

Board of Directors Meeting  
School District 4J, Lane County  
Hybrid Meeting (virtual and in-  
person)  
200 North Monroe Street  
Eugene, Oregon 97402  
Friday, August 23, 2024

**NOTICE:** The Superintendent Search Board Subcommittee at 10:00 a.m. will be open to the public to attend in person and via Zoom Webinar. <https://4j-lane-edu.zoom.us/j/93798487186> Webinar ID 937 9848 7186

**10:00 AM**  
**Superintendent Search Board Subcommittee**

- I. Call to Order, Roll Call
- II. ITEMS FOR INFORMATION
  1. *Tentative* Superintendent Search Board Subcommittee Meeting 2
    - Consider the Timeline
    - Review the Previous IRFP (Independent Request for Proposal)
    - Discuss Logistics
    - Determine Next Steps
- III. Adjourn Superintendent Search Board Subcommittee Meeting

**INTERPRETERS FOR THE DEAF AND HARD OF HEARING:**

To request interpreter services for this meeting, please call (541) 790-7850 or TDD (541) 790-7712 or the TDD Relay Number 1 (800) 735-2900



**ITEM FOR INFORMATION**  
**Superintendent Search Board Subcommittee**

**Date of Meeting**  
August 23, 2024

**Title**  
*Tentative Superintendent Search Board Subcommittee Meeting*  
*Pending Board Approval at August 21, 2024 Board Work Session*

**Background or Description**

The tentative Superintendent Search Board Subcommittee is on the 4J School Board's August 21, 2024 Work Session agenda, pending approval. The make-up of the board subcommittee, pending approval by the board of such subcommittee, include Tom Di Liberto, Board Vice Chair; Judy Newman, Board Director; Morgan Munro, Board Director.

Should the committee make-up change at the Board's August 21 Work Session, the names will be adjusted, accordingly. If not approved, the meeting will be cancelled. If approved, the topics below will be discussed with attending district staff.

- Consider the Timeline
- Review the previous IRFP (Independent Request for Proposal)
- Discuss logistics
- Determine next steps

# Eugene School District 4J

Code: CBB  
Adopted: 8/02/17

## Recruitment and Appointment of the Superintendent

The Board considers foremost among its responsibilities, the selection and appointment of a superintendent who can effectively translate into action, the Board's policies and the community's aspirations for its schools.

To provide the most capable leadership available for the district, the Board may engage in a nationwide search for applicants for the position of superintendent whenever a vacancy in that position occurs.

The Board shall develop and adopt the standards (e.g., candidate qualities and work experience), criteria (e.g., application, screening and hiring process) and policy directives (e.g., promote from within, state and/or national search) to be used in hiring the superintendent, or interim superintendent, at a meeting open to the public and at which the public has had an opportunity to comment.

The Board may seek the advice and counsel of interested individuals or of an advisory committee, or it may hire consultants to assist in screening candidates and to encourage the filing of applications by professional educators who meet the qualifications. Final selection will rest with the Board after a thorough consideration of qualified applicants.

The Board will appoint the superintendent by a majority vote of the Board members at a meeting for which notice has been given of the intended action.

END OF POLICY

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### Legal Reference(s):

[ORS 192.660\(7\)\(d\)](#)

[ORS 332.505](#)

### Cross Reference(s):

CBC - Superintendent's Contract

# Eugene School District 4J

Code: CBA  
Adopted: 7/27/73  
Revised/Readopted: 6/16/75; 6/01/83; 3/07/84;  
11/04/98; 12/11/02; 8/02/17  
Orig. Code: CBA; 2200; 2220.4; 2220.6;  
2210; 2220; 2220.1; 2220.2;  
2220.3; 2220.5

## Qualifications and Duties of District Superintendent

The superintendent is hired by the Board as superintendent-clerk and as chief executive officer for the district. The superintendent provides leadership for the educational program and is ultimately responsible for all areas of the district's operation.

The superintendent shall have the following skills and abilities essential to educational and administrative leadership.

1. Commitment to be a highly visible advocate of children and public education.
2. Commitment to providing equitable, comprehensive, educational programs to maximize achievement for all students.
3. Commitment and skills necessary to develop and maintain community partnerships.
4. Integrity, courage and respect for others.
5. Vision and leadership to promote instruction.
6. Commitment to school-based decision making.
7. Accessibility to all constituents.
8. Outstanding skills in consensus building.
9. Leadership with local, state and federal governments.
10. Experience in educational leadership.
11. Understanding of and ability to direct strategic planning, fiscal management and collaborative collective bargaining.
12. Ability to lead the district given its size and complexity.
13. Commitment to ongoing personal and professional growth.
14. Excellent written and oral communication skills.
15. Earned doctorate or the equivalent training and experience.

16. Ability to obtain and maintain a state of Oregon administrative license with an authorization for all levels, a superintendent's endorsement or a transitional superintendent license.

The superintendent, with assistance of appropriate staff members, shall have responsibility to carry out the following duties:

1. Administrative

- a. Serve as the executive officer of the Board and be charged with the responsibility of implementing the policies of the Board.
- b. Serve as clerk of the district without additional compensation.
- c. Prepare the agenda for each board meeting in consultation with the board chair.
- d. Participate in all deliberations of the Board when such deliberations do not involve the employment of the superintendent.
- e. Administer the schools compliance with the adopted Board policies, the rules and regulations of the State Board of Education, the Oregon Department of Education and in accordance with state law.
- f. Develop administrative regulations and procedures for implementing Board policies and, with the staff, provide a continuous appraisal of all Board policies.
- g. Evaluate the administrative staff as defined by district policies and procedures.

2. Personnel

- a. Recommend to the Board, the appointment, renewal, contract extension, contract nonrenewal, contract nonextension or dismissal of licensed district employees in accordance with state law, Board policy and the employee's collective bargaining agreement, as applicable.
- b. Appoint, promote, demote or discharge classified and nonrepresented employees as provided by state law, Board policy, collective bargaining agreements and meet and confer agreements, as applicable,
- c. Assign or transfer all personnel in accordance with state law, Board policy and the employee's collective bargaining agreement, as applicable.
- d. Receive and reply to grievances.

3. Curriculum and Textbooks

- a. Prepare and submit to the Board for approval the curriculum to be offered in the district's schools.
- b. Recommend textbooks for adoption. Establish procedures to appropriately involve directors, teachers, principals, supervisory personnel and representatives from student and community groups, as may be necessary, to ensure careful consideration for the preparation and selection of courses of studies, textbooks and other instructional materials.

4. Financial

- a. Submit financial and other reports to the Board to keep it informed of the current status of the district's fiscal and other affairs.
- b. Serve as executive officer of the budget committee as required by ORS 294.311.

5. Planning

- a. Develop recommendations to the Board for the improvement of the schools and their instructional programs.
- b. Determine the need for additional school facilities, recommend to the Board plans for meeting the need and work with architects selected by the Board to plan the additional required facilities.
- c. Identify any district facilities which have become surplus or obsolete and recommend to the Board plans for their disposition.
- d. Approve attendance boundary changes that are necessary as a result of the opening or closing of a school, or adjustments to balance enrollments between schools.

6. General

Attend, at the expense of the district, professional meetings of state and national scope and, within the limits of funds provided for this purpose, provide for attendance of other members of the district staff for the purpose of keeping informed of current progress in education.

END OF POLICY

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**Legal Reference(s):**

[ORS 332.075](#)  
[ORS 342.143](#)  
[ORS 342.173](#)  
[ORS 342.175](#)  
[ORS 342.850](#)

[OAR 581-023-0006 to -0041](#)  
[OAR 581-023-0104](#)  
[OAR 581-023-0112](#)  
[OAR 581-023-0220 to -0240](#)  
[OAR 584-020-0000 to -0045](#)

[OAR 584-036-0035\(1\)](#)  
[OAR 584-046-0003 to -0024](#)  
[OAR 584-080-0151](#)  
[OAR 584-080-0152](#)  
[OAR 584-080-0161](#)

**Cross Reference(s):**

CBG - Evaluation of the Superintendent