,” linking smartphone and social media use to increased rates of anxiety, depression, and loneliness among adolescents.

Mr. Bolden spoke about the PED Committee and committee membership. He said the following four committees will guide the work:

1. Policy and Compliance Committee
2. Instructional and Equity Committee
3. Implementation and Operations Committee
4. Family and Community Engagement Committee

Ms. Urbina and Mr. Bolden said the BOD must adopt the policy by October 31, 2025 and fully implement the policy by January 1, 2026.

They provided the following roadmap:

- Pre-Phase (August 2025)
- Phase 1: Policy Development and Adoption (August – October 2025)
- Phase 2: Administrative Regulation Development (September – November 2025)
- Phase 3: Implementation Plan (November – December 2025)
- Phase 4: Compliance and Monitoring (January – June 2026)

Mr. Bolden provided information about the phases of project management, community survey data, and offered final recommendations. He said decisions still need to be made around storage methods, emergency communications, and exceptions.

Staff and the BOD engaged in a robust discussion about Policy JFCEB.

Vice Chair Thessen raised several points. First, she is concerned about students with neurodiversity and learning disabilities and their need for assistive technology. Secondly, she said the policy of parents picking up phones in the office may be problematic. She recommended that students collect cellphones. Lastly, she brought attention to potential impacts on students who are employed.

Ms. Jonak agreed with Vice Chair Thessen's concern about students relying on assistive technology. She pointed out that many students do not have a diagnosis. She is concerned that the district may be relying on families having access to more medical resources than exist in our community.

Chair Di Liberto noted the lack of funding for the new policy.

Ms. Rabasa suggested minor policy language changes. She commented that Administrative Rules (ARs) are not accessible for students and families. Relating to ARs, she recommended refining storage, discipline, and exceptions. She urged the district to consider the needs of multilingual learners, the importance of school-based play, and the social benefits of devices for some students.

Ms. Urbina provided that their objective is to offer clear communication, including a two-pager for families, and establish two-way communication channels. Regarding storage, she said there is not the funding to offer the same type of storage for every school. Responding to consequences, she noted that they will utilize restorative practices.

Ms. Munro asked if they have experienced damage or loss issues with the implementation of "cell hotels."

Mr. Bolden responded that they have not experienced damage or loss issues.

In closing, Ms. Urbina said the BOD will be provided with more information in the near future.

3. CONSIDER FOR APPROVAL THE REQUEST FOR STATE REVENUE FROM LANE EDUCATION SERVICE DISTRICT (ESD) FOR 2025-26

Finance Director Matt Brown recommended approval of the request for state revenue from Lane Education Service District (ESD) for 2025-26. He said the request is routine and comes before the BOD annually.

XI. COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Vice Chair Thessen reported from Lane ESD. She said their superintendent is retiring, highlighted the Migrant Education Program, and mentioned their annual Student Leadership Summit.

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

There were none.

XIII. ADJOURNMENT

Chair Di Liberto adjourned the regular meeting at 9:01 p.m.

Recorded by Terah Van Dusen, LCOG

Miriam Mickelson, Superintendent

Tom Di Liberto, Chair