

Board of Directors Meeting
 School District 4J, Lane County
 Hybrid Meeting (virtual and
 in-person)
 200 North Monroe Street
 Eugene, Oregon 97402
 Wednesday, February 21, 2024

NOTICE: The Regular Board Meeting at 7:00 p.m. will be open to the public to attend in person, via live broadcast on KRVM 1280-AM and 98.7 FM, on the internet at <https://icecast.4j.lane.edu/board> and via Zoom Webinar at <https://4j-lane-edu.zoom.us/j/91225128314>

School Board Meeting Request Forms:

Sign up to provide public comment: www.4j.lane.edu/board/publiccomment

The board will hear public testimony in person or via Zoom from community members who sign up in advance. Up to 10 people will be scheduled to provide public comment at each regular meeting. Priority will be given to residents who have not recently provided public comment in a board meeting.

Requests to provide public comment must be submitted no later than 5 p.m. on the Monday before the meeting.

**7:00 PM
 Regular Meeting**

- I. **7:00 p.m. Regular Board Meeting:**
- II. Call to Order, Roll Call, Flag Salute, Land Acknowledgement
- III. Agenda Approval
- IV. Superintendent’s Report and Introduction of Guests
 - 1. **Item for Information** **3**
 - 4J Student Climate Justice Team Presentation
 - Student leaders from various high schools will share what has been happening at their individual schools, as well as collectively at the district level.
 - Presenters / Facilitators: Tana Shepard, Teacher on Special Assignment (TOSA) Climate, Energy & Conservation; Sarah Ruggiero Kirby, Teacher on Special Assignment (TOSA) Secondary Science, Outdoor School Coordinator
 - Student Presenters from Churchill, South and Sheldon High Schools
 - 30 Minutes
- V. Receive Reports from High School Student Representatives
- VI. Items Raised by the Audience
- VII. Comments by Employee Groups
- VIII. Comments and Committee Reports by Individual Board Members
- IX. **Consent Group - Items for Action**
 - 1. Approve Minutes for the Following: **20**
 - Special Board Meeting and Work Session for 01.10.2024
 - Regular Board Meeting Minutes for 01.24.2024
 - Board Work Session and Regular Board Meeting Minutes for 02.07.2024
 - 2. Sheldon High School Counseling / College & Career Center **52**

	Presenter: Ryan Spain, Director of Facilities	
3.	Confirmation of Legislative Priorities from the 2023 Session (2nd Read) Presenter: Judy Newman	53
4.	Approve Memorandum of Agreement (MOA) between Eugene School District 4J and Oregon School Employee Association Eugene Chapter 1 (OSEA) Presenter: Brooke Wagner, Human Resources Director	55
5.	Postponement of English Language Development (ELD) Adoption Presenter: Kat Lange, Executive Director of Youth and Family Support	58
X.	Items for Information	
1.	Receive Mid-Year / Quarterly Financial Report Presenters: Matt Brown, Finance Director; Bob Blythe, Associate Director 15 Minutes	59
XI.	Items for Action	
1.	Proposed Board Meeting Date Change from March 20, 2024 to April 03, 2024 Presenter: Jenna McCulley, Chief of Staff 5 Minutes	63
2.	Complaint Resolution Presenter: Maya Rabasa, Board Chair 20 Minutes	66
XII.	Items for Action at a Future Meeting	
1.	Community Engagement with the 4J Board of Directors Presenters: Maya Rabasa, Board Chair; Jenny Jonak, Vice Chair 15 Minutes	67
2.	Board Committees: Establish and Assign Representatives Presenter: Maya Rabasa, Board Chair 10 Minutes	68
XIII.	Suggestions by the Board for Consideration of Items at a Future Meeting	
XIV.	Adjourn	

THIS MEETING WILL BE BROADCAST OVER KRVM-AM (1280)

INFORMATION FOR THE DEAF AND HARD OF HEARING:

Closed Captioning is available during Board meetings through a zoom live feed which is also displayed at in-person meetings.



ITEM FOR INFORMATION

Date of Meeting

February 21, 2024

Title

4J Student Climate Justice Team

Student leaders from various high schools will be sharing what has been happening at their individual schools, as well as collectively at the district. They will have a Google Slide Presentation that they hope to present.

Presenter/s

Staff person to present

Team facilitators (but won't be presenting):

- Tana Shepard - TOSA Climate, Energy & Conservation
- Sarah Ruggiero Kirby – TOSA Secondary Science; Outdoor School Coordinator
 - Student Presenters: Students from Churchill, South Eugene and Sheldon High Schools will present.

Background

Students will present briefly about how the team started, the goals of their team, what each school has been doing throughout the year, and how to collectively move forward on the 4J Climate Resolution with the support of the board.



4J School Board Presentation

February 21, 2024



We are the 4J Climate Justice Team



Promote climate change education, climate justice, green careers and ways to apply a sustainable lifestyle

Empower, educate and prepare students to adapt for their inherited future on the planet

5



Students

Curriculum and Instruction - Student Voice

- [4J Climate Education Summit](#)
- [Register Guard article](#)
- [ODE chat 10/2020](#)
- April 2021 Presentation to the [Council of State Science Supervisors](#)
 - Nationwide consortium of State Science Leaders
 - Generated work toward an nationwide imperative statement
- [The City Club of Eugene, January 2022](#)

6



Curriculum and Instruction Focus

- Collaboration with Subject to Climate to create the Oregon Climate Education Hub
- Collection of curricular examples per grade level, across content ⁷ areas that can be accessed by 4J teachers
- 4J Climate Justice Team (students)
- Environmental Justice Student Symposium/Speaker Series
- K-12 Cafeteria Waste Systems



Achievements

- Cross-district school collaboration
- Transportation collaboration with SAFE Routes to Schools
- Annual District-wide Clothing Swap
- Worked with State Legislators on Climate Education Bill
- Created informative lessons to be shared in advisories and elementary schools
- City Club of Eugene - presentation
- Presenting to ODE Science Specialists and the Council of State Science Supervisors

Students



Appreciation

We want to take time to appreciate the policies 4J has already put in place to help protect the environment.

- Idle free zone
- Food Waste Collection with Love
- Food Not Waste Program
- Free bus passes for students

Students

4J No-Idling Policy Adopted

While you're waiting to pick up your students from school, we kindly request that you turn off your car's engine.

The policy applies to:

- Parked cars
- Delivery vehicles
- School buses

More
Information



This action may seem small, but it can make a big difference.



Thank you for your consideration!

https://www.4j.lane.edu/24697_2?articleID=1958



Churchill : Climate Action Club

- Clothing Swap
- Worked on Climate Education bill
- Volunteered at Mt. Pisgah
- Managed the Food Waste program
- Cleaned up school planters
- Collaborated with Unity Clubs across the school
- Master Recyclers (Rachel Carson) managed recycling throughout school

Students



Sheldon : Environmental Club

- Construction, staining, and planting of 8 raised garden beds
- Soil amendment and establishment of Native Plant Garden (in progress)
- Painting of Environmental Mural from student art contest
- Trail maintenance workday at Mount Tom house (Harrisburg)

Students



South : Earth Guardians 350

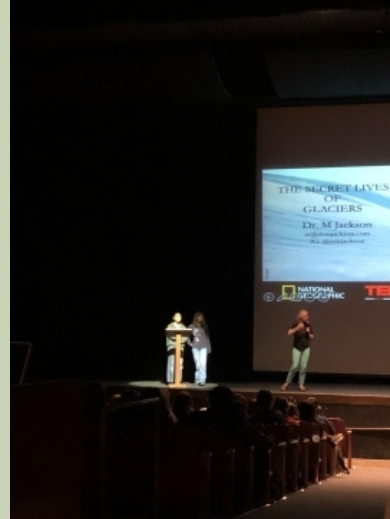
Striving to combat climate change through civics, education, and activism.

- Volunteering with Mt Pisgah Native Plant Nursery
- Testifying at city council
- Mural
- Composting
- Guest speakers: Glaciologist, others
- Infographics
- Earth Week

Students



12



North: Eco Club

- *Community Partners:*
 - Grassroots Gardens (Community Garden-Saturdays)
 - Tree Planting with Friends of Trees
- *Year-round service to the school*
 - Cans and Bottle Recycling
 - Love Food Not Waste - Cafeteria and Kitchen Composting
 - Multiple Campus Clean-Ups



4J Climate Justice Team Goals:

- Form a Climate Youth Advisory Council
 - *Advocate for climate education, justice and action*
 - *Meet four times per school year*
- Collaborative Climate Action Plan (next slide)
 - [4J School Climate Action Resolution](#)
 - [March 2022 Board Climate Meeting](#)
- Prioritize student interests in climate education/action
- Help 4J create a sustainable future for its students

14

We need your help. Our future depends on it.

Our Ask (Humble Request to the Board)

- **Designate a workgroup** to create an action plan
 - ◆ To be shared out with the community
 - ◆ Includes representative(s) from students, teachers, facilities, transportation, instruction, nutrition services, custodial and families
- **Create an action plan** for the 2019 Climate Resolution
 - ◆ Honor City of Eugene's CAP 2.0 Agreement
 - ◆ Promote the new Idle-free policy widely
 - ◆ Integration of climate change into all subject areas K-12
 - ◆ Robust education to support waste stations in K-12 cafeterias
 - ◆ Work towards reusables in secondary school cafeterias
 - ◆ Coordination across the departments toward sustainable practices for operation



“Small acts, when multiplied by millions of people, can transform the world.”

–Howard Zinn.

THANK YOU

4J Climate Justice Team

Milla Vogelzang-Liu (Senior, SEHS)

Nora Black (Junior, SEHS)

Gabriel Burke (Junior, CHS)

Willow Scott (Junior, CHS)

Questions? Please contact:

Sarah Ruggiero Kirby (ruggiero_s@4j.lane.edu)

Tana Shepard (shepard_t@4j.lane.edu)

**Resolution of the Eugene School District
4J Call to Climate Change Action
Resolution 2019-14**

WHEREAS we believe it is important to advocate for climate action leading to climate restoration to curtail one of the greatest threats facing communities throughout the world;

WHEREAS, we believe that climate change is not a partisan issue and that local, state, and national policies should be guided by the best available science;

WHEREAS, there is a broad scientific consensus among climate scientists that human activities, contributing to increases in greenhouse gas emissions, are the dominant cause of climate change;

WHEREAS, children represent a particularly vulnerable group because greenhouse gases emitted into the atmosphere will continue to accumulate over the coming decades and will profoundly impact our current students throughout their lives, as well as the lives of future generations;

WHEREAS, climate change is a children's issue, a generational justice and human rights issue, and a social justice and equity issue;

WHEREAS, Board Policy EDDA recognizes the principle of sustainability and its connection to future generations of district students;

WHEREAS, the Eugene School District 4J has already taken important measures to build and improve the energy efficiency of schools, promote walking and biking to school, reduce waste reduction and recycling programs at schools; and encourage environmental programs;

WHEREAS, we work to ensure that Eugene School District 4J students graduate as knowledgeable students of the world;

WHEREAS, the global impact, urgency, and magnitude of the challenge of addressing climate change requires leadership in all sectors of society and across all levels of government;

WHEREAS, we depend on national, state and local elected leaders to work in bipartisan fashion to make substantial progress on climate action, thereby protecting our current and future students;

NOW, THEREFORE, BE IT RESOLVED THAT, Eugene 4J School Board supports the following initiatives:

1. We will collaborate with existing city, county and state partners to realize our goals for sustainability.
2. We will work to reduce food waste and promote climate-friendly food service at all district schools.
3. We will continue to teach students respect for natural resources.
4. We will provide environmental science instruction and curriculum at all levels aligned to Next Generation Science Standards in the areas of interdependency of humans and the natural world, human impacts on earth systems, weather and climate systems, climate change and natural resources.
5. We will continue to engage in sustainable building, landscaping and maintenance practices.
6. We will continue to support the Safe Routes to Schools program.
7. We will continue to identify opportunities throughout district schools and departments to reduce carbon consumption.

BE IT FURTHER RESOLVED, that the Eugene School District 4J Board calls on the United States Congress and the Oregon State Legislature to take swift and common sense action on climate change to protect current and future students.

Approved this 1st day of May, 2019.



Alicia Hays, Chair



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

February 21, 2024

Title

Approve Special Board Meeting and Work Session Minutes for 01.10.2024

Approve Regular Board Meeting Minutes for 01.24.2024

Approve Board Work Session and Regular Board Meeting Minutes for 02.07.2024

Background

The board minutes above are in draft form. If approved, the final minutes will be uploaded to BoardBook and available to the public.

**MINUTES OF THE SPECIAL BOARD MEETING AND WORK SESSION
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON
Date: January 10, 2024**

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a special board meeting at 5:15 p.m. and a work session at 6:15 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 January 5, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Andy Dey, Superintendent
Debbie McKim, Executive Assistant to the Superintendent/Board Secretary
Sherry Moore, Executive Assistant to the Chief of Staff
Jenna McCulley, Chief of Staff
Oscar Loureiro, Director of Research and Planning
Larry Williams, Executive Director of Academic Success and Advancement

EMPLOYEE ASSOCIATIONS:

None.

MEDIA:

KRVM

I. SPECIAL BOARD MEETING

II. CALL TO ORDER AND ROLL CALL

Vice Chair Jonak called the meeting to order at 5:19 p.m. She said the names of the board members who were present.

III. AGENDA APPROVAL

There were no changes to the agenda.

IV. CONSENT GROUP – ITEMS FOR ACTION

1. EARLY LITERACY GRANT APPROVAL (2nd READ)

MOTION: Ms. Munro moved to approve the consent agenda as presented. Seconded by Ms. Newman. **Motion passed unanimously 6:0:0; Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, Ms. Thessen and Ms. Munro all in favor.**

V. ITEMS FOR ACTION

1. APPROVE INTEGRATED GUIDANCE GRANT – LONGITUDINAL PERFORMANCE GROWTH TARGETS

Director of Research and Planning Oscar Loureiro and Executive Director of Academic Success and Advancement Larry Williams presented via PowerPoint information about Longitudinal Performance Growth Targets (LPGTs). The presentation is the final stage of the grant application process; they are seeking board approval for the Integrated Grant Agreement with embedded LPGTs.

Mr. Williams emphasized that the Oregon Department of Education (ODE) assisted Eugene School District 4J with monitoring and evaluating their plan. He said ODE helped them set SMART (specific, measurable, achievable, relevant, and time-bound) goals. They met with ODE multiple times to review and re-draft realistic and attainable targets, based on district and statewide trends.

Mr. Loureiro noted the five metrics that ODE requires: four-year graduation rate, five-year completion, third grade reading, ninth grade on-track, and regular attendance. He revealed slides detailing the district's targets as they relate to ODE metrics.

In conclusion, Mr. Williams mentioned that 4Js current model for school improvement is well aligned with the work ODE is requiring. He said further work on the School Continuous Improvement Plan (SCIP) will need to continue to align with ODE recommendations. He added that a performance review is required every four years; but they will be providing one to the board every two years.

Mr. Loureiro and Mr. Williams responded to questions from the Board of Directors (BOD).

MOTION: Ms. Munro moved to approve the Integrated Guidance Grant as presented. Seconded by Mr. Di Liberto. **The motion passed unanimously, 6,0,0; Vice Chair Jonak, Mr. Di Liberto, Mr. Hamilton, Ms. Newman, Ms. Thessen and Ms. Munro all in favor.**

VII. ADJOURN SPECIAL BOARD MEETING

Vice Chair Jonak adjourned the special board meeting at 5:54 p.m.

VIII. WORK SESSION

1. CALL TO ORDER

Vice Chair Jonak called the work session to order at 6:19 p.m.

2. WORK ON SUPERINTENDENT, BOARD AND DISTRICT GOALS

Vice Chair Jonak introduced the topic of reviewing the newly drafted superintendent, board, and district goals. She said she created a first draft of the documents and invited

BOD review and feedback. She reiterated that the BOD is to identify goals to guide the rest of the academic year.

Superintendent goals

The BOD began by reviewing superintendent goals. Referencing the draft provided, Superintendent Dey said there is nothing he would change and verbalized his support of the document.

Ms. Newman suggested to taking out “equity coach”, under the category “ongoing efforts”, until the board decides a direction. She noted that some of the goals are duplicative, for example, “timely and clear communication” appears more than once.

Mr. Di Liberto asked how the success of the goals are measured at the end of the school year.

Ms. Newman responded there are many ways it can be done, but typically the BOD reviews goals via a consensus process outlined by Coalition of Oregon School Administrators (COSA). She said they look at each goal, get together in Executive Session, assess the goals, and come to a consensus about their effectiveness.

Superintendent Dey added that last year he was asked to provide a self-evaluation, and he can do that again.

Ms. Newman requested reviewing a copy of the previous Superintendent evaluation.

Superintendent Dey responded affirmatively.

Based on feedback, Vice Chair Jonak offered to take out duplications, add a strategic plan vision initiation, and align the draft within the framework of a COSA Superintendent evaluation tool.

Board Goals

The BOD reviewed board goals.

Ms. Thessen said, in reference to an item under Goal #1 in the category “internal”, that she cannot guarantee she can attend all trainings and/or one annual conference.

Vice Chair Jonak responded that they can include the language “when possible” as in “when possible, board members attend trainings”.

Ms. Newman provided general feedback, stating that next year she would like to have meatier goals. She said the document reflects standards for how to engage as board members; items which belong in the board working agreement.

Referencing the “external” category, Ms. Newman suggested a goal of all meeting together: OSCA leadership, EEA leadership, board leadership, and district leadership.

Mr. Di Liberto shared his perspective that in his experience the employee groups have very different jobs and people feel more free to open up when there’s one employee group at a time. He said he thinks it’s more productive that way.

Ms. Thessen suggested they continue to meet individually, but twice per year they meet as a group, as Ms. Newman described.

There was consensus to explore a framework around employee group meetings and gather employee group feedback.

Vice Chair Jonak mentioned, regarding item “the board will reach out to schools to request that they inform the board of any opportunities to visit or attend school events/programs” that if a board member has a full-time job, it might not be feasible.

Board members explored language that would allow for more flexibility regarding that item.

Mr. Di Liberto suggested changing the language to read “make every effort to visit or attend school events/programs”.

Vice Chair Jonak introduced Goal #2.

Ms. Munro suggested they consider a BOD Facebook page as a potential communication channel.

Ms. Newman asked if there is a communications person who could conduct that work, so that it doesn't fall on board members.

Vice Chair Jonak responded yes.

Board reached a consensus to change the verbiage of the goal from “develop a communication channel for the board” to “explore a communication channel for the board.”

Discussion ensued about ways to hold regular board meetings that prioritize the community's time and interests, the need to explore the structure of board meetings, and the BOD coordinating with district staff to improve efficiency.

Ms. Thessen suggested asking the public what they need to make the public comment process easier.

Ms. Newman suggested holding public quarterly listening sessions in addition to public board meetings. She emphasized the importance of people bringing not only their concerns, but their ideas, successes, and solutions.

In addition to the item “create a flyer that orients community members to the mechanics of board meetings”, Ms. Munro suggested the possibility of a “greeter” who can orient people.

Ms. Newman suggested adding “policy review and development” to the “ongoing board work” section.

Ms. Newman left the meeting at 7:18 p.m.

District Goals

The BOD reviewed district goals.

Referencing Goal #1, Mr. Di Liberto suggested exploring a wide, not limited, range of subjects and skills regarding performance metrics.

Referencing Goal #2, Vice Chair Jonak said it would be helpful to know the performance metrics of the newsletter, podcast, and other communication tools, including how things get measured.

Superintendent Dey responded that it would be a massive, laborious, potentially not helpful task to review it in one sitting at the end of the year. He added that it is potentially helpful information, but a little too late.

Referencing Goal #3, Vice Chair Jonak asked Superintendent Dey if he has any feedback.

Superintendent Dey responded with general feedback about exploring different methods of reporting to the BOD.

Ms. Munro suggested swapping Goal #2 and Goal #3 for the purpose of having the safety goal listed first.

Vice Chair Jonak said she will make the suggested changes to the district goals draft before receiving input from district staff. She mentioned that there will still be time for the BOD to provide superintendent, board, and district goal ideas.

Ms. Munro added that there is still time for the public to provide goal ideas.

3. ADJOURN WORK SESSION

Vice Chair Jonak adjourned the work session at 8:05 p.m.

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

Date: January 24, 2024

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a regular board meeting at 7:00 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 January 19, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Andy Dey, Superintendent
Debbie McKim, Executive Assistant to the Superintendent and Board
Sherry Moore, Executive Assistant to the Chief of Staff
Jenna McCulley, Chief of Staff
Matt Brown, Finance Director
Missy Cole, Churchill High School Principal
Lancelot Falcon, Churchill High School Assistant Principal
Matt Brown, Finance Director

OTHER GUESTS:

Sheridan Schilling, Churchill High School
Carmen Gonzalez Valle, Sheldon High School
Parker Anderson, North Eugene High School (online)
Tony Scurto, Superintendent, Lane Education Service District (ESD)
Linda Hamilton, Board Member, Lane Education Service District (ESD)

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association

MEDIA:

KRVM

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Maya Rabasa called the meeting to order at 7:10 p.m. She said the names of the

board members who were present. Superintendent Dey led the flag salute, and Chair Rabasa read the land acknowledgement statement.

III. AGENDA APPROVAL

There was one amendment to the agenda. The item 8.1 titled, Receive Information from Lane Education Service District (ESD) Superintendent Tony Scurto about the Services Provided by Lane ESD and the Local Service Plan 2023-25 was moved to follow the Introduction of Guests and Superintendent's Report.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey provided a brief report. He announced that the National Association of School Psychologists honored Eugene School District 4J school psychologists with the designation of "Excellence in School Psychological Services." Citing a national shortage of school psychologists, Superintendent Dey said this designation leverages recruiting of highly skilled individuals. He recognized the 4J school psychologists present at the meeting, stating "we are very proud of the support and well-deserved recognition for your work."

Superintendent Dey said that January is school board appreciation month. He highlighted the signs posted around the auditorium, which were created for the Board of Directors (BOD) by 4J teachers and students.

Lane Education Service District (ESD) Superintendent Tony Scurto and Board Member Linda Hamilton addressed the BOD with information regarding the upcoming request for approval of a local service plan.

Mr. Scurto said that Lane ESD presents to the BOD annually. He reported that all superintendents in Lane County cooperatively formulated the local service plan. He clarified that they are currently in the second year of a local service plan, and the upcoming request for approval is for a local service plan for the 2024-25 school year. He referenced the plan, which was provided to the BOD in advance of the meeting. He said the local service plan does not include many changes, but rather it is a "continuation" of the services currently being offered.

Mr. Scurto highlighted the services that 4J utilizes, such as technology, special education, school improvement, and administration services. He noted that 4J overwhelmingly utilizes the special education services provided by Lane ESD. He mentioned other activities Lane ESD provides, such as community events, and partnering with local groups.

Mr. Scurto offered to answer questions from the BOD. There were no questions. He said the deadline for approval of the local service plan is March 1, 2024; no action is needed tonight.

V. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Representative Sheridan Schilling provided a report from Churchill High School. She said students are back on campus after being off for one week due to the ice storm. The first three days back to school were hectic and stressful as they experienced a series of threats against the school. The threats were investigated by the Eugene Police

Department and there was a police presence on campus three days that week. She said doors are now locked during the day, which is a step in the right direction. Ms. Schilling reported that students hope leaders continue to take steps to ensure the safety of everyone on campus. The Friday before Martin Luther King Jr. Day, the Black student union collaborated with other affinity groups on campus to host a MLK Jr. assembly, an incredible celebration of diversity and history of the civil rights movement.

Representative Carmen Gonzales Valle provided a report from Sheldon High School. They are hosting their food drive, and all proceeds go to the food pantry. An assembly was held and classes competed against one another in the “class color Olympics.” Students participating in winter sports were recognized at the assembly. An information night was held for eighth graders exploring what path they might want to take in high school. Ms. Gonzales Valle said she learned that not every middle school has a student council and urged the BOD to take action on the issue.

Representative Parker Anderson provided a report from North Eugene High School. He said students are returning from the break after the ice storm. He thanked the board for not putting students at risk [by driving to school] and reported that the prioritization of student safety was “hugely appreciated.” The dance team won state competitions. Three dancers made all-state finalists and one made the all-state dance team. The theater’s upcoming production was cancelled due to the performing arts wing of North Eugene High School sustaining water damage during the ice storm. He expressed that students and the community are worried that a building this new is already getting damaged. He said it would be helpful if there was more communication from BOD as to what happened during the construction that led to the damage and what is being done to prevent it from happening again.

VII. ITEMS RAISED BY AUDIENCE

Nancy Buffum, Director of the Eugene Education Foundation (EEF), shared that in 2024 the nonprofit awarded 55 grants to 4J classrooms, schools, and district projects, totaling almost \$150,000. She said they wished they could have funded all the requests in the full amount. She noted the funds are currently being distributed. She mentioned that their annual EEF Gala was moved to Thursday, March 21, 2024, at the Ford Alumni Center at the University of Oregon. The theme is “Moving Forward Together.” Ms. Buffum invited each board member to attend the gala.

Doyle Canning, 4J parent, expressed her support of the 4J levy measure. She shared a story about her 8-year-old son who recently described an “ordinary” day at school: he’d learned about the Hebrew creation story, made a Chinese dragon out of clay, read at the library, did math, played soccer, and connected with his teachers. Ms. Canning said her son’s ordinary day was actually “extraordinary.” She urged support of the 4J levy measure for the upcoming May ballot, stating that strong public schools need strong public support.

VIII. COMMENTS BY EMPLOYEE GROUPS

Eugene Education Association (EEA) President Sabrina Gordon thanked the BOD in recognition of school board appreciation month. She said educators have noticed a genuine interest and willingness to engage by attending listening sessions, visiting

schools, going to special events, engaging in conversations, and asking questions to get a deeper understanding of issues. She said the BOD sets Eugene 4J apart and has contributed to feelings of support for educators.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Chair Rabasa provided a message on behalf of the board. She said we find ourselves in the wake of a tremendously damaging ice storm. Countless 4J community members lost power and some are still waiting for power to be restored. School, events, and meetings were missed. Some school buildings lost power. Food was compromised. Trees were toppled and branches scattered all over the district. She said 4J teams, spanning a range of departments, worked tirelessly to support students, care for school sites, and make difficult decisions all in the name of prioritizing staff and student safety.

She said staff members immediately stepped into action, securing hotel vouchers, and preparing, packing, and distributing nearly 1,000 food boxes for 4J students. The technology department stood ready to fix any issue the ice caused to technology. The communications team got notices out about school closures with as much advance notice as possible. The transportation team's diligent attention meant safety for students returning to school after the storm. And the custodial and maintenance teams were heroic. She noted that some schools needed more attention than others. Chair Rabasa finished by saying it was an extremely difficult week, but they were all bursting with pride given how everything was handled. She thanked the students and families for their patience and for caring for each other. She thanked Superintendent Dey for making a plethora of decisions to ensure the safety of the 4J community.

Mr. Di Liberto reported that he attended the North Eugene High School Martin Luther King Jr. celebration.

Ms. Newman thanked the Eugene Education Foundation (EEF) for all they do for 4J students and the community. She recognized Lane ESD's School Psychology Program as being the first point of contact for 4J kids with developmental delays and/or disabilities.

Vice Chair Jonak attended a presentation titled "Supporting Our Disabled Students." The presentation was part two of a disability justice series hosted by a 4J Budget Committee member. Vice Chair Jonak suggested it would be valuable for anyone in education and families of students with disabilities. There is a recording available. The next event is scheduled for March 5, 2024, and the topic is Intersectional Disability.

Mr. Hamilton attended the North Eugene High School Martin Luther King Jr. celebration reporting that it was entertaining, and he even had the joy of participating. He also attended the Oregon Alliance of Black School Educators (ORABSE) Black and Fabulous Annual Gala in Portland.

X. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE BOARD MEETING MINUTES FOR DECEMBER 6, 2023; DECEMBER 11, 2023; DECEMBER 13, 2023.

No discussion was held.

2. APPROVE STUDENT TRAVEL 03-23-2024 – 03-29-2024: CHURCHILL HS VARSITY BASEBALL TRIP TO COACH BOB INVITATIONAL IN PHOENIX, ARIZONA
No discussion was held.

3. APPROVE BOND PROJECT – GILHAM ELEMENTARY SCHOOL ROOFING PROJECT
No discussion was held.

4. APPROVE BUSINESSPLUS/POWERSCHOOL APPLICATION MANAGEMENT SERVICE (AMC) CONTRACT EXPANSION
No discussion was held.

5. APPROVE CITY OF EUGENE UPDATED RIVERFRONT URBAN RENEWAL REQUEST
No discussion was held.

MOTION: Vice Chair Jonak moved to approve the consent agenda as presented. Seconded by Ms. Thessen. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

XI. ITEMS FOR INFORMATION

1. CHURCHILL HIGH SCHOOL PRESENTATION OF SCHOOL CONTINUOUS IMPROVEMENT PLAN (SCIP)

Churchill High School Principal Missy Cole and Assistant Principal Lancelot Falcon presented the Churchill School Continuous Improvement Plan (SCIP) via PowerPoint presentation.

Principal Cole explained that they conducted a review of year end school data, including, but not limited to, graduation rates, attendance rates, and behavioral referrals. With that information, they collaborated with teachers and staff to hear their ideas about how to improve. The SCIP is a reflection of those collaborative efforts.

Principal Cole highlighted areas they identified for improvement, such as ninth grade reading, particularly the need to support students of color and students with disabilities. She emphasized the need to support students who qualify for McKinney-Vento (the McKinney-Vento Homeless Assistance Act ensures the educational rights and protections of children and youth experiencing homelessness), Spanish speaking families, and ensuring safety, communication, and supports for all students and families.

Mr. Falcon introduced SCIP Goal #1: By the end of the 2023-24 academic year, staff will connect identified students who qualify for McKinney-Vento to resources that will help support their attendance, connections, and success rates in school.

He introduced Goal #2: Over the 2023-24 academic year, use Gates-MacGinitie Reading Assessment Program to identify struggling ninth grade readers and apply strategies to improve reading.

Principal Cole introduced Goal #3: Increase education and process around safety protocols.

Principal Cole and Mr. Falcon responded to questions from the BOD.

Ms. Newman asked if the work around supporting McKinney-Vento students is coordinated with The 15th Night.

Mr. Falcon responded yes; The 15th Night is a resource that Churchill High School utilizes quite often.

Ms. Newman asked, regarding the topic of ninth grade reading deficits, if there are instructors and to address that.

Mr. Falcon responded that there are two primary ninth grade Language Arts instructors who identify reading levels and implement reading strategies.

Principal Cole added that one of their special education teachers has a background in reading strategies; she has been identified to support staff.

Chair Rabasa asked if they have noticed a shift in the number of students who qualify for Individualized Education Plans (IEPs).

Mr. Falcon responded that they have seen profound changes academically, socially, and emotionally. He noted a dramatic 504 increase, not necessarily an increase in IEPs.

XII. ITEMS FOR ACTION

1. CONSIDER APPROVAL OF REVISED GOALS AS FOLLOWS: 2023-24 BOARD GOALS, 2023-24 DISTRICT GOALS, 2023-24 SUPERINTENDENT GOALS

Ms. Munro suggested a copy edit change to the 2023-24 board goals. Regarding external goals, listed under schools, the second bullet reads, "The board will strive to have a presence at/attend district and school events." Her recommendation was to remove the word "attend."

Mr. Di Liberto suggested a copy edit change. Regarding Goal 1, sub-bullet four: change the language from "unions" to "employee groups."

MOTION: Vice Chair Jonak moved to approve the 2023-24 board goals with two proposed copy edit changes: replacing the word "attend" with "at" and replacing the word "unions" with "employee groups." Seconded by Ms. Thessen. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

MOTION: Vice Chair Jonak made a motion to approve the 2023-24 district goals as proposed. Seconded by Mr. Di Liberto. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

Ms. Newman suggested adding Coalition of Oregon School Administrators (COSA) standard 8: Policy, Governance, and Advocacy.

Ms. Munro suggested removing the second sentence.

MOTION: Vice Chair Jonak made a motion to approve the 2023-24 Superintendent goals with two proposed changes: adding standard 8: Policy, Governance, and Advocacy and removing the second sentence. Seconded by Ms. Thessen. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

2. SELECTION OF SUPERINTENDENT EVALUATION TOOL (2ND READ)

Chair Rabasa introduced the selection of Superintendent evaluation tool (2nd read). She explained that the original proposal was to use the framework that had been designed by COSA and Oregon School Boards Association (OSBA). She noted that Ms. Newman helped prepare the final Superintendent evaluation framework before the BOD for adoption. Chair Rabasa added that they incorporated a comment option to receive feedback from participants.

Board members have been offered a training around Superintendent evaluation framework. It will be offered on Zoom, but if a member cannot attend, it will remain available to view.

MOTION: Vice Chair Jonak moved to approve the framework for the 2023-24 Superintendent evaluation framework with the additions of a comments column, page numbers, and a training. Seconded by Mr. Hamilton. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. LANE EDUCATION SERVICE DISTRICT (ESD) 2023-25 LOCAL SERVICE PLAN – YEAR TWO RESOLUTION (1ST READ)

Superintendent Dey presented the Lane ESD 2023-25 local service plan – year two Resolution (1st read). He responded to questions from the BOD.

Ms. Munro asked Superintendent Dey to elaborate on the difference the partnership with Lane ESD makes at Eugene School District 4J.

Superintendent Dey said that, among other things, Lane ESD helps coordinate 4J district with other districts, support tremendously with special education programs, help manage student information systems, and coordinate with state-level reporting and initiatives.

3. OPERATING LEVY – EXPLORE DETAILS AND TIMING RELATED TO ADDING AN OPERATING LEVY TO BALLOT

Chair Rabasa presented the topic of potentially adding an operating levy to the ballot. The current operating levy is set to expire in 2025 and the potential upcoming levy would be a renewal. She said the levy brings in approximately 22 million dollars per year, and it is a 5-year plan. A public hearing will be held at the February 7, 2024, regular board meeting.

4. BUDGET OFFICER DESIGNATION AND RESOLUTION

Finance Director Matt Brown introduced the topic of budget officer designation and resolution. He said every year the school board elects a budget officer. Typically, it is the finance director who serves in that role.

The BOD will entertain a motion at the regular board meeting on February 7, 2024.

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

Ms. Thessen brought up the raising rates of sexually transmitted illnesses (STIs) in Lane County. She recommended a Friday memo about the topic and suggested revisiting 4J policy as it relates to promoting public health and the prevention of STIs.

Ms. Munro requested information about how to make up the missed school days due to the recent ice storm.

Mr. Di Liberto requested information about the timeline for inventory on local assessments for all districts in Oregon.

XV. ADJOURN

Chair Rabasa adjourned the regular meeting at 8:46 p.m.

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

Date: February 7, 2024

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 4:30 p.m. and a regular Board of Directors (BOD) meeting at 7:00 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 February 02, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF:

Andy Dey, Superintendent
Debbie McKim, Executive Assistant to the Superintendent and Board
Sherry Moore, Executive Assistant to Chief of Staff

EMPLOYEE ASSOCIATIONS:

EEA
OSEA
MAPS

MEDIA:

KRVM

I. WORK SESSION

1. CALL TO ORDER AND ROLL CALL

Chair Maya Rabasa called the meeting to order at 4:34 p.m.

2. CONDUCT WORK SESSION BUSINESS

The board convened in a work session to discuss finalization of board committees and board committee assignments.

Chair Rabasa said Superintendent Andy Dey would join the work session at 5:00 p.m. She explained that the session would consist of three parts: review current committees, explore additional committee options, and how they would determine committee assignments.

The board referred to the draft 2023-24 4J Board Sub-Committee List. Board members decided to continue to assign representatives to the Student Voice Subcommittee, Legislative Committee, Lane ESD Budget Committee, Lane Council of Governments Representative, Eugene Education Foundation, Charter School Council, Bond Oversight Committee, and the Audit and Finance Committee. All board members were still required to be on the Budget Committee.

Chair Rabasa encouraged board members to not take on more roles than they could fulfill.

The board discussed the Equity Advisory Committee requirement from the State of Oregon. She explained how that committee operated in the past and board members' involvement, and then how it currently functioned. Now, the board had ownership of it and could not be members of the committee. She asked if they wanted to consider having board members serve as liaisons, or they could attend as audience members. Jenny Jonak asked what the liaison would do. Chair Rabasa said this was the first time the committee would bring items to the board. She said the committee had not met yet. Judy Newman said she would like to not have liaisons but instead have a way to receive updates from the committee. Another option could be to rotate which members attended in the audience. Ms. Jonak suggested that the board ask the committee if it wanted board members to attend its meetings. Chair Rabasa said she would ask the committee. She said if the board did not contribute to the conversation at the committee, it would need to rely on the superintendent to relay information.

Ms. Newman said they should ask how information from those meetings would be relayed to the board. Chair Rabasa asked about the selection of the committee's facilitator.

Ms. Jonak felt concerned that the Equity Advisory Committee had not met yet and would like the board to find out why. Ms. Newman agreed.

Erika Thessen said the board should have more involvement to make sure the committee started to meet. Ms. Newman said they should get more information first before the board became involved. Ms. Jonak suggested they ask Superintendent Dey for more information.

Chair Rabasa asked who oversaw coordination of that meeting and if it was possibly Jenna McCulley, Chief of Staff. She said the district was hiring a committee facilitator. She asked for permission for her and Ms. McCulley to help. Ms. Newman said they should wait to ask the superintendent what the committee wanted. Mr. Hamilton said they needed details.

Chair Rabasa moved on to discussing the Policy Committee. Morgan Munro explained several options. She said a board member could be involved in the work group if they were invited. That was different than a committee. She said the committee could include staff members. Ms. Jonak asked if there were topics of particular interest, they could attend that session to give input because she was interested in some pieces. She said if they knew the topics in advance, they could choose which meetings to attend. Ms. Munro said staff would still do all the work. Chair Rabasa said they would have to thoughtfully consider if they wanted to allow board members to do work. Ms. Newman said they could recommend people. She questioned what the board members would

gain by attending Policy Committee meetings. Ms. Jonak said she liked to review policies for the first read to help edit details. Tom Di Liberto felt the same way. He would value someone looking at the details before drafts were submitted to the board. Rick Hamilton said they had not had a lot of communication about those issues, and he would like some board presence. He was interested in equity and policy.

Superintendent Dey entered the meeting via Zoom at 5:01 p.m.

Chair Rabasa responded to Ms. Newman that they would gain transparency. She would like to let the community observe. Ms. Munro asked for confirmation about the staff's process. Chair Rabasa went over the three purposes of the board members.

Ms. Jonak asked about the structure. She preferred the public route. Ms. Munro said it would create more meetings. She asked when it became a public meeting. Ms. Jonak explained why they went to this point. She said they wanted to streamline the process. Chair Rabasa wondered if they were trying to fix something that was not broken. Ms. Jonak said they struggled to address items of substance during the board meetings.

Ms. Thessen asked what the Policy Committee's responsibilities were. Ms. Munro explained the committee's process. She said it would be faster to either have a staff committee that a board member joined for a massive work session. She was more comfortable delegating to a board member some of that work. Ms. Newman said that was how it was previously done. She said a lot of it was busy work. Ms. Jonak liked the idea of the Policy Committee writing drafts. Chair Rabasa was concerned about having board members do work that staff traditionally did. Ms. Newman said she would not support staff working at night after working a full day to support the committees. Mr. Di Liberto said the Policy Committee was different. Chair Rabasa said they could keep it as it was and insert semi-regular work sessions dedicated to policy. Ms. Munro would like the Policy Committee to not meet after 5:00 p.m. She suggested it be at a convenient time for staff. Ms. Jonak supported making the recording available. Ms. Newman wanted to know how they would handle the Policy Committee.

Chair Rabasa said if they chose to continue all the committees on the list, they would need to vote on them in a public meeting. She proposed that during their next meeting, they would have an item on the agenda to vote on whether or not they would establish committees. Ms. Munro asked to clarify if the board would be disinclined to have any board members attend staff meetings where they talked about policies. Chair Rabasa replied if they were going to open the door for that to be in the realm of policy work, she would like to open it up for anything that a board member was interested in. Ms. Munro said she did not want to be on the policy team. Chair Rabasa did not think that they would not be inclined to ask Ms. Munro to be on that team, but she did not feel comfortable with staff choosing board members to do certain pieces of work. She said if the committee needed a board member, the board would choose that person. They agreed that it could be a working agreement topic.

Ms. Thessen recommended creating an inventory of the board members' interests. Chair Rabasa said that was part of the initial conversations they had with board members.

Chair Rabasa asked Superintendent Dey for the status of the Equity Advisory Committee. He said several people have been asked if they could facilitate the committee, but they all declined due to lack of time. He talked to Ms. McCulley on February 7, 2024 about how much it would cost to hire someone to do that work. They

hoped to have a facilitator. Chair Rabasa asked for a timeline. He said once they had a facilitator, they would meet immediately.

Chair Rabasa asked the board for any objections to consider the Community Engagement Committee at the next board meeting. There were no objections. Like the other committees, she asked if the board was comfortable, in the meantime, with her and Ms. Jonak consulting the board to determine which of the committees they identified each board member would want to be part of. The board agreed.

Chair Rabasa asked if they wanted to reintroduce the Long Range Facilities Planning Committee. Ms. Newman said yes, it went well with the Bond Oversight committee.

Chair Rabasa said the purpose of joining committees was to understand staff's work.

The Bond Oversight Committee meets as needed, like the Audit Committee.

Chair Rabasa said the Bond Oversight and Long Range Facilities committees used to be combined. She asked if they could combine them again and meet as needed. Superintendent Dey agreed with that suggestion. He explained why those committees were created. Chair Rabasa said that group would be an agenda item at their next meeting. She confirmed with the board that she and Ms. Jonak could consult with Superintendent Dey and Ms. McCulley to finetune those groups.

Chair Rabasa asked what they envisioned the Safety Committee did. Ms. Newman said the next four groups did things staff already did, and she would only like updates and would like to put them on hold.

Ms. Jonak said those could be good work session topics. For special education, she heard about parent advisory groups for Special Education (SPED), and she recommended it could be helpful to have a group but not a board committee. Ms. Newman said they used to have that advisory group, and she would like to ask what the plans were.

Superintendent Dey confirmed Ms. Newman's background knowledge on the topic. He said there had been two or three meetings from that group so far this year. He cautioned if there was a board committee that intersected with district work, it could cause confusion of who attended which group. Chair Rabasa would like to hear updates. Ms. Newman said local Coordinated Care Organizations (CCOs) would like to see barrier submissions. She said more than half were from SPED families, and she wanted to hear from them.

Chair Rabasa asked if they could table those ideas for committees and have work sessions instead. Mr. Hamilton was concerned that they were vulnerable, and they should initiate with that area. Ms. Jonak asked if a work session would not give enough detail. Mr. Hamilton replied that a work session would be a good start. Chair Rabasa said they were a policy board, not a working board.

Mr. Hamilton said he was concerned about safety. Superintendent Dey said if they scheduled a work session about safety, they would send information and questions in advance to him. Mr. Hamilton said since he joined the board and heard from students, it had broadened his knowledge about safety.

Ms. Jonak said one challenge was that work sessions were not long enough to discuss topics.

Ms. Thessen said when they talked about mental health, could the conversation include student health centers and holistic health. Chair Rabasa agreed.

Chair Rabasa summarized out of the seven committees, the board agreed numbers 1, 2, and 3 would be put on the next meeting's agenda. The third one would be added back to dual-purpose group with the Bond Oversight Committee. Ms. Jonak and Chair Rabasa would talk with board members to ask for their interest in being assigned to those roles. They would also solicit Superintendent Dey's input on how those roles would function. The board agreed.

Chair Rabasa asked for other committees and topics. She said there were 11 proposed committees. There were no other comments.

Chair Rabasa asked how they would put themselves on the committees. She reviewed Item Number 4, which explained how that was done. She asked for feedback on the process, and the board discussed. Chair Rabasa said a healthy board would put trust in their leadership. Ms. Jonak suggested not requiring ratification. If they changed it, that would be a working agreement, not a policy. The board would talk about working agreements on February 28, 2024.

3. **ADJOURN**

Chair Rabasa adjourned the work session at 5:54 p.m.

MINUTES OF REGULAR MEETING SCHOOL DISTRICT 4J, LANE COUNTY, OREGON Date: February 7, 2024

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a regular board meeting at 7:00 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 February 02, 2024.

ROLL CALL

BOARD MEMBERS PRESENT:

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

STAFF PRESENT

Andy Dey, Superintendent
Jenna McCulley, Chief of Staff
Matt Brown, Finance Director
Jill Cuadros, Director of Nutrition Services, Warehouse
Jeff Johnson, Director of Elementary Education
Courtney Leonard, Roosevelt Middle School Principal

Debbie McKim, Executive Assistant to the Superintendent/Board Secretary
Sherry Moore, Executive Assistant to the Chief of Staff

STUDENT REPS

Sheridan Schilling, Churchill High School
Carmen Gonzalez Valle, Sheldon High School
Parker Anderson, North Eugene High School (online)

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association
Lisa Jenkins-Easton, Oregon School Employees Association
Shawn Savage; Managers, Administrators, Professionals, and Supervisors (MAPS)

MEDIA:

KRVM

I. REGULAR BOARD MEETING

II. CALL TO ORDER, ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Maya Rabasa called the meeting to order at 7:06 p.m. She said the names of the board members who were present. Mr. Hamilton led the flag salute, and Chair Rabasa read the land acknowledgement statement.

III. AGENDA APPROVAL

Ms. Jonak moved that part of the agenda where they were considering complaint resolution, that complaint be plural and changed to complaints.

Ms. Jonak moved that they add consideration to modify the school calendar to add back instruction days due to the days lost during the recent ice storm. Ms. Newman asked for more information. Chair Rabasa said they would have to add that as an action item that night.

Chair Rabasa said those two items would be added to the agenda.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT’S REPORT

Superintendent Dey said was traveling on district business while attending the board meeting. He acknowledged the events that occurred at Willagillespie Elementary School that afternoon. He gave a summary of staff’s response to a shooting that occurred in the parking lot. He said no one was physically injured. He said care teams would be in place to help students navigate their feelings. He commended local police for their response. He was grateful for staff and the community’s support.

Chair Rabasa and the board expressed gratitude to the staff.

V. RECEIVE REPORTS FROM HIGH SCHOOL STUDENT REPRESENTATIVES

Representative Sheridan Schilling of Churchill High School gave a report about the start of the new semester. She mentioned an annual pageant fundraiser for Children’s Miracle Network and a volleyball tournament. She gave a report of upcoming events and sports games. She also talked about safety regulations. She would also like to talk about bringing back school safety officers to schools. She explained how the new school schedule had affected Advanced Placement classes. She said some teachers would not teach those next year.

Representative Carmen Gonzalez Valle of Sheldon High School reviewed various current sports competitions and student activities. She said her school would hold a winter formal dance.

Parker Anderson of North Eugene High School shared about the school's theater program, spring musical. He commended the basketball team for being number one in the State. He acknowledged the school's good attendance rate and improving academic achievements. He thanked the school's administration and teachers. He reminded the board that the new schedule had made school harder for the students. He said on February 22, the school would host an event to honor students with good grades and attendance. NEHS's new building was damaged during the January 2024 ice storm, and repairs were anticipated to be completed in March.

VII. PUBLIC HEARING: REFERRING LOCAL OPTION LEVY – RENEW MEASURE TO THE MAY 2024 ELECTION BALLOT

Chair Rabasa opened the public hearing and explained its parameters. She summarized information about the current and the proposed levy. She explained the impact of what would happen if it did not pass.

Joy Marshall spoke in person in support of the levy. She expressed the need for students to receive support. She said there had been limits on the taxes statewide for schools. She said levies were the only way to raise money to keep staff.

Larry Lewin, a retired 4J teach and current member of Community Alliance for Public Education, in support of the proposed levy.

Chair Rabasa said the board would vote on that item later in the agenda. She closed the public hearing.

VIII. ITEMS RAISED BY AUDIENCE

Chair Rabasa explained the parameters for giving public comment.

Five people signed up to speak.

Delaney McMahon, a 4J Technology Support Specialist, talked about athletic leave and a recent Oregon School Employees Association survey. She explained female respondents said they had to use leave time for coaching duties, and male staff did not have the same situation. She explained the differences between licensed and classified staff. She was thankful after bargaining, there were no longer those differences.

Sarah Clothier, a 4J Special Education Staff, said there was a personnel crisis in special education. There were not enough staff, and the child-to-staff ratio was high. She explained the difficulties for staff and students. She said staff were harmed by low staff. She talked about the stress of getting sick, and the lack of rest and recovery time. She said there were few substitute staff, and that those substitutes were not offered other incentives. She said this has led to her leaving the profession. She said there were legal and safety issues. For example, there were Education Assistants (EAs) who are not trained to properly restrain students, and Individual Education Programs (IEP) were not being followed.

Larry Lewin spoke was concerned that teacher attrition data could be high. He wanted the district's job environment to improve. He referenced Ms. Clothier's need for agency. He asked the board what the turnover rates were.

Gavin Ogen, a special education assistant at Willagillespie said administration staff were preventing his and other people in his position from attending IEP meetings. He said EAs were supposed to be invited to those meetings, according to the legislature. Since the passing of SB 756, he said administrative staff made it harder for EAs to go to those meetings. He said according to the bill, classified staff would be paid to attend the meetings. He gave examples of the lack of accommodations for staff. He would like to talk to counselors about what students tell them. He gave feedback on what EAs need to perform their jobs.

Camela Foster signed up to speak but was not present.

Chair Maya Rabasa shared her appreciation for the audience's comments.

IX. COMMENTS BY EMPLOYEE GROUPS

Sabrina Gordon from Eugene Education Association (EEA) shared appreciation for school counselors during School Counselors Week. She gave examples of extra tasks given to school counselors, cut as covering as substitute teachers. She said counselors were critical in the rollout of assigning students' classes under the new schedule. They worked by hand to verify schedules outside the contract day. EEA asked leadership for extra compensation and acknowledgement of that work.

Lisa Jenkins-Easton from the Oregon School Employees Association was in her first year as president. She fielded many calls about the special education classrooms to help them understand things about their jobs, such as taking breaks. She said it was disheartening to hear about staff resignations. She wanted to know how many people quit. She had attended many new employee orientations. She said there were shortages in transportation staff. She explained how the OSEA has spent time bargaining for classified coaches. She thanked staff for their efforts to help classified staff. She was thankful for the movement in bargaining for coaches. She wanted future generations to want to work for the district.

Shawn Savage, representing Managers, Administrators and Professionals (MAPS), Regional Manager of Facilities/Warehouse, Nutrition Services gave a summary of work done in Nutrition Services. They were bringing local produce and food to 4J schools and cooking more food from scratch. The district's warehouse received a new freezer truck. They also recycled surplus materials. Their transportation team has 73 routes and serves 84 education sites. They also deliver field trip sack lunches, among other things.

X. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Jonak commended staff for their response at Willagillespie School. She was grateful to SPED EAs and staff, but she was disappointed that EAs would be discouraged from attending IEP meetings. She commended them for speaking up. She attended a neurodiversity town hall that week. She mentioned upcoming event and listening sessions, including Neurodiversity Family Support Night.

Ms. Thessen acknowledged February was Black History Month. She said it was very good to make important decisions about their future. She mentioned February was Teen Dating Violence Awareness Month. She said health curriculum should give trauma

informed information about healthy relationships and boundaries. She said it was important to have good student-to-teacher ratios to ensure safety and to support staff to have time to connect with students. Wednesday is Lent. March is Ramadan. Passover. She asked staff to be mindful of students fasting and observing Lent, Ramadan, and Passover. She mentioned School Counselors Week and the importance of counselors in her child's life.

Mr. Di Liberto echoed Ms. Jonak's comments. He mentioned a guest speaker event taking place at PIVOT Architecture's office. He acknowledged Black History Month and the need to learn more about African American History. He also congratulated counselors.

Ms. Newman was grateful for the community's commitment to ensure positive experience in school. She appreciated the hearing about the levy. She also appreciated board members and staff for their response to the shooting at Willagillespie School. She appreciated counselors. SPED – EAs – She was sad to hear about the situations that SPED EAs faced. She said they need to know what was in the IEPs. She appreciated Ms. Jenkins-Easton's leadership. She mentioned the recent Budget Committee meeting. She thanked the finance department for their work. She encouraged people to attend Eugene Education Foundation's gala to support their work.

Mr. Hamilton recognized Black History Month as a time for education. He said African Americans could teach others and cherish their history. He encouraged finding middle ground. He acknowledged the Eugene Chamber of Commerce event, which honored George Russell, former 4J Superintendent. He said they also did interviews at North Eugene High School recently. He acknowledged that SPED EAs were valued and appreciated but their work was very demanding.

Chair Rabasa agreed with Ms. Jonak's commentary. She thanked counselors. She was pleased about the coaches' experiences of sharing issues that resulted in change. She explained that in addition to Black History Month, it was important to give appreciation throughout the year. Gave examples of the community solving problems, such as how Eugene Parks helped during the summer breaks by providing three weeks of affordable for childcare for grades K-3. She talked about the partnerships in the community for that project and the power of collaboration. She would share more later about that possibility.

XI. CONSENT GROUP – ITEMS FOR ACTION

1. APPROVE LANE EDUCATION SERVICE DISTRICT (ESD) 2023-25 LOCAL SERVICE PLAN – YEAR TWO RESOLUTION (2nd Read).

No discussion was held.

2. APPROVE BUDGET OFFICER DESIGNATION AND RESOLUTION (2nd Read)

No discussion was held.

3. TRANSPORTATION BUS WASH REPLACEMENT

No discussion was held.

4. BOND PROJECT – SAFETY AND SECURITY – MIDDLE AND ELEMENTARY SCHOOL ENTRY IMPROVEMENTS

No discussion was held.

5. APPROVE A COOPERATIVE SPONSORSHIP WITH CROW HIGH SCHOOL FOR GIRLS SWIMMING

No discussion was held.

MOTION: Vice Chair Jonak moved to approve the consent agenda as presented. Seconded by Ms. Newman. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

XI. ITEMS FOR INFORMATION

1. ROOSEVELT MIDDLE SCHOOL PRESENTATION OF SCHOOL CONTINUOUS IMPROVEMENT PLAN (SCIP)

Courtney Leonard, Roosevelt Middle School Principal gave a PowerPoint Presentation about her School Continuous Improvement Plan (SCIP). She shared about the school's, who their students and community were, who they served and why, their goals, and next steps.

She explained their Vision and Commitment statement. They valued their community. Their staff read this statement together at meetings to set the tone for their work. She went over their CORE expectations.

Principal Leonard described their school's demographics. It was the largest middle school in the district. They were diverse, and 11 percent of the students had IEPs. They also have an advisory system and student leadership classes and affinity groups. She described their three systems of support teams.

She explained the process and planning to create their SCIP, and the interesting data included. She described the timeline of creating the plan. The school received feedback from the district on their SCIP.

She described their unique needs and how they gathered that data from students from surveys and other reports.

Their SCIP goals included family engagements, academic achievement, and school culture.

Goal 1: The families that they did not often see in school. By June 2024, they hoped to support participation, representation, and connection for their our BIPOC, LGBTQAI+, and McKinney-Venton students. Roosevelt would increase the number of families they reached out to.

Goal 2: By June 2024, they would address regularly attending Roosevelt students with identified special learning needs.

Goal 3: By June 2024, Roosevelt would reduce the number of incidents of reported identify-based harassment and bullying (race/ethnicity, gender expression, ability) by 30 percent from the previous year.

Their action plan was to look at baseline data, strategies and actions, and current outcomes. Incidents had decreased because students had more outlets to report incidents than last year.

They would Monitor those students and adjust.

Ms. Newman asked for examples of activities to engage the families to meet the first goal. Principal Leonard said there was outreach at BRING Recycling.

Ms. Thessen thanked Principal Leonard for her leadership.

Ms. Jonak complimented Principal Leonard on her presentation and the data.

Chair Rabasa appreciated Principal Leonard for creating a safe space for learning and being a team-based leader.

She called a five-minute break at 8:33 p.m.

XII. ITEMS FOR ACTION

1. OREGON DEPARTMENT OF EDUCATION (ODE) EARLY LITERACY GRANT APPROVAL

Jeff Johnson, Director of Elementary Education was available for additional information.

There was no further discussion.

MOTION: Vice Chair Jonak moved to approve the ODE Early Literacy Grant application. Seconded by Ms. Munro. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

2. APPROVE RESOLUTION #2024-02 REFERRING LOCAL OPTION LEVY RENEWAL MEASURE TO THE MAY 2024 ELECTION BALLOT

Ms. Munro expressed the importance of approving this resolution because the state's funding for schools was insufficient. She wanted to refer this to the voters.

There was no further discussion.

MOTION: Vice Chair Jonak moved to approve Resolution #2024-02 Referring Local Option Levy Renewal Measure to the May 2024 Election Ballot. Seconded by Mr. Di Liberto. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

4. COMPLAINTS RESOLUTION

The board addressed three complaints in the order they were received.

MOTION: Vice Chair Jonak moved that in response to the complaint submitted on May 9, 2023 that the board approve a resolution regarding how the board will conduct itself, as the board draft resolution [No. 2024-02073] provided to the board. Seconded by Ms. Newman. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

Chair Rabasa said she would like to take the opportunity to take action on the resolution, in response to the complaint. Chair Rabasa read the resolution for the record.

Ms. Newman wanted the board to consider that the resolution be reviewed and signed every year or two years to reaffirm the resolution as part of the board's process.

Chair Rabasa understood that resolutions were in response to a moment as opposed to a response to what would be covered in a policy.

Ms. Jonak understood the spirit of Ms. Newman's comments and suggested that if the board is all in favor of the resolution that it be addressed in the board's working agreements.

Ms. Newman asked if the resolution would be sent to the complainant with the resolution of the complaint. Chair Rabasa said they would send the signed resolution to the complainant.

Ms. Munro asked about process. Chair Rabasa said this would be the time to deliberate the complaint. Ms. Munro asked for clarification as to whether having a resolution for the complaint indicates whether she believes the complaints were founded or unfounded, or if that would be separate. Chair Rabasa said it would indicate that the complaint had merit.

Ms. Munro said the complaint had multiple parts but that in supporting the resolution she doesn't necessarily support the entire complaint.

Chair Rabasa said they would acknowledge that the complaint was founded. Ms. Munro was interested in supporting the resolution. She did not support the entire complaint. Chair Rabasa agreed. Ms. Munro said there were two parts to the complaint.

Ms. Newman supported the resolution. She suggested they write a letter from the board and state that they did not follow board policy and this is our remedy.

Ms. Thessen asked for clarification about why they could not talk about the complaint. Chair Rabasa said they could not talk about the complaint out of courtesy for the complainant.

Ms. Newman agreed that the board could not make amends for something that happened in the past. She said the resolution was a forward-thinking response for that, and it would bring closure on the complaint. She said the board concluded that it violated board policy as the complaint stated. Their remedy was to make a resolution to not do that again.

Ms. Jonak agreed with what Ms. Munro said. She agreed that there was a violation but not every part. A violation of policy occurred such that the board would like to approve a resolution going forward to address it.

Ms. Munro said in recognition of the complaint and our recognition that School District Policy BDF Board Member Standards of Conduct was violated and this is what we offer.

Chair Rabasa's reading of the investigative report was that one of the board members violated policy BBF, but also ACC. She said the complaint had merit in both of the allegations.

Ms. Newman said one board member violated board policy and we could quote both policies, ACC and BBF.

Ms. Morgan did not believe the findings of the report in ACC, and disagreed with the report. She would be happy to support the resolution relating to Policy BBF.

Ms. Jonak Jenny said a violation of policy occurred and in order to resolve this, they are entering into a resolution.

MOTION: Vice Chair Jonak moved that in response to the complaint submitted on May 9, 2023 that the board find that a violation of policy occurred and in response the board would approve a resolution regarding how the board would conduct itself, as proposed in the draft resolution.

Ms. Newman said it was important to resolve the specific complaint. She wanted to separate the two allegations and motions. Say a violation occurred of Board Policy BBF and then we vote on the other one. BBF refers to Board Member Standards of Conduct.

Chair Rabasa asked the board to look at BBF. She said the findings go beyond BBF. The intention was to acknowledge there was merit to a portion of those complaints. The

The board concluded that there was merit and that the action they were taking was to adopt the resolution committing to respectful standards of conduct that are aligned with our policy.

MOTION: Vice Chair Jonak moved to approve that in response to the complaint submitted on May 9, 2023 that the board find that a violation of policy occurred and in response the board would approve a resolution in how the board would conduct itself. Seconded by Ms. Newman. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

MOTION: Vice Chair Jonak moved in response to the first complaint filed on December 15, 2023 that the board conduct an investigation into the complaint. Seconded by Ms. Thessen. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

MOTION: Vice Chair Jonak moved in response to the second complaint filed on December 15, 2023 that the board take no action. Seconded by Mr. Di Liberto. **Motion carried unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Newman, Ms. Thessen, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton all voting in favor (7,0,0).**

4. POSSIBLE ACTION ON REAL PROPERTY

Superintendent Dey thanked the board for their deliberation on the purchase of 99 East Broadway. He said it would free up real estate in the district. He appreciated the board's time and listening to staff recommendation.

Ms. Jonak asked Superintendent Dey for more information about the opportunities and the timelines of when those opportunities would be made available.

Superintendent Dey said immediately what could happen was giving the General Equivalency Diploma (GED) program a more permanent location. Currently, the district rents space downtown for student programs. Leases are renewed year to year. 200 North Monroe (currently the Education Center) is zoned for student education, which is difficult zoning to come by. The district needs space for Career and Technical Education and transition programs. The district would move some administrative departments out of 200 North Monroe in order to make space for the site's intended use, which is student instruction.

Ms. Jonak asked if the board did not vote in favor, what were the alternatives. Superintendent Dey said they would look at using those resources to support programs. This would be the use of one-time Elementary and Secondary School Emergency Relief (ESSER) funds. They might have to return those funds to the State. The percentage of the overall funding contemplated by ESSER funds for this project was 50 percent.

Ms. Munro asked Superintendent Dey to talk about the other funds for the potential purchase. He said they would bring funds together from 450, when they had sold real estate by the district and reserve funds in their account.

Ms. Jonak asked if the long-range planning would be dependent on a bond. She asked for anything before that, how did the rental amounts compare to the funds for that purchase. Superintendent Dey said they would not be able to relocate anyone right away. The amount they spent to rent property is small. They would pay more to buy a building than to rent office space.

Chair Rabasa said it would return 200 North Monroe to instructional space. She asked if the district had other property that was unused that was instructional permitted property. Superintendent Dey said two properties came to mind. He said the district owns property with instructional zoning on Kenny Loop and on Admiral. Kenny Loop and Admiral do not have infrastructure. They were growing in that area. The proposed space was centrally located. Chair Rabasa said they had three properties for instruction. Admiral was the least developed. Kenny Loop was spoken for to build a new elementary school in the future.

Ms. Thessen wanted to clarify that they could not build a new building with the funds they would use to purchase the property on Broadway.

Ms. Newman agreed about the costs.

Mr. Di Liberto had the same questions.

Chair Rabasa said it was a hard decision.

Ms. Jonak was against the motion. She said there were a lot of urgent issues facing the district. She would like to see the funds used for things such as EAs, improving literacy rates, and addressing other schools' repair needs. She would like to see resources to improve situations now. She was also concerned about this purchase opening future opportunities. She said there was no plan to the possibilities.

Ms. Thessen said those funds would go away. She said using it for a building would be permanent. They had to receive permission from ODE to buy a building so that 200 North Monroe went back to education.

Ms. Newman added that they did not support one-time funds for immediate needs in the classroom because those funds would go away. The building purchase would open some options. She thought this would help fulfill long-term goals.

Mr. Di Liberto said he would vote yes on this motion because it was a rare opportunity to benefit students.

Mr. Hamilton said he was concerned about the Yujin Gakuen Public Japanese Immersion School community. He did not support the purchase of the building for administration staff. However, he would respect the decision of the board. He was concerned they were not considering the needs of students.

Ms. Munro was excited about using the 13 acres on North Monroe and consolidating the administration to put those staff in downtown Eugene and have instructional space at 200 North Monroe. They had time to determine how to do it right. She thought the opportunity it represented was exciting. She referenced the decisions about the county courthouse and the Eugene City Hall in the past. She concluded she would vote yes.

Chair Rabasa said she was also going to vote yes because this would return space to students and instructional use. She felt the timing was right. She wanted the district to take advantage of spaces for students and teachers.

Ms. Jonak was in favor of returning 200 North Monroe to instructional use. She argued that the funds could be used for other things besides adding staff.

Chair Rabasa emphasized that the board agreed with the needs, but they had differences in opinions on how to address those needs. This was a hard decision.

Superintendent Dey said it was important to disagree and listen to differing opinion. He acknowledged staff were balancing the needs of students.

Ms. Jonak and Chair Rabasa thanked staff for their work with this topic.

MOTION: Ms. Munro moved to approve directing the district to purchase the property at 99 East Broadway. Seconded by Mr. Di Liberto.

Motion passed with Chair Rabasa, Ms. Newman, Ms. Thessen, Mr. Di Liberto, and Ms. Munro voting in favor, and Mr. Hamilton and Vice President Jonak voting in opposition (5,2,0).

ITEM ADDED TO THE ITEMS FOR ACTION AGENDA:

SCHOOL MAKE-UP DAYS

Chair Rabasa said the board had one last action item to vote on. That item was to add make-up instructional days due to the ice storm. One of the days proposed would be February 19, 2024, Presidents' Day. The other two were June 14, 2024 and June 17, 2024. Superintendent Dey recommended considering these dates, as they were already set aside and identified as possible make-up days.

MOTION: Vice Chair moved that in light of the loss of four instructional days from the school calendar due to the ice storm that they add February 19 and June 14, which would extend the school calendar by one day. Seconded by Mr. Di Liberto.

Ms. Thessen asked if these were subject to employee groups. Chair Rabasa said staff already bargained those dates as weather make-up days.

In the motion, there are two days of the three proposed.

Ms. Newman asked if they had to make up three days. Superintendent Dey confirmed they needed to add two days. He said if they did nothing and there was no more inclement waiver, the district would not have to make up any of the days. He said students lost four planned instructional days. He wanted to make up for those instructional days.

Ms. Munro said one of those days was in a week and a half and asked for possible outcomes. Superintendent Dey said they had not had that much inclement weather this early in the year. He anticipated staff and student absences on February 19 due to short notice.

Chair Rabasa did not support adding February 19 or June 14. She was concerned about attendance. Because February 19 was a non-contract day, they did not know how many staff and students had plans. They were in a new semester, so they would not make up any time for classwork that had occurred in the first semester. She thought the purpose would be for numbers and nothing else.

Ms. Newman was in favor of adding both days. Superintendent Dey said he had conversations with staff, but he did not talk to the employee groups. Ms. Newman said if it was valuable for half the kids, she was in favor.

Mr. Di Liberto said they should ask the president of the EEA. Ms. Gordon said she appreciated that they were days that were already on hold. She was concerned because February 19 was soon, and she was concerned about staff moral. She said there would be staff shortages. She said it would make sense to add June 14.

Ms. Jonak appreciated Ms. Gordon's concerns. She said students were concerned about instruction time. She agreed with Ms. Newman's comments. She was in favor of adding the two days.

Mr. Di Liberto asked if there were any other employee groups present that would like to give input. Nicholas Hadley, incoming MAPS President, said they would have to come to work on a day off too.

Chair Rabasa suggested they break it into two motions.

Ms. Jonak rescinded her previous motions.

MOTION: Vice Chair Jonak moved to add February 19, 2024 as an instructional school day. Seconded by Ms. Newman.

Motion passed with Vice Chair Jonak, Ms. Newman, Mr. Di Liberto, Ms. Munro and Mr. Hamilton voting in favor and Chair Rabasa and Ms. Thessen voting in opposition (5,2,0).

Ms. Jonak moved that the district use June 14, 2024, which would add one extra day to the calendar to make it an instructional day. Ms. Thessen seconded.

Ms. Munro said they were going to have appalling inclement weather in future years. As they thought about the calendar in future years, she encouraged they have better communication about make-up days and instructional days. She did not want the instructional calendar to be bare bones.

Ms. Thessen appreciated Ms. Munro's comments. For the Advanced Placement students, her son's teacher made lessons available during the days off during the storm. She said they needed to be more nimble and more flexible when such weather events occurred.

Mr. Di Libero said they needed to maximize the instructional days they already had.

Chair Rabasa was concerned about the shifts in the calendar. She said they could have another weather event that would cause them to add more instructional days. She said she would vote at the last second. She said June 14 will not give them anything.

MOTION: Vice Chair Jonak moved that the district use June 14, 2024 as an instructional day. Seconded by Ms. Thessen.

Motion passed with Vice President Jonak, Ms. Newman, Ms. Thessen, Ms. Munro, and Mr. Hamilton voting in favor and Chair Rabasa and Mr. Di Liberto voting in opposition (5,2,0).

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. COMMUNITY ENGAGEMENT WITH THE BOARD DISCUSSION

No discussion.

2. CONFIRMATION OF LEGISLATIVE PRIORITIES FROM THE 2023 SESSION

Ms. Newman presented that they were going to look at their goals and asked if they could affirm if things came up for priorities that matched. The legislature had a short session this year, and she said they could vote on confirming their legislative priorities tonight.

Ms. Munro said she would encourage the Legislative Committee if they could encourage legislators. The timing was expensive. She would like the message conveyed. She heard complaints about school club fundraisers and nutrition. When it was implemented, the club who already had money to buy the item to sell. She argued that the items they sold were unhealthy. She said a club already had to have money to sell things like shaved ice.

Ms. Newman said to hold that thought for their next session. She explained about House Bill 4082.

Chair Rabasa said they should take action that night. If not, they could come back to it until toward the end of the session. There was a time constraint. Ms. Newman agreed but did not want to force a vote on approving extending those priorities.

Ms. Jonak asked if those priorities included supporting bills that would advance funding and special education. Ms. Newman said they would see.

MOTION: Vice Chair Jonak moved that the board invest authority in their Legislative Committee to communicate support for bills that advanced priorities in the upcoming 2023 session. Seconded by Ms. Munro.

Motion passed unanimously with Chair Rabasa, Vice Chair Jonak, Ms. Thessen, Ms. Newman, Mr. Di Liberto, Ms. Munro, and Mr. Hamilton voting in favor (7,0,0).

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

Ms. Thessen would like to have an item for information to accommodate religious observances. She would like the policy in the Friday memo, and then the district leadership would remind staff.

Chair Rabasa requested a report about a big project, including the timing and report on the fiscal impact and community benefits.

Ms. Jonak would like in the Friday memo update on the facilitator for the Equity Committee and when the first meeting would be.

The next board meeting was scheduled for February 21, 2024.

XV. ADJOURN

Chair Rabasa adjourned the regular meeting at 10:26 p.m.

DRAFT



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

February 21, 2024

Title

Sheldon High School Counseling / College & Career Center

Presenter

Ryan Spain – Director of Facilities

Background.

During the development of the high schools vestibules completed last summer, it became obvious that Sheldon needed a counseling & college and career center to provide services similar to other district high schools. This summer 2024 work will begin to develop spaces for these services in a central location, rather than scattered throughout the building as currently in place.

Budget/Resource Implications:

Multiple bids were received and the winning bid by 2G Construction for the identified improvements at Sheldon High School was \$339,220. The project will be funded from available capital reserve funds.

Board and Superintendent Goals

Goal 5 Stable, Sustainable Stewardship, Objective 5 Provide safe, secure, sustainable learning spaces that meet educational needs.

Recommendation

The superintendent recommends the award to 2G Construction for the Sheldon Counseling / College & Career Center work in the amount of \$339,220 funded from available capital reserve funds.



CONSENT AGENDA — ITEM FOR ACTION

Date of Meeting
February 21, 2024

Title
Confirmation of Legislative Priorities from the 2023 Session (2ND Read)

Presenter
Judy Newman, Director

Description
At the February 7, 2024 board meeting, Ms. Newman provided information about the proposed legislative priorities from the 2023 session, as an Item for Future Action.

Eugene School District 4J / Board of Directors Legislative Priorities for 2023 Session



The Eugene School Board encourages the 2023 Oregon Legislature to support schools by taking the following actions:

Funding

- Ensure stable funding in basic school support that reflects actual roll-up costs.**
- Ensure continued full funding of the Student Success Act (SSA).

Student and Workforce Supports

- Recruit and retain a diverse and qualified workforce. This can include addressing pay issues.
- Expand the definition of what is allowable as instructional hours to include such activities as one on one connecting with staff, participation in an affinity group participation in a club, etc.
- Expand and support mental health and social emotional supports for students and staff.
- Expand and deepen "All Students Belong."
- Align early learning and K-12 systems with the support of comprehensive community services and supports including free high quality publicly funded preschool available to all children in Oregon.

Programming and Infrastructure

- Support Career Technical Education (CTE) and workforce initiatives and funding.
- Support environmental and climate change initiatives and education. These may relate to school facilities, transportation, operational practices and curriculum for students.
- Ensure that all existing and new mandates include funding for implementation.

School Boards

- Allow compensation for school board members to remove inequities and support ability to diversify school board membership. This can open up the option to offer stipends or pay or other supports for school board members as an equity issue. (This requires the elimination of section 3 in ORS 332.018)
- Training for school board members- onboarding of new members to give them the tools for success.
- Annual self-assessment for school boards and training to address needs and priorities identified by school board members

Testing

- Work with local, state, and legislative partners on long-term solutions that will reduce standardized testing requirements.



ITEM FOR ACTION — CONSENT AGENDA

Date of Meeting

February 21, 2024

Title

Memorandum of Agreement between Eugene School District 4J and Oregon School Employee Association Eugene Chapter 1 (OSEA)

Presenter

Brooke Wagner, Human Resources Director

Description

Once approved by the Eugene School Board, the district and OSEA have reached a tentative agreement regarding classified athletic coaches. This agreement seeks to address concerns regarding paid athletic leave between exempt and hourly staff. In an effort to support student athletics, this MOA creates access to athletic leave for those classified staff who volunteer as athletic coaches.

Recommendation

The superintendent recommends approval of the MOA with OSEA to clarify leave access and compensation for classified staff who volunteer as athletic coaches for Eugene School District 4J.

Memorandum of Agreement
Between
Eugene School District 4J
And
Oregon School Employees Association Eugene Chapter 1

This Memorandum of Agreement is entered into by and between the Eugene School District 4J (“District”) and the Oregon School Employees Association (OSEA) Eugene Chapter 1 (“Association”). The District and Association are parties to a collective bargaining agreement (CBA) with effective dates of July 1, 2022 – June 30, 2025.

RECITALS

The parties’ intention with this Memorandum of Agreement (“MOA” or “Agreement”) is to clarify leave access and compensation for classified staff who volunteer as coaches for the District and receive compensation as described below. The District and the Association acknowledge a mutual interest in establishing equitable access to leave and compensation for employees who perform this important District role.

TERMS OF MEMORANDUM OF AGREEMENT

1. **COMPENSATION:** The base compensation for coaching assignments will be equivalent to that established in the Eugene Education Association Athletics Extra Duty Salary Schedule and Coaching Score Salary Schedule Tiers.
2. **LEAVE ACCESS:**
 - a. Coaches will receive paid Athletic Leave when necessary to perform coaching activities that conflict with the employee’s regularly scheduled work hours in their regular District position.
 - b. The District will grant Athletic Leave when reasonably required and when the Athletic Leave does not create an undue burden on the District.
 - c. Athletic Leave is available for Oregon School Athletic Association (OSAA) sanctioned competitions or District-identified middle school competitions (“Competitions”).
 - d. Employees must notify their supervisor in writing of their coaching position for each athletic season.
 - e. Employees must request Athletic Leave at the beginning of each athletic season or with as much advanced notice as possible in cases of extended season, late-season selection, or rescheduled competitions.
 - f. Athletic Leave will be granted for a reasonable amount of time prior to each competition as determined by the Athletic Director or District Administrator.
 - g. Athletic Leave must be entered into the District’s attendance system for all time taken during an employee’s regularly scheduled work hours.
3. **EXTENDED SEASON PER DIEM RATE:** Coaches whose teams proceed to postseason Competitions shall be compensated for each postseason day on which they are required to perform postseason coaching services at the following per diem rate as determined by the District: Employee’s Athletic Coaching Stipend Amount divided by Number of Employee’s Regular Season Calendar Days = Extended Season Per Diem Rate.
4. **EXTENDED TRAVEL:** Coaches who are required to travel any distance greater than one hundred and twenty (120) miles one way to a conference game will be paid a travel stipend of fifty dollars (\$50) per trip.



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

February 21, 2024

Title

Approval to Postpone Selection and Use of Adopted Instructional Materials for the English Language Development (ELD) Program

Presenters

Katherine Lange, Executive Director of Youth & Family Supports
Lily Gold, ELD Program Coordinator

Background

The ELD Program is currently using effective, research-based instructional materials to instruct our Emerging Multilingual students in 4J. It is the belief of the ELD Program Coordinator that our current ELD instructional materials are meeting the language development needs of our Emerging Multilingual students.

The current instructional materials were chosen four years ago after much partnership, research and collaboration with stakeholders from around Oregon, led at the time by Dr. Karen Perez de Silva. Most importantly, the current materials are effectively supporting our students and staff.

Materials to be used during the postponement:

- K-5: Systematic ELD Instructional Program, Cengage National Geographic, Imagine Learning (online and adaptable), and Rosetta Stone
- 6-12: Systematic ELD Instructional Program, Cengage National Geographic, Focus on Grammar (online and adaptable), and Rosetta Stone



ITEM FOR INFORMATION

Date of Meeting

2/21/2024

Title

Mid-Year / Quarterly Financial Report

Presenter

Matt Brown, Finance Director & Bob Blyth, Associate Director

Background

Provided here is a mid-year review of our appropriations revenue for the district. We typically provide quarterly reports internally to leadership and staff. Our mid-year review takes a more in-depth review of our main revenue sources, audited financials from previous year, and any potential/known changes in appropriations that we anticipate bring back to you at a future meeting.

Options and Alternatives

None

Budget/Resource Implications:

Specific information is noted in the report itself.

Recommendation

Overall, as a district, we are doing well to stay within our appropriations. There are several projects ongoing that we are discussing with leadership to ensure that appropriate actions are taken on the budget side to ensure we act/spend appropriately.

Our audit is still ongoing for the FY2023 and once it is finalized, we will report to the School Board along with a resolution for appropriation changes as needed based on final audit numbers and year-end anticipated expenditures from our Directors and Departments.

4J Eugene School District
Mid-Year Review for FY2024

General Fund: Overview

FISCAL YEAR 2024 - QUARTER 2 FINANCIAL REPORT
General Fund Revenue & Expenses - 7/1/23 through 12/31/23

REVENUES	ADOPTED BUDGET	CURRENT BUDGET	YTD ACTUALS	%
State School Funding				
Property Tax - Current	81,650,000	81,650,000	78,706,631	96%
Property Tax - Past	1,410,000	1,410,000	633,944	45%
State School Fund	107,000,000	107,000,000	66,078,476	62%
Other SSF	2,800,000	2,800,000	1,205,386	43%
Local Option Taxes	23,000,000	23,000,000	23,470,583	102%
State Funding (ESD Pass-Through)	2,885,000	2,885,000	-	0%
Other	5,255,000	5,255,000	3,208,933	61%
Total Revenues	224,000,000	224,000,000	173,303,954	77%
Interfund Transfers In	-	-		0%
Beginning Fund Balance	72,486,000	72,486,000	77,995,545	108%
GENERAL FUND - Total Resources	296,486,000	296,486,000	251,299,498	85%

EXPENDITURES	ADOPTED BUDGET	CURRENT BUDGET	YTD ACTUALS	%
Instruction	141,163,663	141,163,663	60,781,434	43%
Support Services	96,280,119	96,280,119	40,980,975	43%
Enterprise & Community Services	624,218	624,218	282,652	45%
Facilities Acquisition & Construction	-	-	-	0%
Other Uses	13,925,000	13,925,000	595,409	4%
Subtotal	251,993,000	251,993,000	102,640,470	41%
Contingency	14,844,000	14,844,000	-	0%
Unappropriated Ending Fund Balance	29,649,000	29,649,000	-	0%
Subtotal	44,493,000	44,493,000	-	0%
GENERAL FUND - Total Requirements	296,486,000	296,486,000	102,640,470	35%

General Fund Revenue:

- The school district has received a majority of the property taxes and local option taxes as you can see. The Local Option Levy has come in a little higher than budgeted, however we do not anticipate any more large payments between now and June 30. Property Taxes are at 96% of budget and we anticipate receiving what was originally budgeted.
- State School Fund payments are at 62%. With adjustments from ODE based on enrollment estimates we know that we will begin to see adjusted payments over the next 5 months but still project that we will meet our budgeted revenue target. These adjustments should not affect anything operationally at our district however continued declines in enrollment do have the potential of further decreasing revenue from the State.
- Beginning Fund Balance, we anticipate, will be \$5.5 Million higher than originally budgeted.

General Fund Expenses:

- On average, the General Fund is about 41% spent through its budget. At this time, we do anticipate seeing reduced expenses in salaries/benefits due to continued vacancies throughout our district.

Other Funds

FISCAL YEAR 2024 - QUARTER 2 FINANCIAL REPORT
Expenditure Appropriations - All Funds - 7/1/23 through 12/31/23

Federal, State, & Local Programs Funds (201, 202, 210, 220, 250, 251, 252, 260, 261, 262, 270, 275)

Instruction	29,830,483	29,830,483	10,365,277	35%
Support Services	26,892,351	26,892,351	9,072,955	34%
Enterprise & Community Services	973,362	973,362	728,274	75%
Facilities Acquisition & Construction	6,185,000	6,185,000	5,905	0%
Total Requirements =	63,881,196	63,881,196	20,172,411	32%

School Resources Funds (280, 281, 290)

Instruction	1,875,000	1,875,000	1,287,377	69%
Support Services	860,000	860,000	1,242,232	144%
Enterprise & Community Services	-	-	1,865	
Facilities Acquisition & Construction	-	70,174	74,205	
Total Requirements =	2,735,000	2,805,174	2,605,679	93%

Nutrition Service Fund (299)

Enterprise & Community Services	9,435,000	9,435,000	4,481,829	48%
Total Requirements =	9,435,000	9,435,000	4,481,829	48%

Debt Service Funds (300, 370)

Other Uses	46,963,000	46,963,000	-	0%
Total Requirements =	46,963,000	46,963,000	-	0%

Other Funds Expenditures:

- There are a few categories that appear over 50%. These areas will be adjusted through the supplemental budget process to revise original budget appropriations that Financial Services will bring to the School Board in March or April once finalized.
- Funds such as School Resource Funds typically need an adjustment in the new year. We make assumptions for potential budgets however, actual revenues and expenditures vary from year to year. Once actual numbers are realized Financial Services adjusts the budget to these actuals.

Other Funds:

Capital Service Funds (400s)				
Instruction	3,458,000	3,458,000	282,976	8%
Support Services	30,410,000	30,410,000	1,531,602	5%
Enterprise & Community Services	1,000	1,000	12,249	1225%
Facilities Acquisition & Construction	129,362,890	129,362,890	14,346,901	11%
Total Requirements =	163,231,890	163,231,890	16,173,728	10%

Insurance Reserve Funds (600, 610, 620, 630, 640)				
Support Services	40,578,000	40,578,000	18,390,900	45%
Total Requirements =	40,578,000	40,578,000	18,390,900	45%

District Retirement Fund (650)				
Support Services	1,470,000	1,470,000	303,259	21%
Total Requirements =	1,470,000	1,470,000	303,259	21%

Private Purpose Trust Fund (780)				
Instruction	124,130	124,130	8,583	7%
Enterprise & Community Services	112,038	112,038	26,218	23%
Total Requirements =	236,168	236,168	34,801	15%

Other Funds Expenditures:

- Capital plans and projects are still in process and happening throughout the district that we are keeping an eye on financially to ensure the district stays within appropriation standards. As we are aware of changes, we will include these on our supplemental budget change that is brought to the School Board in the near future.



ITEM FOR ACTION

Date of Meeting

February 21, 2024

Title

Proposal to move the current Board Meeting Date of March 20, 2024 to April 03, 2024

Presenter

Jenna McCulley, Chief of Staff

Background

The current calendar has a board meeting scheduled on March 20, 2024. This meeting date is two days before spring break begins, when staff is working to tie up loose ends before leaving for the week.

A meeting on April 3 instead of March 20, 2024 would better serve the district, after staff returns from the break. The current meeting calendar has 2 meetings in March and 1 meeting in April — the proposed revised draft calendar would have 1 meeting in March and 2 meetings in April scheduled.

In addition, the proposed revised draft calendar notes the board meeting date change from January 17 to the actual date of January 24, 2024. That change was necessary due to the ice storm.

**2023 – 24 Calendar of Scheduled Meetings for
Eugene School District 4J Board of Directors
July 1, 2023 – June 30, 2024**

Eugene School District 4J, 200 North Monroe St., Eugene, OR 97402 • www.4j.lane.edu • 541-790-7700

<u>Meeting Dates</u>		<u>Materials Delivered to Board</u>
Wednesday, August 02, 2023	Regular Board Meeting	July 28, 2023
Wednesday, August 16	Regular Board Meeting	August 11
Wednesday, September 06	Regular Board Meeting	September 01
Wednesday, September 20	Regular Board Meeting	September 15
Wednesday, October 04	Regular Board Meeting	September 29
Wednesday, October 18	**TBD	October 13
Wednesday, November 01	Regular Board Meeting	October 27
Wednesday, November 15	**TBD	November 10
Wednesday, December 06	Regular Board Meeting	December 01
Wednesday, December 13	**TBD	December 08
<i>(changed to second Wednesday due to winter break)</i>		
Wednesday, January 17, 24, 2024	Regular Board Meeting	January 12, 2024
<i>Meeting moved to 1 week later, due to buildings being closed and dangerous conditions due to severe ice storm</i>		
Wednesday, February 07	Regular Board Meeting	February 02
Wednesday, February 21	**TBD	February 16
Wednesday, March 06	Regular Board Meeting	March 01
*Wednesday, April 03	Regular Board Meeting	March 28
Wednesday, April 17	**TBD	April 12
Wednesday, May 01	Regular Board Meeting	April 17
Wednesday, May 15	**TBD	May 01
Wednesday, June 05	Regular Board Meeting	May 15

If needed, a Work Session and/or Executive Session will be added to Regular Board Meetings.

Board meetings are normally held the first and third Wednesdays of each month at 7 p.m. at the Eugene School District Education Center, 200 North Monroe Street. Meeting materials are typically delivered to board members on the Friday preceding each meeting.

*Calendar meeting date change

** Held for possible work session, executive session or regular board meeting

NOTE: Additional meetings may be scheduled and meetings on this list may be rescheduled. Board members and staff are asked to hold all Wednesdays in case an additional meeting is scheduled.

**2023 – 24 Calendar of Scheduled Meetings for
Eugene School District 4J Board of Directors
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<i>(changed to second Wednesday due to winter break)</i>		
Wednesday, January 17, 2024	Regular Board Meeting	January 12, 2024
Wednesday, February 07	Regular Board Meeting	February 02
Wednesday, February 21	**TBD	February 16
Wednesday, March 06	Regular Board Meeting	March 01
Wednesday, March 20	**TBD	March 15
Wednesday, April 17	Regular Board Meeting	April 12
Wednesday, May 01	Regular Board Meeting	April 26
Wednesday, May 15	**TBD	May 10
Wednesday, June 05	Regular Board Meeting	May 31

**At the board meeting held on August 2, 2023, the board voted to keep the model of 2 regular board meetings per month until after the board retreat, October 6, 2023. The board will revisit alternating regular board meetings with work or executive sessions vs. all dates being regular board meetings after October 6, 2023.

If needed, a Work Session and/or Executive Session will be added to Regular Board Meetings.

Regular board meetings are normally held the first and third Wednesdays of each month at 7 p.m. at the Eugene School District Education Center, 200 North Monroe Street. Meeting materials are delivered to board members on the Friday preceding each meeting.

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ITEM FOR ACTION

Date of Meeting

February 21, 2024

Title

Complaint Resolution

Presenter

Maya Rabasa, Board Chair

Background

The board will discuss a complaint resolution.



Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295
541-790-7700
www.4j.lane.edu

ITEM FOR ACTION AT A FUTURE MEETING

Date of Meeting

February 21, 2024

Title

Community Engagement with the Board Discussion

Presenters

Maya Rabasa, Board Chair

Jenny Jonak, Vice Chair

Description

The board will discuss aspects of community engagement with the 4J Board of Directors.



ITEMS FOR ACTION AT A FUTURE MEETING

Date of Meeting

February 21, 2024

Title

Board Committees: Establish and Assign Representatives

Presenter

Maya Rabasa, Board Chair

Background

Finalize the committees and representatives, add the following:

Policy Committee

Community Engagement

Long Range Planning / Bond Oversight

Note: Bond Oversight is a currently established committee. Long Range Planning is proposed to be added to the committee, as it is inclusive of Bond Oversight.

	Committee Name	Authority	Type of Body	Membership Requirements	Staff Contact	Meeting Frequency	Board Member Appointee
1	Audit and Finance	Board Direction as per the Committee Charter Adopted 12.03.2014	Standing Committee of the Board	Two Board Members	Finance Director 541.790.7608	1 – 3 times annually	Morgan Munro Ericka Thessen
2	*Long Range Planning* / Bond Oversight				Facilities Director 541.790.7440	As Needed	Tom Di Liberto Judy Newman
3	Budget Committee	ORS 294.414	Standing Required by statute	All members of the governing body and equal number of electors within the district	Finance Director 541.790.7608	4 – 5 times annually	All Board Members
4	Charter School Council	Board Policy LBE	Standing Committee of the Superintendent	Staff members representing instructional and administrative disciplines and one board member	Chief of Staff 541.790.7733	Quarterly	Morgan Munro
5	Eugene Education Foundation		Standing	Board member serves in an ex-officio role	Nancy Buffum 541.790.7744	Monthly	Judy Newman
6	Lane Council of Governments Representative	Lane Council of Government membership requirement	Standing	(As long as school district is a member); the governing body of LCOG is its Board of Directors, comprised of local elected and appointed officials designated to represent member agencies.	541.682.4099		Jenny Jonak
7	Lane ESD Budget		Standing	One board member and one alternate	Chief of Staff 541.790.7733	1 – 4 times annually	Rick Hamilton Ericka Thessen (Alternate)
8	Legislative		Standing Subcommittee of the Board	Two-Three board members	Chief of Staff 541.790.7733	2 – 4 times annually	Judy Newman Jenny Jonak Maya Rabasa
9	Student Voice		Subcommittee of the Board and Superintendent	Two-Three board members	Superintendent 541.790.7706	2 – 4 times annually	Tom Di Liberto Rick Hamilton Maya Rabasa
10	*Community Engagement						
11	*Policy						
	* Proposed / New						

Please contact Debbie McKim to coordinate meetings: 541.790.7706