

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

**6:00 PM
Regular Board Meeting**

- I. **6:00 p.m. Regular Board Meeting:**
- II. Call to Order, Roll Call, Land Acknowledgment
- III. Board Chair Welcome
- IV. Agenda Approval
- V. Introduction of Guests and Superintendent's Report
- VI. Hearing of the Public (Public Comment)
- VII. Comments by Employee Groups

- VIII. **Consent Group - Items for Action**
 - 1. Approve the DRAFT Board Meeting Minutes For: 3
– August 19, 2026, Work Session
 - 2. Approve revisions to the 2026-27 Board Meeting Calendar 9
Presenter: Dr. Miriam Mickelson, Superintendent
 - 3. Approve Routine Personnel Actions 11
Presenter: Brooke Wagner, Assistant Superintendent

- IX. **Items for Information**
 - 1. Receive the Monthly Financial Report 13
Presenter: Bob Blyth, Associate Director of Financial Services
 - 2. Receive Nutrition Services 2026-27 School Year Update 26
Presenter: Jill Cuadros, Director of Nutrition Services
 - 3. Receive Information Regarding Senate Bill 141 Update – 4J 35
Performance Growth Targets
Presenters:
Brooke Wagner, Assistant Superintendent
Dan Farley, Director of Technology
Carmen Urbina, Chief of Staff
Oscar Loureiro, Director of Research and Planning

- X. **Items for Action**

1.	Approve Revised Board Goals	48
	Presenter: Ericka Thessen, Board Chair	
2.	Approve Board Values and Beliefs	50
	Presenters: Ericka Thessen, Board Chair and Maya Rabasa, Vice Chair	
3.	Review the Budget Committee Selection Process for 2026-27	52
	Presenter: Ericka Thessen, Board Chair and Bob Blyth, Associate Director of Finance	
XI.	Items for Action at a Future Meeting	
1.	Consider for Approval Policy KNA – Immigration Enforcement on District Property (Required)	54
	Presenter: Carmen Urbina, Chief of Staff	
2.	Consider Scheduling A Fall Board Retreat	66
	Presenter: Ericka Thessen, Board Chair	
XII.	Committee Reports by Individual Board Members	
XIII.	Consider Board Requests for Agenda Items or Information	
XIV.	For the Good of the Order	
XV.	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.



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting:
September 2, 2026

Title:
Approve the DRAFT Board Meeting Minutes for:

- August 19, 2026 Board Work Session

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

Date: August 19, 2026

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a work session at 6:00 p.m. via live-stream and broadcast on KRVM. Notice of the meeting was emailed to the media and posted on the 4J website on August 14, 2026.

ROLL CALL

BOARD MEMBERS PRESENT:

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

ABSENT:

None

STAFF:

Miriam Mickelson, Superintendent
Brooke Wagner, Assistant Superintendent of Administrative Services
Bob Blyth, Associate Director of Finance
Kelly McIver, Director of Communications
Cynthia Calletano, Executive Assistant to the Chief of Staff & Board
Lisa Fjordbeck, Operations Manager for the Superintendent's Office
Steve Shining, Network Services Manager

STUDENT REPRESENTATIVES:

None

OTHER GUESTS:

None

EMPLOYEE ASSOCIATIONS:

Lisa Jenkins Easton, Oregon School Employees Association (OSEA) Chapter 1 President

MEDIA:

KRVM

I. CALL TO ORDER AND ROLL CALL

Chair Thessen called the Eugene School District 4J Board of Directors' (BOD) work session to order at 6:03 p.m.

II. BOARD CHAIR WELCOME

Chair Thessen welcomed attendees and recognized district staff returning for the school year. She reported a change – the BOD will receive monthly budget updates during the first Board meeting of the month and information about teaching and learning topics will occur during work sessions.

III. AGENDA APPROVAL

There were no changes to the agenda.

IV. HEARING OF THE PUBLIC

There were no individuals present to provide public comment.

V. COMMENTS BY EMPLOYEE GROUPS

There were none.

VI. CONSENT GROUP - ITEMS FOR ACTION

1. APPROVE ROUTINE PERSONNEL ACTIONS

There was no discussion.

2. APPROVE MEMORANDUM OF AGREEMENT (MOA) WITH EMPLOYEES ASSOCIATION OF SUBSTITUTE TEACHERS (EAST)

There was no discussion.

3. APPROVE A CONTRACT FOR NUTRITION SERVICES WITH EMERALD FRUIT AND PRODUCE CO., INC.

There was no discussion.

**4. APPROVE THE DRAFT BOARD MEETING MINUTES FOR:
– AUGUST 5, 2026 BOARD MEETING**

There was no discussion.

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

VII. ITEMS FOR INFORMATION

1. RECEIVE BOARD COMMITTEE ASSIGNMENTS

Chair Thessen stated that each Board member has volunteered to serve on two committees. The Charter School Committee has yet to be assigned. She listed the following assignments:

- Chair Thessen:
Legislative Committee and Long-Range Facilities and Bond Planning Committee
- Vice Chair Rabasa:
Policy Committee and Workforce Negotiations Ad Hoc Committee
- Ms. Munro:
Policy Committee and Long-Range Facilities and Bond Planning Committee
- Mr. Di Liberto:
Eugene Education Foundation (EEF) and Workforce Negotiations Ad Hoc Committee
- Mr. Hamilton:
Legislative Committee and Lane ESD Budget Committee (alternate).
- Ms. Jonak:
Lane Council of Governments (LCOG) and Lane ESD Budget Committee
- Ms. Newman:
Legislative Committee and Workforce Negotiations Ad Hoc Committee

VIII. ITEMS FOR ACTION

1. APPROVE EUGENE SCHOOL DISTRICT 4J ORGANIZATIONAL CHART

There was no discussion.

MOTION: Chair Thessen moved to approve the Eugene School District 4J organizational chart as presented. Ms. Jonak seconded. **The motion passed unanimously, 7:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Jonak, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor.**

2. APPROVE REVISED BOARD GOALS

The Board briefly discussed the Board Goals, including a need to revisit Board Goal #1.

MOTION: Vice Chair Rabasa moved to postpone approving the revised Board Goals. Ms. Newman seconded. **The motion passed unanimously. 7:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Jonak, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor.**

3. APPROVE PROPOSED REVISIONS TO BOARD LEGISLATIVE PRIORITIES FOR THE 2026-27 SCHOOL YEAR

Ms. Newman briefly reported information related to proposed revisions to Board legislative priorities. She received Board feedback related to Oregon Senate Bill 141: 2025 Education Accountability Act. Board members requested the bill be closely tracked.

Ms. Munro suggested replacing the word “any” with “and/or” in the second bullet point.

MOTION: Vice Chair Rabasa moved to approve the legislative priorities for school year 2026-27 with suggested language changes. Ms. Jonak seconded. **The motion passed unanimously, 7:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Jonak, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor.**

IX. ITEMS FOR ACTION AT A FUTURE MEETING

1. CONSIDER FOR APPROVAL BOARD CORE VALUES AND GUIDING BELIEFS (FORMERLY WORKING AGREEMENTS)

Vice Chair Rabasa engaged the Board in a thorough review of the recommended Core Values and Guiding Beliefs. She said the updated document reflects declarative values statements linked to beliefs as well as language edits for clarity.

Board members carefully reviewed the document before engaging in a round of high detail wordsmithing and formatting.

Vice Chair Rabasa said the handbook will be revisited in the future. A final copy of the Core Values and Guiding Beliefs will be shared prior to approval at the next Board meeting.

X. COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman said the Legislative Breakfast has been scheduled. The Workforce Negotiations Ad Hoc Committee held their first meeting and it was well attended. She reported on the success of the Eugene Education Foundation (EEF) retreat.

XI. CONSIDER BOARD REQUESTS FOR AGENDA ITEMS OR INFORMATION/SUGGESTIONS BY THE BOARD FOR CONSIDERATION OF ITEMS AT A FUTURE MEETING

Mr. Di Liberto requested ongoing reports related to the integration of SB 141.

XII. FOR THE GOOD OF THE ORDER

Chair Thessen said the Back-to-School Kickoff Event is happening on Wednesday, September 2, 2026 at 7:30 a.m.

XIII. ADJOURN

Chair Thessen adjourned the work session at 7:36 p.m.

Miriam Mickelson, Superintendent

Ericka Thessen, Chair

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

DRAFT



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting:
September 2, 2026

Title:
Approve Revisions to the 2026-2027 Board Meeting Calendar

Presenter:
Dr. Miriam Mickelson, Superintendent

Background:
The Board of Directors traditionally meet on the first and third Wednesday of the month.

Staff are proposing revisions to the current Board Meeting Calendar. A copy of the revised calendar for board meetings scheduled in the 2026–27 school year is included in the packet. The revision moves the last meeting in June from the 16th to the 23rd to accommodate school graduation schedules.

Recommendation:
The superintendent recommends approval of the revised 2026–27 board meeting calendar.

2026-27 Calendar

Scheduled Regular Board Meetings and Board Work Sessions

Eugene School District 4J Board of Directors

July 1, 2026 - June 30, 2027

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

<u>Meeting Date</u>	<u>Meeting Type</u>	<u>Materials Delivered to Board</u>
Wed., Aug. 05	Regular Board Meeting	Fri., Jul. 31
Wed., Aug. 19	Board Work Session	Fri., Aug. 14
Wed., Sep. 02	Regular Board Meeting	Fri., Aug. 28
Wed., Sep. 16	Board Work Session	Fri., Sep. 11
Wed., Oct. 07	Board Meeting	Fri., Oct. 02
Wed., Oct. 21	Board Work Session	Fri., Oct. 16
Wed., Nov. 04	Regular Board Meeting	Fri., Oct. 30
Wed., Nov. 18	Board Work Session	Fri., Nov. 13
Wed., Dec. 02	Regular Board Meeting	Wed., Nov. 25
Wed., Dec. 16	Board Work Session	Fri., Dec. 11
Wed., Jan. 20, 2027	Regular Board Meeting	Fri., Jan. 15, 2027
Wed., Feb. 03	Regular Board Meeting	Fri., Jan. 29
Wed., Feb. 17	Board Work Session	Fri., Feb. 12
Wed., Mar. 03	Regular Board Meeting	Fri., Feb. 26
Wed., Mar. 17	Board Work Session	Fri., Mar. 12
Wed., Apr. 7	Regular Board Meeting	Fri., Apr. 02
—Wed., Apr. 14	** Budget Committee Meeting	** Fri., Apr. 9
—Wed., Apr. 28	** Budget Committee Meeting	** Fri., Apr. 24
Wed., May 05	Regular Board Meeting	Fri., April 8
—Wed., May 12	** Budget Committee Meeting	** Fri., May 8
Wed., May 19	Work Session	Fri., May 14
Wed., Jun. 02	Regular Board Meeting	Fri., May 28
Wed., June 16	Board Work Session	Fri., Jun. 12
Wed., June 23	Board Work Session	Fri., Jun. 18
Wed., July 14	Regular Board Meeting	Fri., July 9

- Board meetings are typically held at 6 p.m. at the Eugene School District Education Center, 200 North Monroe Street.
- 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.

ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

September 02, 2026

Title

Approve Personnel Actions

Presenter

Brooke Wagner D.Ed., Assistant Superintendent of Administrative Services

Recommended Action

The superintendent recommends that the board of directors:

1. *Approve the employment of the licensed administrators or executives listed below for the 2026-27 school year:*

None.

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2. *Approve the employment of the licensed employees listed below for the 2026-27 school year:*

Employee ID	Last	First	Position	Location	FTE
172958	ANDERSON	ELIZABETH	SCHOOL PSYCHOLOGIST	SSD	1.0
167606	BOND	ANGEL	TEACHER - 1ST GRADE	River Road/El Camino del Rio	1.0
172956	DALKE-RAMIREZ	DIANA	TEACHER - 2ND GRADE	River Road/El Camino del Rio	0.5
172945	HEYER	DAVID	NURSE	Health Services	1.0
172962	HOWELLS	GREGORY	TEACHER - SPECIAL EDUCATION	Edison	1.0
172966	LEGG	ELAINA	SCHOOL PSYCHOLOGIST	SSD	1.0

172944	LEROY	AMY	SPEECH SPECIALIST	SPED Administration	1.0
172960	MARQUARD	MADELEINE	NURSE	SPED Administration	1.0
172961	MOREAU	CHELSEA	TEACHER - SPECIAL EDUCATION	Edison	1.0
172957	SHIMIZU	AI	CLASSROOM	Yujin Gakuen	1.0
172942	SWEENEY	SHANNON	TEACHER - SPECIAL EDUCATION	Willagillespie	1.0
172959	VITH	HOLLIE	TEACHER - SPECIAL EDUCATION	SSD	1.0

3. Approve the acceptance of the resignations and retirements of the licensed administrators, executives, or directors listed below:

Employee ID	Last	First	Position	Location	Reason	Effective Date
170227	BROWN	MATTHEW	DIRECTOR FINANCIAL SERVICES	FINANCIAL SERVICES	Resignation	08/28/2026

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4. Approve the acceptance of the resignations and retirements of the licensed personnel listed below:

Employee ID	Last	First	Position	Location	Reason	Effective Date
167395	JONES	NOK	TEACHER – MATH	NEHS	Resignation	06/15/2026
163572	PREHODA	HEATHRE	COUNSELOR	CAL YOUNG	Resignation	06/15/2026
166268	SMITH	LESLIE	TEACHER – 5 TH GRADE	SPRING CREEK	Resignation	06/15/2026
166468	IRVING	JOSEPH	TEACHER – SPECIAL EDUCATION	NEHS	Resignation	06/15/2026
167131	GREENTREE	MIDGE	CLASSROOM	FAMILY SCHOOL	Resignation	06/15/2026



ITEM FOR INFORMATION

Date of Meeting:

September 2, 2026

Title:

Receive Monthly Financial Report

Presenter:

Bob Blyth, Associate Director of Financial Services

Background:

To maintain fiscal transparency and prepare for the 2027-28 budget process, the Associate Director of Financial Services will submit monthly financial reports comparing budget to year-to-date (YTD) actuals throughout the 2026–27 school year. This ongoing overview gives the Board consistent insight into district finances and regular opportunities for Q&A as the year progresses.

4J Budget & Financial Update

September 2, 2026

TONIGHT'S MESSAGE

- Budget Terms and Vocabulary
- Overview of 2026-27 Budget
- Events and Unknowns
- What we can do today

Terms and Definitions

- Resources vs. Revenues

Resources = Total funds available to the district

Revenues = Funds the district earns

- Requirements vs. Expenditures

Requirements = Expenditures plus ending fund
balance and contingency.

Expenditures = Cash spent on goods and services

- Operating Revenue and Expenditures

Funds earned or expended on day to day operations

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- General Fund + Other Funds = All Funds

Terms and Definitions (cont'd)

- Structural Deficit – When expenditures exceed revenues in a fiscal year
- Encumbrance – Reserved amount of budgeted funds
- Fund Balance – Financial resources available net of assets and liabilities
- Ongoing vs One Time

Ongoing = Expenditures and Revenues that will continue into upcoming budget years

One Time = Expenditures and Revenues that are recognized in a FY and no longer available after

FY 2026-27 Budget

Total All Funds Budget - \$531,917,938

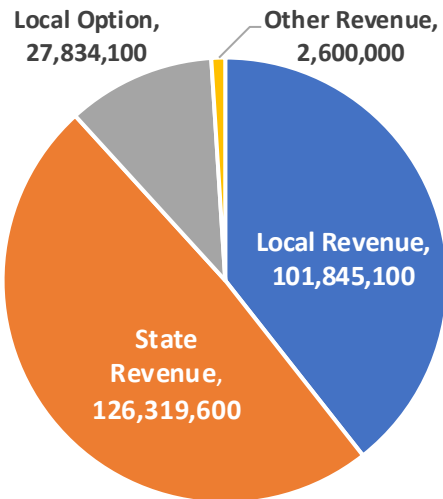
Total General Funds Budget - \$289,618,800

General Fund Operating Revenue - \$258,598,800

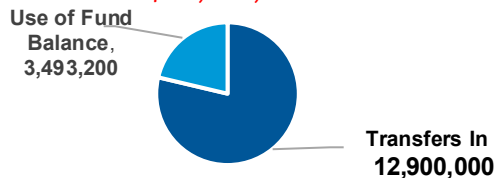
General Fund Operating Expenses - \$274,991,982

FY 2026-27 Budget

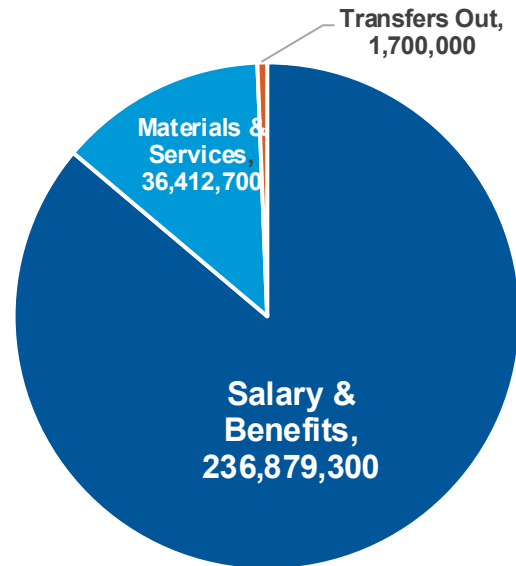
Operating Revenues \$258,598,800



Filling the Gap \$16,393,200



Operating Expenses \$274,992,000



Events and Unknowns Ahead

- **New Biennium**
- **PERS**
 - Side account ending
 - New rates coming
- **Contract Expirations**

New Biennium

Unknown change in the SSF – The legislature has to approve any adjustment to the amount of funding allocated for the State School Fund. This won't be known until near the end of the fiscal year.

- Funds split 49%-51% first year to second year
- Declining Enrollment
- Need an increase of over 4.5% just to keep revenue relatively flat
- State Forecast Aug 26, 2026 provided mixed insights
- Student Services Department numbers increasing

PERS Rates

Side account depleted before end of FY– Side accounts are funds set aside through a bond issuance that is used to lower the cost of PERS liability.

- Bond issued in 2004
- To date reduced PERS liability by over \$25,000,000
- Not guaranteed to save you money and interest rates are currently higher than ideal.

PERS rates – New rates for next biennium won't be known until later in the year.

Open Contracts after FY 2027

Two employee groups contract periods end June 30, 2027

- Eugene Education Association (EEA)
- Managers, Administrators, Professionals, and Supervisors (MAPS)
- Oregon School Employees' Association (OSEA) and Eugene Education Association Guest Teachers (EAST) contracts end June 30, 2028

What we can do now

- **Every dollar saved is a dollar for our future** – Every decision that we make moving forward should be bound to the principle of ‘does it provide direct support to our students or staff and move the district’s goals forward’ and ensures the district’s long term financial stability.
- **Think outside the box** – As we continue to work with less staff and resources are there new ways we can adjust to continue to get the important work done?
- **Spending controls** – Place controls on travel, hiring and purchasing to ensure all decisions are necessary and fit into the forward looking view of the district.

Questions?



ITEM FOR INFORMATION

Date of Meeting:
September 2, 2026

Title:
Receive Nutrition Services 2026-27 School Year Update

Presenter:
Jill Cuadros, Director of Nutrition Services

Background:
Nutrition Services has redesigned its operating model in response to significant budget and staffing reductions.

Universal access remains: Every 4J student may continue to receive one complete breakfast and one complete lunch each school day at no cost. Free supper service will also continue at schools with qualifying after-school programs.

Paying for additional items: Second meals and single milks are additional purchases and will be charged to the student's meal account. Families may add funds online through the My MealTime portal or mobile app, or pay by cash or check at the school office. Payments are not accepted in school kitchens. Students will be provided any second meal or milk they select, even when funds are not available in their meal account.

Supporting hungry students: No Thank You Tables. Available during meal service for unopened, individually packaged or whole food items students choose not to eat.

Cereal for Youth: Granola packets are available outside cafeterias through a partnership with Food for Lane County.

Meal-account assistance: Families may contact Nutrition Services to explore scholarships, account assistance or forgiveness options.

Community partnerships: Nutrition Services is partnering with the Education Foundation for 4J (EEF) and Metro Rotary to raise scholarship funds for families needing additional support. Family communication Cafeteria staff cannot restrict an individual student's purchases based on parent preferences. Families are encouraged to discuss expectations for seconds and extra milk with their students. Families who do not want additional purchases may choose not to fund a meal account and may encourage their student to use the No Thank You Table when appropriate.

Monitoring and next steps:

Nutrition Services will monitor meal participation, student meal accounts, service times and family concerns throughout the school year. The department will use this information to respond to emerging needs and keep families informed about payment and assistance options.

Board Action:

No action is requested. This item is provided for information and discussion.

Nutrition Services

2026–27 school year update

Universal access continues.

One complete breakfast and one complete lunch remain available at no cost each school day.

1 + 1

28

Universal meal access continues

The core commitment remains unchanged across the district.

1 breakfast per student, per school day

1 lunch per student, per school day

\$0 cost for each complete first meal

Also
Continuing:

**Free
supper**
at schools
with qualifying
after-school
programs

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Students will be provided the meals and items they select as seconds. Those charges will be added to the student’s account.

Additional purchases are charged through each student’s meal account.

Families have two easy ways to pay

My MealTime

Add funds online through the portal or mobile app

School Office

Pay by cash or check at the school office—not in school kitchens

Student Account

Seconds and single milks are charged to the student’s meal account

Need help?

Call

541-790-7656

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Families may contact Nutrition Services for account assistance, scholarships or forgiveness options.

Options for hungry students

Multiple supports provide access to additional food when students need it.

No Thank You Tables

Available during meal service for unopened, packaged or whole food items.

Cereal for Youth

Granola packets available outside cafeterias through Food for Lane County.

Meal assistance

Scholarships and meal account assistance available through Nutrition Services.

EEF partnership

Partnering with EEF to build scholarship support for student meal accounts.

Metro Rotary

Raising funds for families needing additional assistance.

Next steps center students and families

Implementation will focus on access, clear communication and responsive support.

01

Protect access

Keep one complete breakfast and lunch available at no cost each school day.

02

Connect families

Make payments simple and connect families with assistance when needed.

03

Monitor and respond

Track participation, meal accounts, service times and family concerns.

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Board takeaway: universal access remains, with clear options for additional food, payment and assistance.

Likely board questions

Concise responses for discussion.

Can families restrict additional purchases?

Cafeteria staff cannot restrict individual purchases based on parent preferences. Families should discuss expectations with their students.

How can families pay?

Families may add funds through My MealTime or pay by cash or check at the school office.

What happens if an account has no funds?

Students receive what they serve themselves even when their meal account has no available funds.

How can families get help?

Families may contact Nutrition Services for account assistance, scholarships or forgiveness options.

Program details at a glance

Universal access	One complete breakfast and one complete lunch per student, per school day, at no cost
Additional purchases	Seconds and single milks are charged to student meal accounts
Payment options	My MealTime online, or cash and check at the school office
Student supports	No Thank You Tables and Cereal for Youth granola packets
Meal assistance	Scholarships, account assistance and forgiveness options through Nutrition Services
Community partners	EEF and Metro Rotary support scholarship fundraising
Contact	Nutrition Services • 541-790-7656 • nutrition@4j.lane.edu

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This institution is an equal opportunity provider.



ITEM FOR INFORMATION

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Receive Monthly Financial Report

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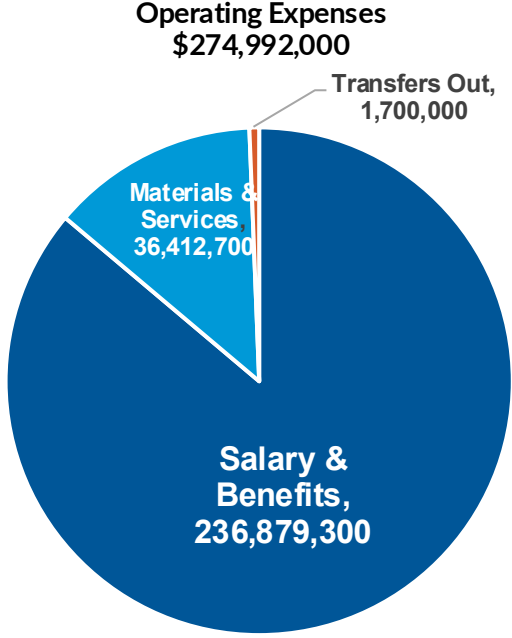
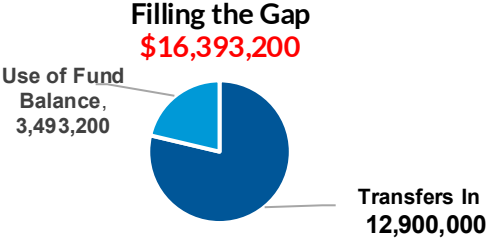
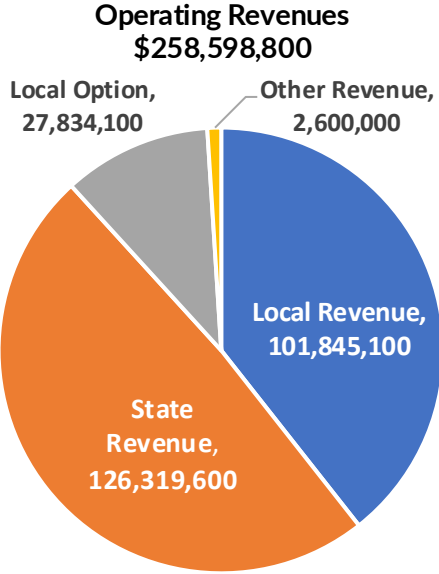
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FY 2026-27 Budget



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- **Spending controls** – Place controls on travel, hiring and purchasing to ensure all decisions are necessary and fit into the forward looking view of the district.

Questions?



ITEM FOR ACTION

Date

September 2, 2026

Title

Approve Revised Board Goals

Presenter

Ericka Thessen, Board Chair

Background

The Board annually reviews, affirms or revises [Board Goals](#).

Eugene School District 4J Board 2026-27 Goals

1. The board will actively support the Superintendent's areas of priorities as outlined in Focus 4J, a strategic framework identifying the priority areas for 2026–2027 and beyond (Every student attends, every student learns, every student graduates), supported by three foundational pillars: culture and belonging, community engagement, and fiscal sustainability.
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.



ITEM FOR ACTION

Date

September 2, 2026

Title

Approve Board Values and Beliefs

Presenters

Ericka Thessen, Board Chair and Maya Rabasa, Vice Chair

Background

The Board will review, affirm or revise Board Values and Beliefs.

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

Our shared values shape our guiding beliefs.
We commit to framing our actions and decisions around these cornerstones.

Core Values

We are student-centered
We are welcoming
We are curious
We are gracious
We are compassionate
We are respectful
We are accountable

Students

- We believe in centering our students in every decision we make.
- We believe that every student can learn and deserves to thrive..
- We believe it is our responsibility to provide a well-rounded, rigorous education that supports the academic, social, and emotional development of each student and prepares them to lead a fulfilling life.
- We believe in setting high expectations for every student.
- We believe that every student deserves to feel safe, welcome, and a sense of belonging at school.
- We believe that student identity should not predict or predetermine success in school.
- We believe that public schools should foster a lifelong love of learning.

Staff

- We believe highly qualified, caring and diverse staff are the key to meeting our goals for students.
- We believe collaborating with staff, students, families, community partners, and our community at large enriches our decisions and positively impacts our students' and staff's 4J experience.
- We believe that supporting our staff in delivering innovative, rigorous, relevant, and effective instruction is integral to student success.

Community

- We believe fostering public support for our schools generates a shared investment in our students and community's development and success.
- We believe we can more effectively serve students by developing meaningful relationships and genuinely engaging with families, community, and local, state and federal governments.

Leadership

- We believe the board must plan and direct resources in accordance with district goals and consistent with legal requirements and ethical standards.
- We believe continual learning for the board is essential to student success.



ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting:

September 2, 2026

Title:

Review Budget Committee selection process for 2026-27

Presenter:

Ericka Thessen, Board Chair and Bob Blyth, Associate Director of Finance

Background:

By statute, each school district in Oregon has a budget committee composed of the School Board and an equal number of district residents appointed by the board. By law, budget committee members must reside within the school district boundaries, be registered to vote, and cannot be district employees. Budget committee members serve three-year terms, staggered so that approximately one-third of members' terms expire each year. There are no term limits for budget committee members, so the members previously in the vacant positions do have the opportunity to reapply. Budget committee members serve without compensation.

The role of the budget committee is to hear the budget message, review the proposed budget, listen to comments from the community, declare the tax rates, and approve the budget totals to forward to the school board for adoption.

The district is seeking to fill four open positions on the Budget Committee:

- **Three Full Terms (3-Year Duration):** Positions previously held by Abbie Stillie, Courtney Salic, and Scott Fellman, whose terms expired on June 30, 2026.
- **One Partial Term (2 Years Remaining):** A position created by the resignation of Dakota Boulette.

District staff have prepared the proposed application form to recruit interested community members. The application form had several questions that the board approved during the last selection process. The questions are intended to be a tool for the first round, where the board selects six finalists from the applicant pool. To establish the pool of six finalists, the board will be asked to identify their top six (6) finalists via a ballot process; a second ballot process may be needed depending on the voting results.

The second step would consist of each of the finalists to speak for 3–5 minutes at a board meeting.

Timeline

- 09/4/26 – Application opens
- 09/30/26 – Application closes. Staff confirms statute requirements with applicants and prepares for presentation to school board for 10/02/26
- 10/02/26 – Staff provides information on the number of applicants received.

- 10/07/26 – Board reviews applicants to determine finalists to invite to speak at the next board meeting
- 10/21/26 – Finalists speak for 3-5 minutes and the board completes ballot voting. The four new selected members will be announced and appointed.

At the October 21, 2026 meeting, the Board will ballot to select the top candidates and appoint four Budget Committee Members.



ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting

September 2, 2026

Title

Consider for Approval Policy KNA – Immigration Enforcement on District Property (REQUIRED)

Presenter

Carmen Urbina, Chief of Staff

Background:

In 2026, the Oregon Legislature enacted Senate Bill 1538, Senate Bill 1594, and House Bill 4079, establishing new requirements related to federal immigration enforcement in Oregon schools. These laws require school districts to adopt, by September 30, 2026, a local policy consistent with the Oregon Attorney General's model public school policies. In response, the Oregon School Boards Association (OSBA) issued new required Policy KNA - Immigration Enforcement on District Property, along with two accompanying administrative regulations to support implementation. The 4J Policy Workgroup reviewed the proposed KNA language and approved moving it forward to the Board for first read. The September 2 presentation begins the Board's formal review in advance of the statutory adoption deadline.

Summary:

Policy KNA establishes a clear and consistent district framework for responding to federal immigration enforcement activity on district property. The proposed policy addresses designation and responsibilities of district immigration liaison(s); review of immigration enforcement requests and judicial process; required notification to students, parents/guardians, staff, and participating community-based service providers when federal immigration authorities are confirmed to be on school property for enforcement purposes; protection of confidential and personally identifiable information; required staff training; and publication of the policy in the student handbook and on the district website in culturally appropriate languages. OSBA also issued KNA-AR(1) - Interactions with Immigration Enforcement and KNA-AR(2) - Federal Immigration Enforcement Request Log to assist districts with implementation.

This item is presented for first read, Board discussion, and feedback only. No Board action is requested on September 2; Policy KNA will return for consideration and action at a future meeting before the September 30, 2026 deadline.

Code: KNA

Adopted: N/A - New Proposed Policy

Proposed Revisions Format:

Policy KNA is a new required policy, not a revision to an existing 4J policy. The Board review draft is based on the OSBA model policy and the Oregon Attorney General's model public school policies, with recommended 4J selections and language incorporated where the models provide local discretion. Any

revisions resulting from Board discussion or additional legal/OSBA review will be incorporated before the policy returns for future action.

Recommendation

The superintendent recommends the Board receive Policy KNA - Immigration Enforcement on District Property for first read, review the proposed language, and provide questions or feedback. The policy will return to the Board at its next meeting on **September 16, 2026**, for consideration and final approval, in advance of the **September 30, 2026 statutory deadline**.

Eugene School District 4J

Code: KNA
Adopted: 09/xx/26

Immigration Enforcement on District Property

The district complies with state and federal law, including Oregon Revised Statute (ORS) 180.805 and ORS 181A.826, and this policy and accompanying administrative regulations KNA-AR(1) – Interactions with Immigration Enforcement and KNA-AR(2) – Federal Immigration Enforcement Request Log when responding to requests from federal immigration authorities regarding immigration enforcement. Absent a judicially authorized subpoena, warrant, or court order, district employees must not allow federal immigration authorities access to district records or facilities not open to the public for purposes of immigration enforcement. District employees shall immediately refer any subpoena, warrant, court order, or other immigration enforcement request to the immigration liaison who will verify the validity of any subpoena, warrant or court order to ensure it is judicially authorized and to assess its scope. Examples of judicial and administrative warrants and subpoenas can be found in the Oregon Attorney General’s Model Public School Policies.¹ The Superintendent or designee must review and approve any response to a request involving immigration enforcement. When the validity or scope of an immigration enforcement request is uncertain, the Superintendent or designee is encouraged to consult district legal counsel or a statewide or regional education organization before approving a response. The district will provide ongoing training to immigration liaisons and district employees as provided in the Training section of this policy.

This policy will be made available in the student handbook, and on the district’s website in culturally appropriate languages used to communicate effectively with parents and guardians of students in the district, as determined by the Board. The district will ensure a copy of the Oregon Attorney General’s Model Public School Policies² and this policy and accompanying administrative regulations are provided to employees.

Designation of Primary Point of Contact

The Superintendent or one or more district administrators designated by the Superintendent shall serve as the district’s immigration liaison(s). The Superintendent shall identify one liaison as the primary point of contact and one or more district administrators as alternate immigration liaisons. References in this policy to the “immigration liaison” include the primary liaison or an available alternate.

The immigration liaison’s responsibilities include:

1. Serving as the district’s representative during encounters with federal immigration authorities;

¹ <https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf>

² <https://www.doj.state.or.us/wp-content/uploads/2026/06/Attorney-Generals-Model-Public-School-Policies-in-Compliance-with-SB-1538.pdf>

2. Confirming when federal immigration authorities have entered school property for immigration enforcement purposes;
3. Assisting staff in performing their duties in response to immigration enforcement efforts, including ensuring compliance with all district policies and procedures related to interactions with federal immigration authorities and immigration enforcement efforts;
4. Reviewing and responding to requests from federal immigration authorities, in coordination with, and under the direction of, the superintendent or designee;
5. Facilitating the district's compliance with lawful immigration enforcement efforts in a manner that does not unnecessarily disrupt the school environment or invade the privacy of students, staff, or volunteers;
6. Providing notice as required in this policy when a federal immigration authority has been confirmed to have entered school property ³for immigration enforcement.

Required Notice

When a federal immigration authority is reported to have entered school property for the purpose of immigration enforcement the immigration liaison shall confirm whether federal immigration authorities have entered school property for immigration enforcement and when confirmed, shall provide notice as follows:

1. Notice must be provided to:
 - a. Students who attend the school where the federal immigration authority is confirmed to be on school property for immigration enforcement and who are in grades 6 and above;
 - b. Parents or guardians of students attending the school where the federal immigration authority is confirmed to be on school property for immigration enforcement;
 - c. Employees of the school where the federal immigration authority is confirmed to be on school property for immigration enforcement; and
 - d. Community-based service providers that have elected to receive notice when a federal immigration authority is confirmed to be on school property for immigration enforcement. The district shall establish and publish a process by which community-based service providers may elect to receive these notices.
2. Notice must include:
 - a. The general location of the federal immigration authority; and
 - b. Whether classes or school operations were affected by the presence of the federal immigration authority. The notice may also include information about district and community resources available to individuals and families impacted by immigration enforcement actions.
3. Notice must not disclose:
 - a. Personally identifiable information;
 - b. Other information that may not be legally disclosed; or
 - c. Information when the disclosure may threaten the health or safety of students or staff of the district or is prohibited by a court order.

The required notice will be provided as expediently as possible using existing methods used for providing electronic communications.

³ **School Property:** For purposes of this policy, the Board determines that “school property” means all real property owned or controlled by or on behalf of the district that is accessed by district students on a regular basis.

Unless otherwise prohibited by law or court order, the district will make reasonable efforts to provide notice to a student, or to the parent or guardian of a student, when the district has provided information related to the student to a federal immigration authority.

Confidentiality of School Records

Except when required by a judicially authorized warrant, subpoena, or order, Oregon law prohibits the district from disclosing protected information to federal immigration authorities for the purpose of enforcing federal immigration laws. Protected information includes information relating to a person's:

1. Address;
2. Workplace or hours of work;
3. School or school hours;
4. Contact information, including telephone number, electronic mail address or social media account information;
5. Known associates or relatives; and
6. Date, time or location of the person's hearings, proceedings or appointments with a public body that are not matters of public record.

Oregon law also prohibits sharing any of the above information about a person's relatives or known associates with federal authorities for immigration enforcement purposes.

Oregon law generally prohibits the district from sharing or disclosing citizenship or immigration status or country of birth information⁴ that the district collects, unless one of the following exceptions applies:

1. The disclosure is required by state or federal law (other than federal immigration law);
2. The disclosure is required by a judicially authorized warrant, order, or subpoena;
3. The information being shared with a person concerns only that person or their dependents; or
4. The information is aggregated and not personally identifiable.

In addition to the prohibitions described above, federal and state laws make records and information related to students confidential and permit disclosure only in limited circumstances. The district's policies with respect to student records can be found in Board policies JO/IGBAB – Education Records/Records of Students with Disabilities, JOA – Directory Information and JOB – Personally Identifiable Information. To ensure compliance with applicable federal and state law, the district's staff shall not disclose any school records or information to federal immigration authorities except as provided in these policies.

Staff must also maintain the confidentiality of school records and other information about students, staff, and volunteers when communicating with other students, parents, or community members about immigration enforcement activities involving students, staff, or volunteers of the district or occurring on district property. Staff should direct anyone with questions about immigration enforcement activities occurring on district property to the immigration liaison.

⁴ Citizenship or immigration status or country of birth information is any information concerning:

1. Where a person was born; or
2. Whether a person is a citizen of the United States; or
3. Whether a person has lawful authority to be present in the United States.

Training

Each immigration liaison shall receive training as follows:

1. The training must include information on the requirements of House Bill 4079 (2026), any applicable model policies published by the Attorney General, and this policy; and
2. The training must be provided at the time of designation and at least once every two years thereafter.

Upon the adoption of this policy and not less than once every two years thereafter, the district will provide relevant training to district employees. The district will provide the required training to all new employees within 30 days of beginning employment.

END OF POLICY

Legal Reference(s):

[ORS 180.810](#)

[ORS 180.805](#)

[ORS 181A.826](#)

[OAR 581-021-0371](#)

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2012); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2017).

[Oregon Attorney General's K12 School Model Policy](#)

Senate Bill 1538 (2026).

Senate Bill 1594 (2026).

House

Policy KNA

Immigration Enforcement on District Property

September 2, 2026 • Action at a Future Meeting

Presenter: Carmen Urbina, Chief of Staff

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Purpose today: receive the policy for first read, Board discussion, and feedback.

Why this policy is before the Board

Oregon law now requires districts to adopt a policy consistent with the Attorney General model.



2026 legislation

Senate Bill 1538, Senate Bill 1594, and House Bill 4079 created new requirements for immigration enforcement policies in schools.

Required policy

OSBA issued new required Policy KNA and companion administrative regulations to support local implementation.

Deadline

Districts must adopt a compliant policy by September 30, 2026.

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4J Policy Workgroup reviewed the proposed language and approved moving it forward for first read.

What Policy KNA establishes

A coordinated, consistent response when immigration enforcement activity intersects with district property.

POLICY FRAMEWORK

KNA creates the district’s response structure:

- 1 Designates immigration liaison(s)
- 2 Requires review of warrants, subpoenas, court orders, and requests
- 3 Protects confidential records and personally identifiable information
- 4 Provides clear notice and training expectations



District employees must not allow access to non-public records or facilities for immigration enforcement absent a judicially authorized subpoena, warrant, or court order.

If federal immigration authority is confirmed on school property

KNA outlines who is notified, what is included, and what must be protected.

Who receives notice

Students in the identified grades, parents/guardians, school employees, and community-based service providers that have elected to receive notice.

What notice includes

The general location of the federal immigration authority and whether classes or school operations were affected.

What notice excludes

Personally identifiable information, legally protected information, or information that could threaten student or staff safety.

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Notice is provided as expediently as possible using existing electronic communication methods.

Implementation responsibilities

The policy also defines training, publication, and companion procedures.



Liaison + alternates

The superintendent identifies a primary immigration liaison and one or more alternates to coordinate district response.

Training

Liaisons receive training at designation and at least every two years. Staff receive training upon adoption and new staff within 30 days.

Publication

Policy will be included in the student handbook and posted on the district website in culturally appropriate languages.

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Companion ARs support day-to-day implementation: KNA-AR(1) Interactions with Immigration Enforcement and KNA-AR(2) Federal Immigration Enforcement Request Log.

Board timeline and ask

First read today; final approval is scheduled before the statutory deadline.



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Today’s ask: review the proposed policy language and share questions or feedback for incorporation before final action.

Sources: 4J KNA Board Proposed Draft; 4J Board Cover Sheet; OSBA Policy Update – August 2026



ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting:
September 2, 2026

Title:
Consider Scheduling a Fall Board Retreat

Presenter:
Ericka Thessen, Board Chair

Background:
The Board of Directors typically holds a retreat sometime in the late summer or early fall of each new school year.