

Board of Directors Meeting
School District 4J, Lane County
Hybrid Meeting (virtual and
in-person)
200 North Monroe Street
Eugene, Oregon 97402
Wednesday, April 2, 2025

NOTICE: The Special Board Meeting 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>, Webinar ID 912 2512 8314

The board will not hear public testimony during the special board meeting.

**5:00 PM
Special Board Meeting**

- I. Call Special Board Meeting to Order, Roll Call
- II. Agenda Approval
- III. **Items for Action**
 - 1. Appointment of Superintendent 2
Presenter:
Jenny Jonak, Board Chair
 - 2. Designate Board Member to Complete Superintendent Contract 3
Negotiations
Presenters:
Jenny Jonak, Board Chair
Judy Newman, Board Member
- IV. Adjourn Special Board Meeting

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 Action

Date of Meeting

April 2, 2025

Title

Appointment of Superintendent

Presenter

Jenny Jonak, Chair

Background

The Board led a process that began last fall to identify a permanent superintendent for Eugene School District 4J. The selection process was designed to be highly inclusive and community-informed. The community engagement began with a public survey in December 2024, which invited input from students, families, staff, and community members about priorities and leadership qualities for the next superintendent. The district received 1,326 responses.

In addition, 33 focus groups were held with a wide range of participants, including students, educators, staff, families, and community partners. A total of 154 individuals, selected by lottery to ensure diverse participation, shared their perspectives through these facilitated sessions.

The feedback gathered from both the survey and focus groups was synthesized into a draft set of leadership criteria, which was shared publicly and refined through a board work session and additional public comment.

This process and confidential assurances to candidates netted the District 47 qualified candidates from across the state and country. As the Board screened candidates and interviewed semi-finalists, it narrowed the pool to three incredible talented and diverse leaders.

Finalist interviews included full-day sessions with three panels representing students, staff, families, and community members. The candidates were also interviewed by District leadership. After reviewing feedback from all the parties, the Board held additional interviews with each candidate. The entire process reflected a broad cross-section of lived experience, helping to ensure that the final decision aligned with the values and priorities of the Eugene and 4J community.

Recommendation:

The Chair recommends the Board appoint a new permanent superintendent to take office July 1, 2025. If superintendent contract negotiations are not complete, this appointment is subject to the successful completion of such negotiations.



ITEM FOR ACTION

Date of Meeting

April 2, 2025

Title

Designate Board Member to Complete Superintendent Contract Negotiations

Presenters

Jenny Jonak, Board Chair

Judy Newman, Board Member

Background:

The board determined that board members Judy Newman and Jenny Jonak would be tasked to negotiate with the superintendent finalist selected by the board, and ultimately to prepare a proposed contract for approval by the board. The decision to delegate negotiations to two board members established a subcommittee of the board to which public meetings law requirements apply. The subcommittee has now met twice and each member of the subcommittee is familiar with the issues being negotiated. District legal counsel identified outside counsel to assist the board members in this effort.

After consideration of options, and in recognition that a subcommittee is required to discuss compensation terms for a finalist only in an open public meeting of the subcommittee, board members Newman and Jonak now recommend that the board appoint a *single* board member to complete these negotiations. Using a single board member for this task as opposed to a subcommittee will allow negotiations to proceed more quickly, as a meeting of a board subcommittee requires 24 hours' notice, the preparation and publication of formal agendas, the keeping of minutes, and completion of other requirements. By contrast, a single board member can readily provide feedback and guidance to the attorney who is assisting the district with this task.

Options and Alternatives:

The Board may continue to use the subcommittee to complete the task of negotiations, or may appoint a single board member to complete the task of negotiations. In either case, outside legal counsel will continue to be used in this process. Board members Jonak and Newman respectfully request and recommend for the sake of efficiency that the board appoint Judy Newman to complete negotiations.

Recommended Motion

That the board appoint Judy Newman to work with legal counsel to complete negotiations with the superintendent it has selected, and to present the proposed superintendent contract to the board for approval at a future meeting.