Board of Directors Meeting
School District 4J, Lane County
Hybrid Meeting (virtual and in-person)
200 North Monroe Street
Eugene, Oregon 97402
Wednesday, August 5, 2026

NOTICE: The Regular Board Meeting at 6:00 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/95182566139 Webinar ID:** 951 8256 6139
A video of the meeting will be made available after the meeting at https://vimeo.com/4Jschools

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 at a board meeting.
Requests to provide public comment must be submitted ***no later than 5:00 p.m. on the Monday before the meeting***.

4:30 PM
Planning Meeting and Regular Board Meeting

Agreement with Oregon School Employee Association (OSEA) — Chapter 1
Presenter: Kate Marrone, Director of Human Resources

XI. **Items for Information**
– There are no Items for Information at this meeting

XII. **Items for Action**

1. Board Workforce Negotiations Ad Hoc Committee Membership Expansion (20 minutes) 49
   Presenter: Judy Newman, Board Member
2. Informal Meetings Between Board Members and Employee Groups (20 minutes) 53
   Presenter: Ericka Thessen, Board Chair

XIII. **EXECUTIVE SESSION**

1. Executive Session
   a. The Board will convene in Executive Session "to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed," pursuant to ORS 192.660 (2) (h) and "to consider records or information that are exempt by law from public inspection" pursuant to ORS 192.660 (2) (f).
   Executive Sessions involving deliberations with persons designated to carry on labor negotiations, or to consider the expulsion of a student or matters pertaining to a student's confidential medical records, are not open to the public or to the news media.

   Executive Sessions are not open to the public. All matters discussed during executive sessions are confidential and shall not be disclosed by any representative of the news media without authorization by the school board.

XIV. **Items for Action at a Future Meeting**

1. Eugene School District 4J Organizational Chart (15 minutes) 54
   Presenter: Miriam Mickelson, Superintendent
2. Board Meeting Agenda Planning (20 minutes) 57
   Presenter: Ericka Thessen, Board Chair

XV. Board Committee Reports
XVI. **Consider Board Requests for Agenda Items or Information**
XVII. **For the Good of the Order**
XVIII. *The Board may use this time to return to the Planning Meeting agenda topics if needed.*
XIX. Adjourn

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.

DRAFT 2026-27 4J Board Committees and Work Groups List

	Name of Group	Authority	Type of Body	Membership Requirements	Staff Contact	Meeting Frequency	Board Member Appointee
1	Budget Committee (Per Board Resolution 8.20.25)	ORS 294.414	Standing Committee Required by (open to the public)	All members of the governing body and equal number of electors within the district	Finance Director	4–5 times annually	**All Board Members**
2	Bond Oversight /Long-Range Facilities Planning Committee (Per Board Resolution 8.20.25)		Standing Committee (open to the public)	Two to Three Board Members	Chief Operations Officer	As Needed	**Morgan Ericka Jenny**
3	Legislative Committee (Per Board Resolution 8/20/25)		Standing Committee (open to the public)	Three Board Members	Superintendent and Chief of Staff	1-4 times annually	**Judy, Ericka, Rick**
4	Lane Council of Governments (LCOG)		Standing Committee	One Board Member and one alternative	Chief of Staff	Monthly	**Judy, (Jenny alt.)**

Updated 8.3.26

5	Lane ESD Budget Committee		Standing Committee	One Board Member and one alternative	Chief of Staff	1-4 times annually	**Tom (Jenny alt.)**
6	Eugene Education Foundation		Standing Committee	Board Member serves in an ex-officio role	Laura Brown, Director of EEF	Monthly	**Judy**
7	Policy Work Group		Superintendent Work Group	One-Three Board Members	Superintendent and Chief of Staff	Every 2 weeks	**Maya, Morgan, Judy**
8	Educational Equity Advisory Committee		Superintendent Advisory Committee	None	Assistant Superintendent of Equity, Inclusion and Belonging	Monthly	**N/A**
9	Instructional Advisory Committee	Policy IIA	Superintendent Advisory Committee	One-Two Board Members	Assistant Superintendent of Instruction	As needed	**N/A**
10	Charter School Council		Standing	One-Two Board Members	Assistant Superintendent of Instruction	Monthly	**Tom (Jenny alt.)**
	~~*Community Engagement~~			This committee has sunset per board resolution	~~Chief of Staff 541.790.7733~~		
	~~*Ad Hoc Work Group On Classroom Display Policy~~			This committee has sunset per board resolution	~~Superintendent and Chief of Staff 541.790.7733~~		

Updated 8.3.26

	~~*Possible subcommittee for Superintendent Search~~			This committee has sunset per board resolution	~~Superintendent and Chief of Staff 541.790.7733~~		
	~~Audit and Finance Committee~~	~~Board Direction as per the Committee Charter Adopted 12.03.2014~~	~~Standing Committee of the Board~~	This committee has sunset per board resolution	~~Finance Director 541.790.7608~~	~~1 – 3 times annually~~	n/a
	~~Student Voice Subcommittee~~		~~Subcommittee of the Board and Superintendent~~	This committee has sunset per board resolution	~~Chief of Staff 541.790.7733~~	~~2 – 4 times annually~~	

Eugene School District 4J
Board of Directors
Guiding Beliefs and Values

- Do what's best for all 4J students
- Continue to learn and grow
- Respect and care about each other

In order to meet the district mission statement above, the board has adopted the following guiding beliefs and values:

Students

- We believe that all children can learn.
- We believe that all students deserve to be and feel safe and welcome at school.
- We believe that our students' education and welfare are our most important commitments.
- We believe that a student's success in school should be independent of factors such as race, ethnicity, socioeconomic status, disability, gender, gender identity, sexual orientation, native language, and religion.
- We believe that public schools should foster development beyond academics such as character, creativity, resourcefulness, citizenship, respect for diverse cultures, environmental stewardship, an understanding of workplace expectations, and a lifelong love of learning.

Staff

- We value highly qualified, caring and diverse staff that reflects our student population and believe they are the key to meeting our goals for students.
- We believe in collaborating with staff in deciding what is best for our schools and our students, recognizing that not everyone may agree.
- We believe that it is essential for staff and board members to hold high expectations of all students, that these expectations are critical to student success, and that we must hold ourselves and each other accountable for the achievement of all students.
- We believe that high-quality instruction is integral to student success and best achieved by providing strong instructional leadership, targeted professional development, and system-wide accountability and support for student growth.

Community

- We believe that the board and staff make a difference in learning for our children by developing relationships and effectively engaging our families, community and local, state and federal governments on social, political and economic challenges and inequities.
- We value public support for our schools and believe that the board plays a critical role in generating and sustaining community partnerships and ongoing financial and other support.

Leadership

- We believe it is our duty to provide safe learning environments and meaningful, equitable and highly effective instruction, to support all students to thrive socially, emotionally and academically, and to reduce the disparity of outcomes for historically underserved students.
- We believe it is critical for the board and staff to plan and direct resources consistent with our beliefs and values.
- We value continual learning for all—board, staff and students—and believe that it is essential to student success in school.

Eugene School District 4J Board 2025-26 Goals

1. The board will actively support the Superintendent's entry plan and strategic planning process, providing input, feedback, and collaboration as appropriate to advance district goals.
2. Each board member will actively engage in ongoing professional learning to enhance governance effectiveness and understanding of district priorities
3. Board members will intentionally participate in school and program visits, as well as community events, to gain a deeper understanding of district operations and student needs.
4. The board will conduct an annual self-assessment to evaluate its own governance effectiveness, communication, and alignment with district priorities.

2025-2026 BOARD WORKING AGREEMENTS

ROLES AND RESPONSIBILITIES

1. Every board member is one part of a whole and contributes in their own ways, all important. Board members will operate within our governance model focusing on:
   a. Stewardship of the district's strategic vision
   b. Employment and evaluation of the superintendent
   c. Governance through policymaking
   d. Adoption of engaging and evidence-based core instructional materials
   e. Tracking district progress and ensuring fiscal alignment to district priorities

2. Board members will uphold the legal compliance and confidentiality requirements on all matters arising from board meetings and executive sessions.

3. The board recognizes the role of the chair to:
   a. Speak for and about the board to the press and public groups
   b. Convene board meetings
   c. Execute documents as appropriate
   d. Develop the agenda as set forth in **Board Policy BDDC**
   e. Remind the board of their commitment to governance, effective meetings, and the board's working agreements
   f. Board leadership will consult with members and organize committee assignments

4. The board and superintendent will participate annually to review the strategic priorities of the district and collaboratively establish goals and objectives for themselves. The board will regularly perform a self-assessment and evaluate the superintendent annually.

5. Board members will act as ambassadors to the schools, the community, and the district by observing the following:
   a. As able, strive to stay connected to schools and their events
   b. Represent the board and district in the community by receiving input from constituents and partners, and sharing information on district programs and progress
   c. Hold oneself to a high standard of behavior, reflecting open and collaborative discourse, ethical conduct, and speaking responsibly to support students, district, and board

d. Serve as an essential interface between the district and the community in support of the district in achieving its mission

e. Be open and collaborative as they conduct their work with care

6. Board members will assume positive intent while attending to the impact of the board's discourse and actions.

7. Board members will communicate proactively and directly with one another in a timely and constructive manner should an issue or problem develop between them, seeking to resolve the matter privately before bringing it to a public meeting. Board members will seek to listen to understand.

8. Board members will build collegial connections with each other while adhering to applicable open meeting laws and policies.

9. The board views this working agreement document as a team effort and each member has a shared responsibility for holding the group accountable for its governance role and working agreements. As needed, the board chair will remind us of the expectations contained herein.

HOW WE OPERATE AND MAKE DECISIONS

10. The board will elect officers (chair and vice-chair) for their term at the first meeting in July, and in the first week of the month, if possible.

11. Incoming board members will receive initial orientation by the first meeting in August, which includes a manual with key district information, access to district policies, and board procedures. Each new board member will have orientation meetings with the board secretary, the superintendent, and the board chair. Additionally, each new board member will be assigned a mentor who is an experienced board member.

12. Once a decision is made by the board, members will support the implementation of the decision.

13. At each regular meeting of the board there will be an opportunity for any member to request an item to be considered for further information or inclusion on the agenda for an upcoming meeting. If it is supported by at least three members of the board it will be referred to the leadership to consider next steps, which may be information provided to the board in the superintendent's weekly memo, an item for information, or an item for

future action on an upcoming board meeting agenda. Board leadership will communicate the next steps decided for the proposed topic to the requesting board member. Pending agenda items will be retained in the board's agenda plan.

14. The board will be mindful of the impact of late meetings on community, staff, and board members. The board will observe time limits on agenda items and will adjust the agenda if an item goes overtime. Board leadership will plan agendas to allow board meetings to begin and end on time, and keep staff reports at the beginning of the meeting, when possible. Reports to the board will be succinct, provided ahead of the meeting, with meeting time reserved for questions and explanation. The board will populate its agendas with items that are aligned with the board's governance role and are related to improving student outcomes.

15. Information requests by individual board members that can be expected to require roughly fifteen minutes or more of staff work or resources will be referred by the superintendent to the full board to determine if the request to use resources aligns with board and district priorities.

16. Board members will coordinate with the superintendent and alert the building administrator before visiting a school, except in the cases of routine parental visits, scheduled volunteer shifts, or in a professional, non-district role.

17. Board members will respect the superintendent's responsibility to manage the school district and to direct employees in district and school matters. Therefore, when questions or concerns are brought to a board member relative to district staff or operations, those concerns will be referred to the superintendent for follow-up.

18. Board members will give careful consideration, listening to all perspectives, to all issues brought to the board by community members, groups, and district leadership prior to making a decision. The board will consider equity and use an equity lens in its decision-making processes.

HOW WE COMMUNICATE

20. Board communications intended for staff should be sent only to the superintendent who will be accountable to the board for follow-up.

21. Members will refrain from using personal electronic devices during meetings except for emergencies or limited operational needs. The expectation is that board members will be fully engaged in board meetings.

22. The chair will respond to group emails sent to the board. With notification to the whole board, the board chair can delegate this responsibility to the vice chair or other board member.

23. The board will refrain from dialogues with the public via social media on official school matters.

24. Board members will be mindful that their actions and communications with the public reflect upon the board and district as a whole.

25. The board will actively seek and value the professional opinions of school district staff, ensuring their expertise informs board decisions. However, board members will refrain from involving staff in board conflicts or expecting them to take sides in governance matters.

26. Board members will communicate directly with the superintendent and or the board chair prior to meetings of the board to address questions or concerns about agenda items.

- **Robert's Rules of Order**
- **Board Policy Sections A and B**
- List of Board Committees
- Role of Student Representatives (Board Policy BCBA)
- **Oregon Public Meeting Laws ORS 192.610-690**

Eugene School District 4J

Code: BBF
Adopted: 8/02/17
Revised/Readopted: 11/20/24

Board Member Standards of Conduct

A Board member should

1. Understand that the Board sets the standards for the district through Board policy. Board members do not manage the district on a day-to-day basis;
2. Respect the right of other Board members to have opinions and ideas which differ;
3. Make decisions only after the facts are presented and discussed;
4. Understand the chain of command and refer problems or complaints to the proper administrative office;
5. Insist that all Board and district business is ethical and honest;
6. Be open, fair and honest — no hidden agendas;
7. Recognize that the superintendent is the Board's employee and designated as the chief executive officer of the district;
8. Take action only after hearing the superintendent's recommendations;
9. Refrain from bringing personal or family matters into Board considerations;
10. Give district staff the respect and consideration due to skilled, professional employees;
11. Present personal criticism of district operations to the superintendent, when appropriate, not to district staff;
12. Respect the right of the public to be informed about district decisions and school operations as allowed by law;
13. Use social media, websites, or other electronic communication judiciously, and respectfully;
14. When interacting online, Board members will treat and refer to other Board members, staff, students and the public with respect, and refrain from posting confidential information about students, staff or district business.

A Board member will:

1. Comply with ethics laws for public officials;

2. Understand that the Board makes decisions by a quorum vote of the Board. Individual Board members may not commit the Board to any action;

3. Recognize that the Board must comply with the Public Meetings Law and only has authority to make decisions at properly noticed Board meetings;

4. Receive information that is confidential and cannot be shared, including confidential information about personnel and students where FERPA and other regulations may apply;

5. Respect the right of the public to attend and observe Board meetings;

6. Hold content and information discussed in executive session confidential;

7. Understand that Oregon law (ORS 419B.005 – 419B.045) designates that all district staff and Board members are "mandatory reporters" and are required by law to report suspected child abuse" (see policies BBCF, GBNAB/JHFE, and JHFE/GBNAB).

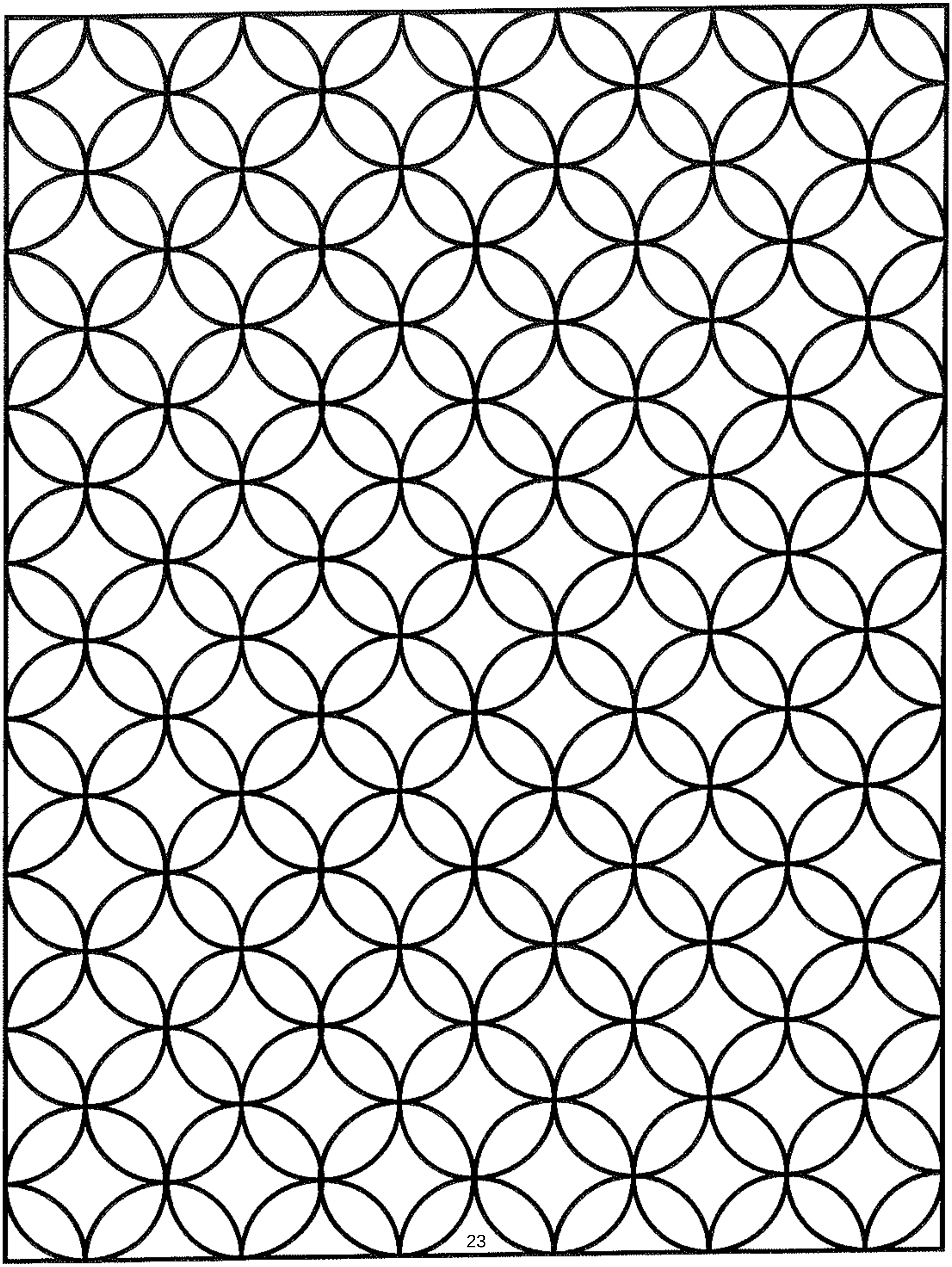
END OF POLICY

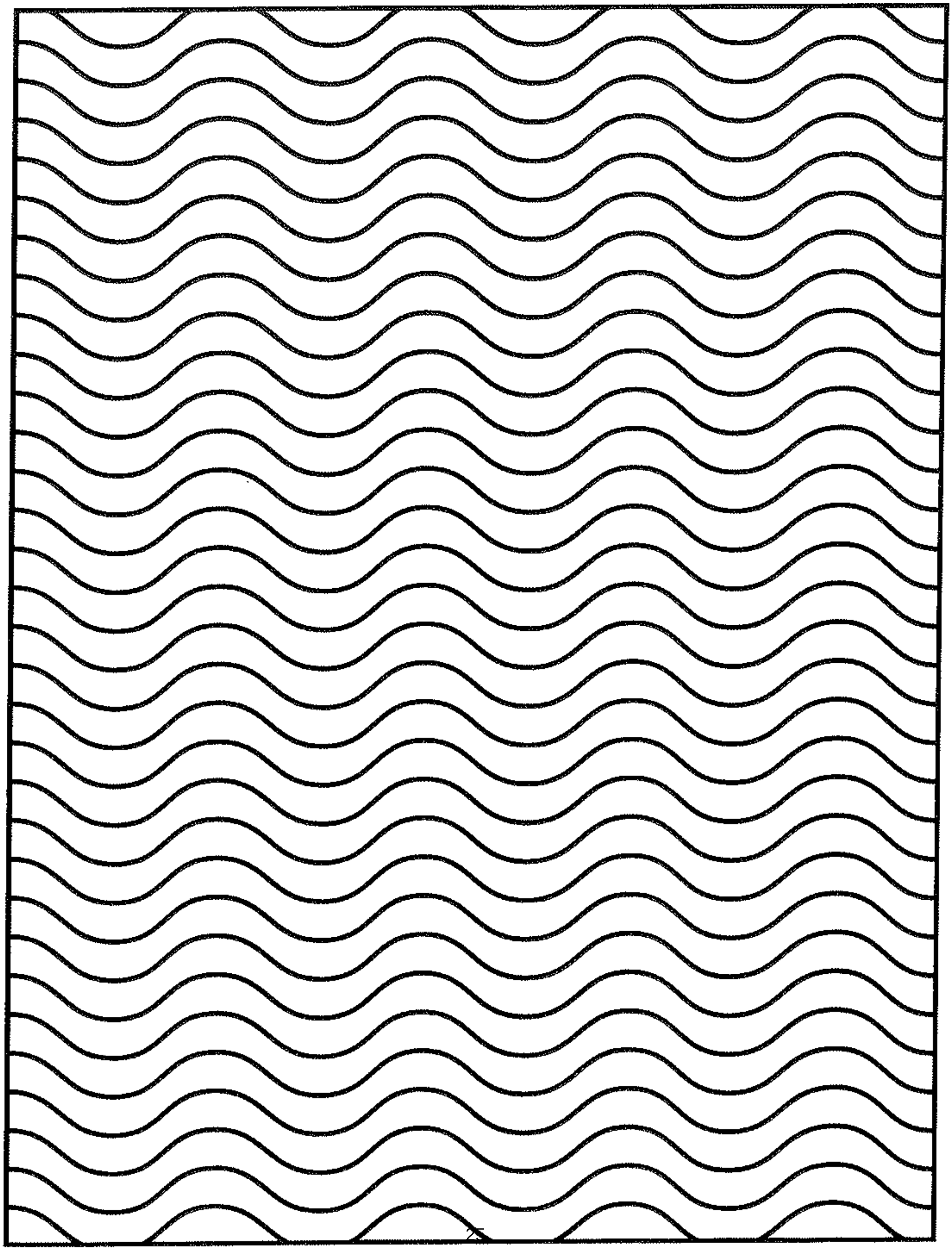
Legal Reference(s):

ORS 162.015 - 162.035
ORS 162.405 - 162.425
ORS 192.610 - 192.710
ORS Chapter 244
ORS 332.055
ORS 419B.005
ORS 419B.010
ORS 419B.015

Cross Reference(s):

BBFC - Reporting of Suspected Abuse of a Child
GBNAB\JHFE - Suspected Abuse of a Child Reporting Requirements
JHFE\GBNAB - Suspected Abuse of a Child Reporting Requirements





Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date
August 5, 2026

Title
Board Goals

Presenter
Ericka Thessen, Board Chair and Maya Rabasa, Vice Chair

Background
The board annually reviews, affirms or revises Board Goals.

Eugene School District 4J Board 2025-26 Goals

1. The board will actively support the Superintendent's entry plan and strategic planning process, providing input, feedback, and collaboration as appropriate to advance district goals.
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Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date
August 5, 2026

Title
Consider Approval Board Working Agreements

Presenter
Ericka Thessen, Board Chair and Maya Rabasa, Vice Chair

Background
The board annually reviews, affirms or revises Board Working Agreements.

Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting:
August 5, 2026

Title:
Approve the DRAFT Board Meeting Minutes for:

- June 17, 2026 – Special Board Meeting
- June 22, 2026 – Board Work Session Planning Meeting

Background:
The board meeting minutes listed above are in draft form. Once approved, the minutes will be uploaded to BoardBook and available to the public.

MINUTES OF THE SPECIAL MEETING

OF THE BOARD OF DIRECTORS

SCHOOL DISTRICT 4J, LANE COUNTY, OREGON

Date: June 17, 2026

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a special meeting at 6:00 p.m. via live stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on June 12, 2026.

ROLL CALL

BOARD MEMBERS PRESENT:
Tom Di Liberto
Ericka Thessen
Maya Rabasa
Jenny Jonak
Judy Newman
Morgan Munro
Rick Hamilton

ABSENT:
None

STAFF:
Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Bob Blyth, Associate Director of Financial Services
Brooke Wagner, Assistant Superintendent for Administrative Services
Oscar Loureiro, Director of Research and Planning
Jeff Johnson, Director of Elementary Education
Kelly McIver, Communications Director
Dan Farley, Director of Technology
Steve Schininger, Network Services Manager
Casandra Kamens, Curriculum Administrator
Cynthia Calletano, Executive Assistant to the Chief of Staff and Board
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

OTHER GUESTS:
None

EMPLOYEE ASSOCIATIONS:
Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) Chapter 1 President
Jamie Myers, Eugene Education Association (EEA) President

MEDIA:
KRVM
Lookout Eugene-Springfield
Register Guard (virtually)

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

Chair Di Liberto called the special meeting to order at 6:02 p.m. He said the names of the board members who were present and read a land acknowledgment statement.

II. BOARD CHAIR WELCOME

Chair Di Liberto welcomed attendees. He acknowledged district graduation ceremonies and recognized all graduates of Eugene School District 4J.

III. AGENDA APPROVAL

There were no changes to the agenda.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Mickelson provided an update on upcoming summer programming: High School Summer Bridge, High School Credit Recovery Program, High School Extended School Year Services, Middle School Summer Bridge, Middle School Extended School Year Services, Elementary School Summer Enrichment and Academic Learning (SEAL), and Kids in Transition (KITS). She mentioned an expansion of community meal sites late-June through August.

Superintendent Mickelson provided closing school year reflections, recognizing staff, students, and families for a meaningful and fulfilling school year, despite challenges.

V. ITEMS RAISED BY THE AUDIENCE

Jennifer Goodlett (online), 4J educator, provided comments related to district budget cuts. She explained that her position was reduced and relocated. She described the process and raised concerns about having only two days to transition, citing poor communication and a lack of funding and support.

VI. COMMENTS BY EMPLOYEE GROUPS

Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) Chapter 1 President, provided comments. She said she is hopeful about the newly formed ad hoc committee. She described concerns related to a recent mediation settlement. She said during mediation OSEA provided over 30 contracts as evidence to show that school districts utilize employer-paid time for representation and that it is widely practiced across the state. She urged honoring and trusting what was committed to in mediation.

Jamie Myers, Eugene Education Association (EEA) President, reported on the success of the Emergency Town Hall which took place at Roosevelt Middle School on June 10, 2026. She said about 80 community members were in attendance to advocate for education funding in the state. She expressed thanks to Board members who were in attendance. She recommended continued partnership between EEA and 4J.

VII. CONSENT GROUP – ITEMS FOR ACTION

Consent Group — Items for Action

1. APPROVE THE DRAFT BOARD MEETING MINUTES FOR: MAY 27, 2026 – BOARD WORK SESSION AND JUNE 3, 2026 – BOARD REGULAR MEETING

There was no discussion.

2. APPROVE THE CONTRACT FOR NUTRITION SERVICES WITH FRANZ BAKERY-UNITED STATES BAKERY (RFP 26-457)

There was no discussion.

3. APPROVE THE 5–YEAR WIRELESS ARCHITECTURE MAINTENANCE AGREEMENT

There was no discussion.

4. APPROVE ROUTINE PERSONNEL ACTIONS

There was no discussion.

5. APPROVE RESOLUTION 2026-27-02 DESIGNATION OF DISTRICT OFFICERS, CLERKS, AGENTS, AND DEPOSITORIES OF FUNDS

There was no discussion.

6. APPROVE RESOLUTION 2026-27-04 DELEGATION OF PURCHASING AND SIGNING AUTHORITY

There was no discussion.

7. SET TUITION RATES FOR THE 2026-27 SCHOOL YEAR

There was no discussion.

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

VIII. ITEMS FOR INFORMATION

1. RECEIVE INFORMATION REGARDING HOWARD ATTENDANCE AREA ADJUSTMENT/REALIGNMENT IMPLEMENTATION PLAN

Chief of Staff Carmen Xiomara Urbina and Director of Elementary Education Jeff Johnson presented information about Howard Attendance Area Adjustment/Realignment Implementation Plan via PowerPoint presentation, including context and review, impacts and voices, and transitions.

Mr. Johnson provided context and review:

The Question Guiding This Work

- Are we asking our youngest students to travel farther than necessary?
  - A small number of Howard Elementary students live significantly closer to Adams Elementary or César Chávez Elementary.
  - Proximity gap: Students travel 3.5 to 4.5 miles to school each morning.
  - Unnecessary transit: Busses pass neighborhood schools much closer to home.
  - Optimization goal: Ensuring current attendance areas serve families as originally attended.

Historical Context

- The Superboundary (2011)
  - Established 15 years ago to balance and optimize neighborhood district dynamics.
- Our Ongoing Commitment
  - When the Superboundary was created, leaders recognized that impacts must be continually reviewed over time to balance unintended results.

Ms. Urbina highlighted the following:

A Shifting Landscape

- Neighborhoods have evolved, routes have shifted, and general enrollment distributions have fundamentally changed.
- A small number of students remain assigned to Howard Elementary despite living closer to Adams Elementary or César Chávez Elementary.
- Student and Family Impact
  - 13 families
  - 26 students
  - 0 middle school impacts

Mr. Johnson outlined a student support profile and student engagement process:

- 8 students with support plans
- Every impacted family was contacted directly

He outlined the phases:

- Phase I: Review and Analysis
- Phase II: Family Listening and Engagement
- Phase III: Decision and Family Notification
- Phase IV: Communication and Information Sharing
- Phase V: Transition, Belonging, and Student Support

Ms. Urbina described what they heard from families, including understanding the rationale and addressing transitions. The most common concern was maintaining critical peer friendships, preserving trusted staff relationships, and reducing immediate student anxiety.

Mr. Johnson presented core family pathways:

1. Attend assigned neighborhood school
2. Remain at Howard Elementary

Ms. Urbina presented a transition timeline:

- Early Summer: School choice applications process and family confirmation letters finalized
- Mid Summer: Direct family outreach
- Late Summer: Coordinated IEP and 504 transition meetings held with specialists
- School Launch: Complete execution of safety, transit routing, and campus welcomes

Ms. Urbina and Mr. Johnson invited questions from the BOD.

Ms. Jonak asked if any families wanted to stay at Howard Elementary but could not provide their own transportation.

Ms. Urbina confirmed that there was one family, but transportation was not a big concern for them.

Ms. Newman asked if the process will permanently change the boundaries.

Staff responded affirmatively.

Ms. Munro asked if there is currently room at Howard Elementary for school choice.

Ms. Urbina said yes.

Responding to a question posed by Ms. Munro about middle schools, Ms. Urbina said students would also have the choice to attend Arts and Technology Academy (ATA) or Roosevelt, depending. Ms. Urbina added that high school location will depend on where students currently live and that the conversation is ongoing.

Responding to a question posed by Ms. Rabasa, Superintendent Mickelson explained why it is being labelled as a boundary change, as opposed to adjustment. She confirmed that the change is permanent, rather than temporary.

Ms. Rabasa requested more information for Board member talking points.

2. RECEIVE AN UPDATE REGARDING PERSONAL ELECTRONIC DEVICES (PED) IMPLEMENTATION

Ms. Urbina provided an update on Personal Electronic Devices (PED) Implementation via PowerPoint presentation, including PED requirements, stakeholder voices, strategic impact, and forward planning.

She started by outlining Oregon Executive Order 25-09 requiring all Oregon school districts to implement policies limiting student use of personal electronic devices during the school day, including the following objectives:

- Support student learning
- Improve mental health and wellbeing
- Reduce distractions
- Strengthen student engagement

She presented survey participation metrics:

- 1,607 total responses gathered
- Approx. 84% were middle school students
- Approx. 77% of surveyed students report high comprehension of rules and standard consequences related to the policies
- 78% reported little to no anxiety
- 1 out of 5 students reported moderate to significant anxiety
- Strongest concern is emergency contact concerns

She highlighted emerging core themes, including benefits and concerns. She said equity remains a focus, including IEP/504 integration, documented medical access, enforcement calibration, and family needs.

She highlighted the 2026-27 Implementation Plan:

- Communications
- Operations
- Monitoring

Ms. Urbina presented a timeline of next steps:

- Summer 2026: Finalize operations guidelines and complete instructional toolkits
- Late summer: Conduct parent engagement sessions and distribute school communications
- Fall 2026: Deploy training to building personnel and initiate student rules rollout
- Winter 2026+: Gather mid-year survey responses and report policy metrics back to Board

She invited questions from the BOD.

Vice Chair Thessen highlighted reported benefits of the cell phone ban, including increased use of library services. She raised concern about high school data not being collected, citing working students and students providing childcare in their homes. She also raised concern about students who are parents, specifically seeking information about whether they are permitted to access their cellphones.

Ms. Rabasa mentioned that some students earn credits for their employment. She suggested incorporating that into the Administrative Rules (AR).

Ms. Newman recommended more community engagement.

Several Board members expressed a desire to gather more data from high school students.

Ms. Jonak asked how they determine that students with IEPs and 504s are being accommodated.

Ms. Urbina said a committee meets regularly to discuss policy alignment.

Ms. Rabasa suggested including a survey question to gauge how often students skip lunch to go off campus and use their cell phones.

Ms. Urbina validated Ms. Rabasa's point.

Chair Di Liberto asked about enforcement calibration. He sought information about challenges, consequences, and success rates.

Mr. Hamilton further emphasized a need for discipline and compliance.

IX. ITEMS FOR ACTION

1. RECEIVE AN UPDATE REGARDING CÉSAR CHÁVEZ ELEMENTARY SCHOOL NAMING REVIEW

Ms. Urbina provided a renaming recommendation regarding César Chávez Elementary School Naming Review via PowerPoint presentation.

She outlined Policy FF and name inquiry, including that on May 27, 2026, the Board introduced proposed revisions to Policy FF: Naming and Renaming Schools, Programs, and Properties.

She outlined survey demographics:
- Current parent/guardian: 57 responses
- School staff: 32 responses
- Former parent/guardian: 9 responses
- Neighbor/former staff: 2 responses

She outlined renaming feedback data:
- Yes: 67%
- No: 10%
- Unsure: 23%

She outlined feedback themes:
- Student safety
- Latino culture
- Community voice

She outlined future naming path:
- Avoid individual names

- Latina leadership
- Geography and nature
- Indigenous history

Ms. Urbina recommended that the Board authorize the formal renaming process for César Chávez Elementary School.

She outlined a renaming timeline:
1. Advisory
2. Plan design
3. Criteria
4. Outreach
5. Decision

Ms. Urbina briefly responded to questions and received comments from the BOD.

> **MOTION:** Vice Chair Thessen moved to direct the superintendent to initiate the formal renaming process for César Chávez Elementary School. Ms. Rabasa seconded. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

2. ORGANIZE THE BOARD OF DIRECTORS FOR THE 2026-2027 SCHOOL YEAR

Superintendent Mickelson and Chair Di Liberto engaged the BOD in electing Board of Director Chair and Vice Chair for the 2026-27 school year. The terms will begin on July 1, 2026.

Vice Chair Thessen self-nominated to serve as Chair.

> **MOTION:** Ms. Newman moved to appoint Ericka Thessen as Board of Director Chair for the 2026-27 school year. Ms. Jonak seconded. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

Ms. Rabasa self-nominated to serve as Vice Chair.

> **MOTON:** Ms. Jonak moved to appoint Maya Rabasa as Board of Director Vice Chair for the 2026-27 school year. Vice Chair Thessen seconded. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

MOTION: Vice Chair Thessen moved that the Board authorize Erika Thessen as Chair and Maya Rabasa as Vice Chair to sign on behalf of the district until such time as this authority is rescinded by action of the Board of Directors or until their successors are duly elected and qualified. Ms. Munro seconded. **The motion passed unanimously, 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor.**

X. ITEMS FOR ACTION AT A FUTURE MEETING

There were none.

XI. COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Rabasa provided a report from the Legislative Committee, including a recommendation to create two-year terms and implement a member rotation. They also recommend that Ms. Newman return to the committee, alongside Vice Chair Thessen and Mr. Hamilton. She mentioned scheduling the Legislative Breakfast for October rather than December. The Legislative Committee is scheduled to meet next in August.

Superintendent Mickelson noted that the EEA Legislative Breakfast is also occurring in October.

Ms. Newman provided a report from the newly formed Board Workforce Negotiations Ad Hoc Committee. She said their meeting focused on membership, timeline, and focus areas. They agreed to invite district staff and a representative from each employee group to join the committee. They hope to debrief the last negotiations and receive input on other possible means to negotiate contracts. They hope to accomplish the tasks by November. They will provide regular reports to the Board.

XII. CONSIDER BOARD REQUESTS FOR AGENDA ITEMS OR INFORMATION

There were none.

XIII. ADJOURN

Chair Di Liberto adjourned the special meeting at 7:46 p.m.

Miriam Mickelson, Superintendent	Ericka Thessen, Chair

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

MINUTES OF THE SPECIAL MEETING

OF THE BOARD OF DIRECTORS

SCHOOL DISTRICT 4J, LANE COUNTY, OREGON

Date: June 22, 2026

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a special meeting at 9:00 a.m. via live stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on June 19, 2026.

ROLL CALL

BOARD MEMBERS PRESENT:
Tom Di Liberto
Ericka Thessen
Maya Rabasa
Jenny Jonak
Judy Newman
Morgan Munro
Rick Hamilton

ABSENT:
None

STAFF:
Miriam Mickelson, Superintendent
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

OTHER GUESTS:
None

EMPLOYEE ASSOCIATIONS:
Lisa Jenkins-Easton, Oregon School Employees Association (OSEA) Chapter 1 President

MEDIA:
None

I. CALL TO ORDER AND ROLL CALL

Chair Di Liberto called the special meeting/planning session to order at 9:08 a.m.

II. BOARD CHAIR WELCOME

Chair Di Liberto welcomed the Board of Directors (BOD), Superintendent Mickelson, and guests to the special meeting/planning session.

III. AGENDA APPROVAL

Ms. Rabasa requested adding an additional topic – Committees – to Items for Action. Board members agreed.

IV. ITEMS FOR ACTION

The Board of Directors (BOD) thoroughly discussed the following Items for Action:

1. Board Meetings

- Board meetings are usually scheduled for the first and third Wednesday of the month. There was discussion about the effectiveness and flexibility of the current schedule.

There were no changes.

- Board meetings are typically held at 6:00 p.m. There was discussion about starting at 6:00 p.m. versus 6:30 p.m. Board members debated the pros and cons of starting at 6:00 p.m., and the practice of standalone executive sessions.

There were no changes to the Board meeting start time. Board members requested receiving written materials for decision-making executive sessions in advance.

- Monthly Board meetings include one regular meeting and one work session. Board members discussed the benefits and disadvantages of an alternating meeting schedule. Ms. Jonak expressed preference for continuing to distinguish between regular meetings and work sessions. There was brief discussion about returning to a previous meeting schedule, in which work sessions preceded regular meetings, both occurring on the same day. Ultimately there was consensus not to. Board members discussed meeting flow. They acknowledged that periodically staff presentations during regular meetings do not allow enough time for Q & A. Superintendent Mickelson recommended sending questions to her prior to the meeting. Other ways to improve efficiency during both regular meetings and work sessions were noted.

There were no changes to the current alternating meeting schedule.

- Meeting logistics and format have had Board members seated on the dais for regular board meetings and for work sessions, the Board seated at conference tables set up on the main floor. Board members debated the pros and cons of being seated on the dais versus the main floor, with the majority expressing favor for being seated on the main floor. Superintendent Mickelson pointed out practical and logistical limitations concerning meeting space.

There was consensus to allow flexibility regarding holding regular meetings on the dais versus the floor.

- Meeting accessibility includes in-person, via Zoom webinar, radio broadcast, live stream.

There were no changes.

2. Board Meetings Schedule:

- Approve the Revised Board Meeting Calendar for the 2026-27 School Year
- Approve the date of the Board Summer Planning Meeting in August

The Board opted to approve the revised Board meeting calendar for the 2026-27 school year and revisit scheduling the next summer planning meeting.

> **MOTION:** Vice Chair Thessen approve the 2026-27 revised Board meeting calendar with the exception of the summer planning meeting. Mr. Hamilton seconded. **The motion passed unanimously: 7:0:0; Chair Di Liberto, Vice Chair Thessen, Ms. Rabasa, Ms. Newman, Ms. Jonak, Ms. Munro, and Mr. Hamilton all voting in favor of the motion.**

3. Board Chair Remarks vs Individual Board Member Comments and Placement/Location on Meeting Agenda

The Board engaged in a discussion about Board Chair remarks versus individual Board member comments and placement/location on meeting agenda. Ms. Rabasa expressed favor for returning individual Board member comments to the start of the meeting, emphasizing that comments should be succinct (one minute or less). Vice Chair Thessen expressed slight favor for reinstating individual Board member comments at the start of the meeting. She suggested considering a rotating Board member welcome, instead of Board Chair welcome, during work sessions. Ms. Newman, Ms. Jonak, and Ms. Munro expressed preference for Board Chair remarks over individual Board member comments at the start of the meeting. Ms. Munro offered suggestions for improvement. Although he is neutral, Mr. Hamilton highlighted some benefits of Individual Board member comments, stating that they are more personalized; he recommended allowing some flexibility in the format. Chair Di Liberto reflected on the Board Chair remarks format, sharing that the remarks began feeling hollow.

There were no changes but there were suggestions for how to enhance the current format, including allowing for brief interjections during Board Chair remarks.

4. Public Comment at Meetings

- Currently, there are 10 spots for regular Board meetings and 5 spots for work sessions.

Ms. Rabasa offered two options for effectively managing public comment, based on her observations of other communities, including calling public comment a “hearing of the public” and incorporating points-of-contact. Superintendent Mickelson took note of the suggestions. Ms. Jonak recommended revisiting and refining public comment preamble language and content. Board members agreed. Mr. Hamilton pointed out a communications issue and underscored the need to address and follow up with public comments. Board members agreed that having meeting breaks following public comments has helped; they also acknowledged the inherent flaws. Ms. Jonak raised a

previously discussed topic of establishing a space for the community to interact with Board members. Superintendent Mickelson responded. Ms. Newman recommended considering the practice of responding to public commenters with an email from the Chair. Ms. Jonak voiced a desire to allow community members to comment on agenda topics during work sessions (outside of public comment time). There was consensus to revisit Ms. Jonak's suggestion at a later date.
There was consensus to refine the public comment preamble. There was consensus to allow up to 10 public commenters in work sessions. There was consensus not to limit comments by topic. Board members requested to be provided with the public comment list and topics prior to meetings.

5. Board Leadership

- Attend Board leadership meetings
- Per policy, the Board Chair sets agenda topics and finalizes meeting agendas
- Board Chair responds to communications from the community (e.g., emails)
- Board Chair encourages school visit invitations
- Vice Chair fills in when the Board Chair is unavailable

The Board discussed the possibility of making agenda setting meetings public meetings. Superintendent Mickelson offered her perspective from a leadership, staff, and budgetary lens. She offered recommendations for maintaining a transparent process. Ms. Rabasa advocated for allowing a third rotating person. She noted a change in the practice of leadership meetings compared with four years ago. Board members expressed favor of Ms. Rabasa's suggestion. Board members agreed that receiving draft agendas has been helpful. There was discussion about the Board Chair responding to communications from the community (e.g., emails). Current and previous Board chairs discussed challenges, successes, and ways to improve the practice – including a Chair and designee format for responding to communications and existing templates for use. The Board discussed the process for school visit invites. Ms. Rabasa emphasized offering more clarity for school leaders about the process (specifically informing administrators and educators that they may still invite Board members individually).
There was consensus for a rolling calendar to be available to all. There was consensus for Superintendent Mickelson to include what is upcoming and when leadership meetings are happening in the weekly newsletter. There was consensus to request from Oregon Government Ethics Commission (OGEC) an official ruling regarding public meetings laws, specifically pertaining to leadership meetings.

6. Board Meeting Agenda Setting

- Follow up on agenda topic requests

- Board member attendance

See previous agenda item.

7. Employee Group Engagement

Chair Di Liberto engaged the Board in a discussion about employee group engagement. Several Board members expressed a desire to meaningfully reengage with employee groups. Superintendent Mickelson mentioned that she and other district leadership meet with employee groups monthly; and that she would like to attend employee group/Board member joint meetings, particularly when the topics are substantive. The Board discussed Board member representation (one person from leadership and two rotating) in addition to superintendent attendance.

There was consensus for Board Chair and Vice Chair to hold a meeting with each employee group to seek their input.

8. Committees

Board members discussed committees. Operations Manager for the Superintendent's Office Lisa Fjordbeck provided a handout/list of committees and assignments for review. Board members recommended adding the Board Workforce Negotiations Ad Hoc Committee to the handout/list. Superintendent Mickelson recommended seeking information from OGEC about public meeting laws pertaining to the Board Workforce Negotiations Ad Hoc Committee. Board members agreed. The Board designated the incoming Chair authority to assign members to the Legislative Committee. Superintendent Mickelson committed to gathering more information about Student Voice and reporting back to the Board. Responding to a question from Mr. Hamilton, Superintendent Mickelson confirmed that the Educational Equity Advisory Committee (EEAC) is under the purview of the superintendent/district rather than the Board. Mr. Hamilton articulated his reservations and concerns. Board members agreed that they desire updates from the EEAC.

V. ADJOURN

Chair Di Liberto adjourned the special meeting/planning session at 1:23 p.m.

Miriam Mickelson, Superintendent	Ericka Thessen, Chair

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

Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

August 5, 2026

Title
Bond Project – Gilham HVAC Improvements

Presenter
Ryan Spain, Director of Facilities

Background
Local voters approved a bond measure in November 2018 to fund capital improvements and maintenance projects at every 4J school. The district is moving forward with installing air conditioning in schools without it. Adams, previously approved, is now complete. Awbrey Park, Phase one & two improvements (Awbrey Park, Buena Vista, Charlemagne, Spring Creek, Willagillespie, Twin Oaks, Edgewood, McCornack, Kelly, Monroe, & Kennedy), previously approved, are currently underway. This request is for Gilham HVAC improvements. While not all areas of each building will be cooled, the focus is on student-based learning spaces such as classrooms. Some exterior construction work will be coordinated during the school year, with efforts to minimize classroom impacts and reserve interior work for non-student times. Completions are all schedule to be in the fall 2027.

Budget/Resource Implications:
This purchase includes all labor and materials for the Gilham HVAC Improvements and will be funded from available General Obligation Bond funds. Multiple bids were received and the recommended award is to Apex Mechanical for $1,680,000.

Recommendation
The superintendent recommends the award to Apex Mechanical for the Gilham HVAC Improvements in the amount $1,680,000 funded from General Obligation Bond funds.

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

Item For Action – Consent Agenda

Date of Meeting
August 5, 2026

Title
Amendment of Article 22 – Transportation Employees

Presenter
Kate Marrone, Director of Human Resources

Background
Transportation workers paid via timecard on a Student Attendance Day calendar, as provided in Article 22 of the CBA, have historically received a differential per Article 22.4.2 for hours driven after 5:00 p.m. on both local trips and regular routes. This practice reflected a longstanding amendment by conduct to the contractual language and was consistently applied to hours worked after 5:00 p.m.

On or about March 15, 2025, the District changed this practice and reverted to contract language regarding the provision of this differential only for local trips after 5:00 p.m. This MOU memorializes the longstanding practice and amendment by conduct under which the parties operated during the majority of the preceding CBA (2022-2025) and before, and provides make-whole relief for impacted Transportation Department employees.

Proposed Amendment:
- Article 22.4.2 shall be amended as follows: 22.4.2. Payment of Local Trips – Within forty (40) miles of base**, including regular route driving**

Budget/Resource Implications:
The proposed amendment will result in the following cost:
- $250 x 51 people with a total of $12,750 in one-time payment.
- Ongoing cost have already been budgeted.

Recommendation:
The superintendent recommends the proposed amendment to the 2025-2028 Collective Bargaining Agreement between Oregon School Education Association (OSEA) and Eugene School District 4J.

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

This Memorandum of Understanding (“MOU”) is entered into by and between the Eugene School District 4J (“District”) and the Oregon School Employees Association Eugene Chapter 1 (“Association”). The District and Association are parties to a collective bargaining agreement (“CBA”) with effective dates of July 1, 2025 – June 30, 2028.

RECITALS

Transportation workers paid via timecard on a Student Attendance Day calendar, as provided in Article 22 of the CBA, have historically received a differential per Article 22.4.2 for hours driven after 5:00 p.m. on both local trips and regular routes. This practice reflected a longstanding amendment by conduct to the contractual language and was consistently applied to hours worked after 5:00 p.m.

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TERMS OF AGREEMENT

The parties agree to the following terms:

1. Article 22.4.2 shall be amended as follows:

    22.4.2. Payment of Local Trips – Within forty (40) miles of base**, including regular route driving**.

    22.4.2.1 Straight time for work within the Monday through Friday work week on school days, before 5:00 p.m. and when less than eight (8) hours of work in a day.

22.4.2.2 1.1 times for work within the Monday through Friday work week on school days, after 5:00 p.m. and when less than eight (8) hours in a day.

22.4.2.3 In accordance with article 11.2, 1.5 times for work over eight (8) hours in any work day.

2. Transportation Bus Drivers, Van Drivers, Bus Aides, and Driver Specialists employed by the District as of the date this MOU is signed shall receive a one-time payment of two hundred and fifty dollars ($250) as make-whole relief for lost compensation resulting in the change in practice implemented on or about March 15, 2025. This payment will be paid on the next paycheck following the signing of this MOU.

3. Any provisions of the parties' CBA not expressly modified by this MOU shall remain in full force and effect.

4. Any disputes regarding an alleged violation or the interpretation or application of this MOU shall be resolved pursuant to the grievance procedure in the CBA between the parties.

5. Term of the MOU: This MOU will be effective upon signature and ratification by OSEA members, if OSEA determines such ratification is required.

For OSEA: For Eugene School District 4J:

______________________________ ______________________________

Eugene Chapter 1 President Date Board Chair Date

______________________________ ______________________________

OSEA Field Representative Date Superintendent Date

Board Workforce Negotiations Ad Hoc Committee 2026-2027

1. Purpose Statement

The Ad Hoc Workforce Committee is established to conduct a collaborative review of the district's recent collective bargaining experiences. By analyzing what worked well and what presented obstacles over the last negotiation cycle for each employee group, the committee will evaluate our current approach and recommend an optimized process and structure for future negotiations to the full School Board.

2. Committee Goals & Scope of Work

To fulfill its purpose, the committee will focus on three primary phases of work:

- **Collective Debriefing:** Convene and confer directly with various employee group leaders and district staff. The objective is to collaboratively discuss and document the "celebrations" (successes, collaborative breakthroughs) and "challenges" (bottlenecks, friction points, and impediments), experienced during the last negotiation cycle for each employee group.
- **Research & Information Gathering:** Conduct targeted research based on the insights gained from these collaborative reflections. This includes studying alternative bargaining models, analyzing timeline structures, and reviewing best practices from comparable districts.
- **Board Recommendation:** Develop and present a formal proposal to the School Board for action. This proposal will outline a recommended path forward for the district's negotiation process and structure, evaluating whether to maintain the **status quo** or adopt a **newly proposed framework and process.**

3. Proposed Membership & Stakeholder Representation

To ensure a balanced, transparent, and productive review, the committee suggests a multi-stakeholder composition.

Note on Participation: Because the committee's ultimate goal is to propose a structural framework to the board, maintaining a balanced representation of governance, operations, and employee groups is critical.

Committee Core Members (Voting/Working Group)

- **Board Representatives:** Three School Board Members (one serving as Committee Chair) voted on by the board at the June 17, 2026 board meeting .
- **Management Leadership:** Superintendent and management leadership who was part of the bargaining team.
- **Labor/Employee Leadership who was part of the bargaining team:** Representatives from employee groups (EAST, OSEA, EEA, MAPS)

In addition to the three appointed school board members, each group will appoint two voting members to the committee to participate in the meetings.

Staff Resource & Advisory Roles (Non-Voting) - As Needed

- **District Legal Counsel:** To provide guidance on labor law and compliance.
- **Finance:** To provide context on fiscal timelines and budgetary impacts on negotiations.

4. Anticipated Timeline & Deliverables

Phase	Objective	Estimated Completion
Phase 1: Debrief	Listening sessions with employee group leaders and staff.	[August-October, 2026]
Phase 2: Research	Data collection, model comparison, and framework synthesis.	[September-October, 2026]
Phase 3: Proposal	Presentation of final recommendation to the School Board.	[November, 2026]

Draft 7/14/26

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Draft 7/14/26

Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION

Date
August 5, 2026

Title
Informal Meetings Between Board Members and Employee Groups

Presenter
Ericka Thessen, Board Chair and Maya Rabasa, Vice Chair

Background
The Board has expressed interest in convening regular monthly meetings with employee group leadership.

Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting:
August 5, 2026

Title:
Eugene School District 4J Organizational Chart

Presenter:
Miriam Mickelson, Superintendent

Background:
Eugene School District 4J is a complex, multitiered organization that employs more than 2,000 individuals and serves close to 15,000 students. The district is a public entity that operates under a myriad of statutes, rules, and regulations as well as collective bargaining agreements with employee associations.

The organizational chart for 2026-2027 aims to comply with Policy CCB Line and Staff Relations adopted by the Board in 2017.

Summary:
With Board approval, the organizational chart and directed lines of authority is designed to set the district up for success.

Organizational Chart
The organizational chart aims to accomplish the following:

- Centering the district's efforts on equitable access to high quality, meaningful teaching and learning - This organizational chart ensures that the district administration, from the superintendent on through, is focused on supporting student learning.
- Renewed clarity for everyone. This organizational chart serves as a tool to help point staff members to our various departments and teams for support.

Distributed Leadership + Informed Decision Making

No single leader can make the best decisions for our path forward in Eugene 4J. Our decisions must be collective and co-owned if they are to be effective and lasting. The organizational chart is designed to create a collaborative, coordinated, and transparent space to bring voice from across the district into decision-making.

The distributed leadership and informed decision-making reflected in the organizational chart, entails the following:

The Core Leadership Team exists to provide strategic direction, foster collaborative decision-making, and ensure the effective implementation of policies and initiatives across the 4J School District.

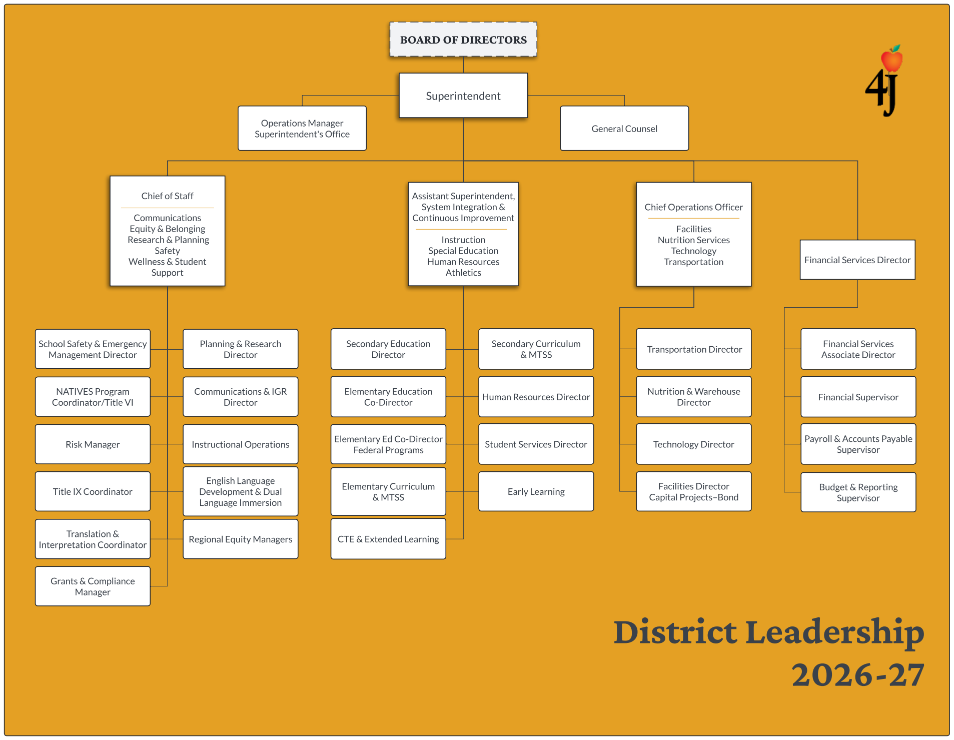
The Core Leadership Team meets weekly and includes representation that oversee all aspects of the district's work, including:

- Superintendent
- Chief of Staff
- Assistant Superintendent for Systems Integration and Continuous Improvement
- Chief Operations Officer
- Support: Superintendent's Operations Manager

The Organizational chart lists the departments and staff members the Core Leadership Team is responsible for superintendent cabinet members are responsible for.

It is important to note that various groups of leaders, staff and community members provide feedback and insights to the superintendent and Core Leadership Team. Examples include, but are not limited to, Superintendent Cabinet, Principal Advisory Group, Employee Group Leadership, Superintendent Community Coalition and Student Leaders.

Recommendation:
The Superintendent recommends action at a future meeting to approve the district's lines of direct authority as shown on the District Organization Chart (Link). This action is in alignment with Policy CCB Line and Staff Relations.


BOARD OF DIRECTORS
Superintendent
Operations Manager Superintendent's Office
General Counsel
Chief of Staff
Communications
Equity & Belonging
Research & Planning
Safety
Wellness & Student Support
Assistant Superintendent, System Integration & Continuous Improvement
Instruction
Special Education
Human Resources
Athletics
Chief Operations Officer
Facilities
Nutrition Services
Technology
Transportation
Financial Services Director
School Safety & Emergency Management Director
NATIVES Program Coordinator/Title VI
Risk Manager
Title IX Coordinator
Translation & Interpretation Coordinator
Grants & Compliance Manager
Planning & Research Director
Communications & IGR Director
Instructional Operations
English Language Development & Dual Language Immersion
Regional Equity Managers
Secondary Education Director
Elementary Education Co-Director
Elementary Ed Co-Director Federal Programs
Elementary Curriculum & MTSS
CTE & Extended Learning
Secondary Curriculum & MTSS
Human Resources Director
Student Services Director
Early Learning
Transportation Director
Nutrition & Warehouse Director
Technology Director
Facilities Director Capital Projects–Bond
Financial Services Associate Director
Financial Supervisor
Payroll & Accounts Payable Supervisor
Budget & Reporting Supervisor
4J
District Leadership
2026-27

Eugene School District 4J
200 North Monroe Street
Eugene, OR 97402-4295

ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date
August 5, 2026

Title
Board Meeting Agenda Planning

Presenter
Ericka Thessen, Board Chair

Background
Board Policy BDDC–Board Meeting Agenda states that the Board Chair and Superintendent will prepare the agenda for Board Meetings.

The current practice is to have the Board Chair and Vice Chair meet with the Superintendent for what we call "Board Leadership Meetings." During these meetings, the Chair and Vice Chair work with the Superintendent to set the board meeting agenda and confirm agenda topics.

The Board Chair facilitates the Board Meeting. However, if the Board Chair is absent, the Vice Chair will facilitate the Board Meeting. Thus, Vice Chair attendance at agenda planning meetings is helpful.

At the June 22nd Planning Meeting, the Board agreed to do some research and gather more information about the possibility of including a rotating board member in the Board Leadership meetings.

Board Leadership will review the information they have gathered for discussion.