

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

Date: April 29, 2026

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 6:00 p.m. via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on April 24, 2026.

ROLL CALL

BOARD MEMBERS PRESENT:

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

ABSENT:

None

STAFF:

Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Christine Nesbit, General Counsel
Bob Blyth, Associate Director of Finance
Megan Purdue, Music Curriculum Specialist and Choral Director
Dan Farley, Director of Technology
Jill Cuadros, Director of Nutrition Services
Kelly McIver, Communications Director
Steve Schininger, Network Services Manager
Oscar Loureiro, Director of Research and Planning
Cynthia Calletano, Executive Assistant to the Chief of Staff/Board
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

OTHER GUESTS:

None

EMPLOYEE ASSOCIATIONS:

Jamie Myers, Eugene Education Association (EEA) President
Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS) Co-President

*April 29, 2026 – 4J Board of Director's Work Session
Approved on*

MEDIA:

KRVM

Lookout Eugene Springfield

Register Guard (online)

I. CALL WORK SESSION TO ORDER AND ROLL CALL

Chair Di Liberto called the work session to order at 6:02 p.m. He said the names of the members who were present.

II. BOARD CHAIR WELCOME

Chair Di Liberto welcomed attendees. He reported that one or more Board of Directors (BOD) attended or participated in the following:

- Pink Prom
- The musical “Newsies” at Sheldon High School
- Eugene Public Library Foundation “Booked for the Evening” event
- Mozart Players concert featuring 4J cellists
- Town Hall on healthcare
- Bridges Math Workplaces activity at Adams Elementary School
- Event in honor of School Bus Driver Appreciation Day

Chair Di Liberto recognized the passing of a community member and education advocate. He shared a few words about their influence at Eugene School District 4J.

III. AGENDA APPROVAL

The agenda was approved as presented.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT’S REPORT: RECOGNITION OF STUDENT ACHIEVEMENT

Superintendent Mickelson recognized 4J students for their outstanding achievements. She presented awards to All-State musicians, a co-ed cheerleading squad, and a Sheldon High School wrestling champion.

V. PUBLIC COMMENT

Jillian Drews, on behalf of the Oregon State University (OSU) extension service, provided comments related to proposed district budget cuts. She explained that up until last fall, her position was federally funded by the Supplemental Nutrition Assistance Program Education (SNAP-Ed). She described her role in the district – providing nutrition and culinary education for low-income populations. She articulated how the proposed budget cuts will disproportionately impact the most vulnerable students. She urged reconsidering the proposed budget cuts and continuing to invest in the district’s nutrition program.

Sarah Stapleton, 4J parent and University of Oregon educator, spoke on the topic of proposed budget cuts, specifically about impacts to Nutrition Services. She said she has published two articles about 4J's transition from outsourced meals to from-scratch meals. She described 4J as a nationwide positive example of providing high-quality school food. She emphasized a link between nutrition and behavioral and mental health. Ms. Stapleton urged reconsidering proposed budget cuts to the district's nutrition program.

Lindsey Brett, 4J parent, provided comments related to proposed budget cuts, specifically potential impacts to music education at North Eugene High School. She highlighted a music educator and described their positive and far-reaching influence on students. Ms. Brett challenged the decision to reduce the educator to a part-time position; she urged maintaining their full-time status.

VI. COMMENTS BY EMPLOYEE GROUPS

Scott Mayers, Managers, Administrators, Professionals, and Supervisors (MAPS) Co-President, provided comments. He provided information about the district's reduction in force process. He said the process is not driven by individual preference or discretion. He clarified that administrators cannot make decisions based on who they want to retain or release. He said the process is tightly governed by collective bargaining agreements. He said their role is to implement the rules with fidelity, not to override them. He said at this stage in the process there are many variables and staffing outcomes depend on an array of factors. He said multiple contingency plans are being developed. Mr. Mayers emphasized a commitment to transparency, clear communication, and support.

VII. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE THE DRAFT BOARD MEETING MINUTES FOR: APRIL 15, 2026 REGULAR MEETING

There was no discussion.

2. APPROVE ROUTINE PERSONNEL ACTIONS

There was no discussion.

3. APPROVE BOND PROJECT – AWBREY PARK HVAC IMPROVEMENTS

There was no discussion.

4. APPROVE BOND PROJECT – PHONE SYSTEM REPLACEMENT

There was no discussion.

MOTION: Vice Chair Thessen moved to approve the consent agenda. Mr. Hamilton seconded. **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 of the motion.**

VIII. ITEMS FOR INFORMATION

1. RECEIVE INFORMATION REGARDING GOVERNOR KOTEK'S EXECUTIVE ORDER "PRESERVING STUDENT INSTRUCTIONAL TIME"

Chief of Staff Carmen Xiomara Urbina and Director of Research and Planning Oscar Loureiro provided information about Governor Kotek's Executive Order "Preserving Student Instructional Time" via PowerPoint presentation.

Ms. Urbina explained that Executive Order 26-06, signed on April 15, 2026, establishes a new framework for maintaining educational standards. She said administrative rules are currently being developed by the State Board of Education.

She outlined the following:

Dual Definitions

- A new definition of Student Instructional Time (SIT) is introduced, while maintaining records of the traditional Hours of Instructional Time (HIT).

No Reductions

- Student Instructional Time cannot be reduced and must remain at least equal to levels established in the 2024-25 school year.

Minimum Mandates

- Legal minimums remain: 900 (K-8), 990 (9-11), 966 (12 hours).
- Critical: No waivers for PD, parent conferences, or recess.

She presented a table containing information related to old versus new instructional mandates after EO 26-06 including definitions, ARs, minimums, waivers, timelines, and restoration. She emphasized that expectations for instructional time are higher, flexibility for how the district structures the calendar is more limited, and the state is redefining what counts as school time. She said there are implications for how the district designs their system moving forward.

Mr. Loureiro provided further context about the new definition of EO 26-06, including that the new definition of instructional time is measured from bell-to-bell. He presented a table depicting student instructional time (new metric) in 4J. He clarified that the district has been in compliance with the legal minimum number of hours.

He presented a table depicting hours of instructional time (old metric) in 4J. He noted that 4J will need to add instructional time to the academic calendar either in 2026-27 or 2027-28.

Mr. Loureiro provided information, including a line graph, depicting instructional hours in comparison with other districts (2025-26):

- 4J has the 77th highest high school student instructional hours out of 183 school districts with data
- Only 61 districts have more contact days than 4J

Ms. Urbina and Mr. Loureiro invited questions and comments from the BOD.

Ms. Rabasa raised potential implications for professional development and parent-teacher conferences as outlined in collective bargaining.

Ms. Urbina validated Ms. Rabasa's point and said staff will follow up with more information as soon as it becomes available.

Ms. Rabasa asked if Governor Kotek addressed a bill that passed allowing play-based instruction to be counted as instructional minutes for K-5.

Ms. Urbina said Governor Kotek did not address that, but staff will follow up with the information.

Ms. Munro said the district has made an effort to have the schedule out two years in advance and observed that there could be impacts to next school year's schedule. She stressed the importance of having the schedule available for families.

IX. ITEMS FOR ACTION

1. BUDGET COMMITTEE SELECTION PROCESS

Chair Di Liberto engaged the Board in a discussion related to the Budget Committee selection process.

MOTION: Ms. Munro moved that the Board of Directors refrain from appointing a Budget Committee member in the next two months and instead conduct the process in the fall. Vice Chair Thessen seconded. **The motion passed unanimously, 7:1:0; Chair Di Liberto, Vice Chair Thessen, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor of the motion. Ms. Rabasa opposed.**

X. ITEMS FOR ACTION AT A FUTURE MEETING

1. CONSIDER SETTING A DATE IN JUNE FOR A BOARD PLANNING WORK SESSION

Chair Di Liberto engaged the Board in a discussion related to considering setting a date in June for the Board planning work session.

Ms. Jonak and Ms. Newman commented that they are in favor of setting a date in June for the Board planning work session.

Vice Chair Thessen suggested that each Board member share topics of discussion for the proposed planning work session. She mentioned reconsidering not having a rotating third Board member at leadership.

Chair Di Liberto recommended discussing how work sessions are conducted.

Ms. Jonak suggested discussing the role of Board leadership roles and expectations.

Ms. Rabasa recommended revisiting meeting start times.

Mr. Hamilton suggested the subject of opportunities for dialogue/engagement with members of the audience.

Ms. Jonak agreed, she brought up potential opportunities for community members to ask questions during work sessions.

Ms. Munro encouraged discussing time sensitive topics first.

Chair Di Liberto said the Board will collaborate with district leadership to determine availability.

XI. CONSIDER BOARD REQUESTS FOR AGENDA ITEMS OR INFORMATION

There were none.

XII. EXECUTIVE SESSION

The Board convened in an Executive Session at 7:13 p.m.

Executive Sessions are not open to the public and all matters discussed are confidential.

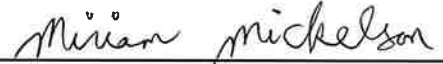
The work session resumed at 7:40 p.m.

XIII. POSSIBLE ACTION ITEM

MOTION: Vice Chair Thessen moved to dismiss the complaint filed on April 3, 2026 and direct the Chair to notify the complainant. **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 of the motion.**

XIV. ADJOURN WORK SESSION

Chair Di Liberto adjourned the work session at 7:41 p.m.


Miriam Mickelson, Superintendent


Tom Di Liberto, Chair

Recorded by Terah Van Dusen, Lane Council of Governments (LCOG)