

Board of Directors Meeting
School District 4J, Lane County
Hybrid Meeting (virtual and
in-person)
200 North Monroe Street
Eugene, Oregon 97402
Wednesday, September 16, 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/4Jschoools>

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 board 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

Board Work Session

- I. **6:00 p.m. Board Work Session:**
- II. Call to Order, Roll Call
- III. Board Chair Welcome
- IV. Agenda Approval
- V. Hearing of the Public
- VI. Comments by Employee Groups
- VII. **Consent Group - Items for Action**
 1. Approve DRAFT Board Meeting Minutes For: 3
– September 2, 2026, Regular Board Meeting
 2. Approve Phase 2 District Intercom Replacement Project 16
Presenter: Dan Farley, Director of Technology
 3. Approve Bond Project – Multi-Site HVAC Improvements – Building 18
Controls Phase II
Presenter: Ryan Spain, Director of Facilities
- VIII. **Items for Information**
 1. Community Engagement Spotlight: Food For Lane County 19
Presenters: Carolyn Stein, Executive Director and Rebecca Sprinson,
Director of Development and Communications
 2. Receive the Integrated Guidance/Program (IG) 2025-26 Annual Report 26
Presenters: Judy Jesiah, Manager of Financial Stewardship and
Compliance (State and Federal Grants) and Carmen Urbina, Chief of
Staff
- IX. **Items for Action**
 1. Approve Policy KNA – Immigration Enforcement on District Property 33
(REQUIRED)
Presenter: Carmen Urbina, Chief of Staff
 2. Approve the 2026-27 Superintendent Evaluation Timeline 40

Presenter: Ericka Thessen, Board Chair

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

1. Board Self-Assessment

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Presenter: Ericka Thessen, Board Chair

XI. Board Committee Reports

XII. **Consider Board Requests for Agenda Items or Information**

XIII. **For the Good of the Order**

XIV. 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 16, 2026

Title:
Approve the DRAFT Board Meeting Minutes for:

- September 2, 2026 Regular Board 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 REGULAR MEETING
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

Date: September 2, 2026

The Board of Directors (BOD) of School District No. 4J, Lane County, Eugene, Oregon, held a regular 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 August 28, 2026.

ROLL CALL

BOARD MEMBERS PRESENT:

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

ABSENT:

Jenny Jonak

STAFF:

Miriam Mickelson, Superintendent
Carmen Xiomara Urbina, Chief of Staff
Bob Blyth, Associate Director of Finance
Brooke Wagner, Assistant Superintendent for Administrative Services
Kate Marrone, Director of Human Services
Jill Cuadros, Director of Nutrition Services
Kelly McIver, Director of Communications
Dan Farley, Director of Technology
Steve Shiningar, Network Services Manager
Jackie Garcia Villa, Executive Assistant to the Assistant Superintendent for Administrative Services
Lisa Fjordbeck, Operations Manager for the Superintendent's Office

STUDENT REPRESENTATIVES:

None

OTHER GUESTS:

None

EMPLOYEE ASSOCIATIONS:

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

Kara Mayer, Oregon School Employees Association (OSEA) Chapter 1 Vice President

Jamie Myers, Eugene Education Association (EEA) President

Dave Wines, Eugene Education Association (EEA) Vice President

Scott Mayers, Managers, Administrators, Professionals, and Specialists (MAPS) Co-President

MEDIA:

KRVM

Lookout Eugene-Springfield

Register Guard

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

Chair Thessen called the Eugene School District 4J Board of Directors' (BOD) regular meeting to order at 6:05 p.m. She said the names of the Board members present and read a land acknowledgement statement.

II. BOARD CHAIR WELCOME

Chair Thessen welcomed attendees and reported on the success of the Welcome Back Event at South Eugene High School on Wednesday, September 2, 2026. She acknowledged the difficulty of the school year given the recent budget reductions. She highlighted ongoing collaboration between Superintendent Mickelson, Board leadership, and employee groups.

Chair Thessen reported that one or Board members attended the following events:

- Welcome Back Event at South Eugene High School
- NAACP 50th Anniversary Event
- Attendance at Boys and Girls Club

III. AGENDA APPROVAL

There were no changes to the agenda.

IV. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Mickelson also noted the success of the Welcome Back Event at South Eugene High School, mentioning guest Mayor Kaarin Knudson, and acknowledging the support of local businesses. She said this summer Eugene School District 4J invested more than \$30 million to improve school facilities, including air conditioning and playground updates. She clarified that the funds came from the Capital Projects Bond, which cannot legally be used to address the budget deficit. Superintendent Mickelson welcomed students and staff.

V. HEARING OF THE PUBLIC

There were no individuals present to provide public comment.

VI. COMMENTS BY EMPLOYEE GROUPS

Lisa Jenkins Easton, Oregon School Employees Association (OSEA) Eugene Chapter 1 provided comments. She spoke about collaboration between OSEA and district leadership. She said OSEA's focus is on staff morale and member education regarding their union contract. She highlighted Legislative Education Day. She mentioned that she is attending a work group focused on the Office of Training, Investigations, and Safety (OTIS). Ms. Jenkins-Easton indicated that OSEA members have voiced concern about changes in the Nutrition Services Department. She emphasized a need for increased communications to families and students.

Scott Mayers, Managers, Administrators, Professionals, and Specialists (MAPS) Co-President spoke about district administrators. He brought attention to the process of approaching the school year for principles, including reflecting on the previous year, evaluating data, strengths, and areas for growth, as well as establishing priorities and School Continuous Improvement Plans (SCIP) for the coming year. He acknowledged impacts from the Reduction in Force (RIF) and bumping process. He spoke about the importance of effective team building with new members.

VII. CONSENT GROUP - ITEMS FOR ACTION

1. APPROVE THE DRAFT BOARD MEETING MINUTES FOR: AUGUST 19, 2026 WORK SESSION

There was no discussion.

2. APPROVE REVISIONS TO THE 2026-27 BOARD MEETING CALENDAR

There was no discussion.

3. APPROVE ROUTINE PERSONNEL ACTIONS

There was no discussion.

MOTION: Vice Chair Rabasa moved to approve the consent agenda as presented. Mr. Di Liberto seconded. **The motion passed unanimously, 6:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor. Ms. Jonak absent.**

VIII. ITEMS FOR INFORMATION

1. RECEIVE THE MONTHLY FINANCIAL REPORT

Associate Director of Finance Bob Blyth provided a budget and financial update via PowerPoint presentation, including budget terms and vocabulary, an overview of the 2026-27 budget, events and unknowns, and a path forward.

He outlined terms and definitions:

Resources vs. Revenues

Resources = Total funds available to the district

Revenues = New funds to the district

Requirements vs. Expenditures

Requirements = Expenditures plus ending fun balance and contingency

Expenditures

Operating Revenues and Expenditures

General Fund + Other Funds = All funds

Structural Deficit – When expenditures exceed revenues in a fiscal year

Encumbrance – Reserved amount of budgeted funds

Fund Balance

Ongoing vs. One Time

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

One time – Expenditures and Revenues that are recognized in that year and no longer available after

Mr. Blyth presented the FY 2026-27 Budget, General Fund Operating Revenue and Expenses:

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

He displayed three pie charts further detailing the FY 2026-27 Budget – breaking down operating revenues, expenses, and filling the gap.

Mr. Blyth brought forward events and unknowns ahead:

New Biennium

- Unknown change in the State School Fund (SSF) – not certain 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 August 26, 2026 provided mixed insights
- Student Services Department numbers increasing

PERS Rates

- Side account depleted before end of FY

- Bond issued in 2004
- To date reduced PERS liability by over \$25,000,000
- Not guaranteed to save money and interest rates are higher than ideal
- PERS Rates – New rates for next biennium unknown until later in the year

Open Contracts After FY 2027

- Two employee groups contract periods end June 30, 2027
 - EEA
 - MAPS
- OSEA and EAST contracts end June 30, 2028

What We Can Do Now

**Finer details were provided in the PowerPoint presentation*

- Every dollar saved is a dollar for our future
- Think outside the box
- Spending controls

Mr. Blyth invited questions from the Board.

Responding to a question from Ms. Munro, Mr. Blyth responded that the needed 4.5% SSF increase is over the entire biennium.

Ms. Newman expressed favor for the summary format; she requested that the federal and SIA funds also be presented that way.

Ms. Munro requested presenting historical revenues and expenses over the year.

Mr. Blyth responded affirmatively.

2. RECEIVE NUTRITION SERVICES 2026-27 SCHOOL YEAR UPDATE

Director of Nutrition Services Jill Cuadros presented a Nutrition Services update via PowerPoint presentation.

Ms. Cuadros explained that their department created a thorough communication plan and updated their website, located at <https://www.4j.lane.edu/nutrition/>. She said new school year changes are listed on the website for families and have been communicated to all staff and personnel. She said the focus on communications will continue.

She outlined the following:

- Universal meal access continues (one complete breakfast and one complete lunch at no cost to the student)
- Free supper program at locations with qualifying after school programs
- Changes:
 - Additional purchases are charged through each student's meal account

- Families have two easy ways to pay: My MealTime or school office
- Families may contact Nutrition Services for account assistance, scholarships, or forgiveness options
- Options for Hungry Students
 - No Thank You Tables
 - Cereal for Youth (Food for Lane County program)
 - Scholarships and programs

In closing, Ms. Cuadros emphasized that universal access remains, with clear options for additional food, payments, and assistance.

Responding to a question from Mr. Di Liberto, Ms. Cuadros confirmed that My MealTime has an associated fee for debit/credit card transactions; but if paid with cash, there is no charge.

Vice Chair Rabasa asked if the payment tab includes an option for additional contributions other than toward a child's account.

Ms. Cuadros indicated that there is not, but she is currently working on creating another pathway for donations/contributions.

Vice Chair Rabasa asked how the district is communicating that scholarships are available and about method for accessing them.

Ms. Cuadros responded with further context.

3. RECEIVE INFORMATION REGARDING SENATE BILL 141 UPDATE – 4J PERFORMANCE GROWTH TARGETS

Chief of Staff Carmen Xiomara Urbina, Assistant Superintendent Brooke Wagner, and Director of Technology Dan Farley presented information regarding Senate Bill 141 – 4J Performance Growth Targets via PowerPoint presentation.

Ms. Urbina outlined three key takeaways:

1. **State Mandate** – SB 141 creates statewide expectations for outcomes, local targets, interim assessments, annual reviews, and differentiated state supports
2. **4J Targets** – 4J has proposed four-year PGTs using a stable baseline, ODE/similar-district guidance, 90x30 graduation target, and local metric
3. **System Coherence** – The work must live in school plans, data routines, instructional support, technology systems, and Board monitoring

Ms. Urbina presented a timeline of implementation in 2026-27. She highlighted that final PGT submission was approved on August 7, 2026. She presented the following:

SB 141 At A Glance

- 7 common metrics

- 1+ local metric selected by each district
- 4 years of annual targets through 2029-20
- 3x interim tests per year in ELA/math

What Changes For Districts

- Districts set Performance Growth Targets with ODE, publicly report progress, and receive annual reviews of results for all students and focal student groups

What Changes For 4J

- 4J must connect the state metrics to local school plans, interim assessments, data systems, instructional supports, and Board monitoring routines

Ms. Urbina explained that accountability includes support and consequences; and annual reviews determine the level of state involvement. The state has clearly defined their response if targets are not met – starting with coaching and escalating to greater direction over resources.

Ms. Wagner pointed out that SB 141 aligns with Superintendent Mickelson’s Focus 4J, and thus the state metrics can strengthen, not replace, the district’s North Star. She presented the following:

Accountability Metrics 4J Will Monitor

- Early Signals: K–2 regular attendance and 3rd grade literacy
- Middle Grade Indicators: K–12 regular attendance and 8th grade math
- High School Outcomes: 9th grade on-track, 4 year graduation, and 5 year completion

4J Local Metric: Academic Growth

- STAR Reading and Mathematics interim assessments, grades K–9
- Why STAR: Supports ELA/math growth monitoring, aligns to SB 141 interim test requirement, and allows 4J to sunset EasyCBM while building one coherent assessment system

Mr. Farley outlined the following:

How 4J set the Performance Growth Targets (PGTs)

- Baseline: Where 4J is starting, using recent district results
- 2030 target: Where 4J commits to be by 2029-30
- Annual targets: Yearly path district will monitor publicly
- Gap targets: How outcome gaps will narrow for focus students

Annual Target Method: Gradual Acceleration

- 2026-27 – 10% of total distance closed
- 2027-28 – 40% of remaining gap

- 2028-29 – 70% of remaining gap
- 2029-30 – 100% arrive at target

Equity Method: Reduce Outcome Gaps Every Year

- The system must adapt so focal students grow faster than the district average
- 10% annual reduction in all students vs. combined focal student groups gap
- Equity is built into the methodology

Ms. Urbina presented the following:

How 4J Will Make The Targets Real

- District PGTs
- School data story
- SMARTIE goals
- Strategic actions
- Progress monitoring

Ms. Wagner outlined the following:

Instructional Response: What Must Improve

- Early literacy and math
- Ninth grade on-track
- Attendance and belonging
- Graduation and future readiness

Mr. Farley outlined data systems response: collect, connect, and act – emphasizing that technology must help leaders see students easier and faster.

Ms. Urbina presented the following:

Board Monitoring Cadence

- Fall: STAR baseline/early implementation update
- Winter: Midyear progress update
- Spring: End-of-year STAR update
- Annual: SB 141/PGT public progress report

Risks To Manage Transparently

- Data quality
- Assessment coherence
- Equity and privacy
- Change fatigue

Mr. Farley presented an implementation timeline:

- August: Finalize PGTs and prepare Board overview
- September: SCIP / One School Plans due; STAR implementation begins
- October: District review of school plans and support needs
- Winter: Mid-year STAR and progress monitoring update
- Spring/Summer: End-of-year STAR and SB 141 progress review

Ms. Wagner provided a closing statement, explaining that SB 141 gives Oregon a common accountability frame and that 4J's responsibility is to turn that frame into coherent action for students. The district's targets are ambitious, and the approach must be equally clear: belong, engage, learn, thrive, graduate, and become future ready.

Staff invited questions and comments from the BOD.

Mr. Di Liberto said it would be helpful for him to hear feedback from staff who are implementing the work (technology, scheduling, test prep, etc.).

Ms. Wagner shared that the implementation time for STAR is significantly less than previous tools.

Ms. Newman requested that attendance data be reported as well.

Responding to a question from Vice Chair Rabasa, Mr. Farley responded that STAR is available in English and Spanish. Staff indicated that there are methods available for students who communicate in other languages.

Vice Chair Rabasa asked if the four-year graduation goal includes students who achieve GEDs.

Mr. Farley responded that SB 141 indicates it is students who graduate within four years with a modified or standard diploma.

Vice Chair Rabasa suggested collecting data about if GEDs are typically achieved within four years or past the four-year cycle.

Staff agreed.

Vice Chair Rabasa mentioned a concern about time demands on educators. She recommended collecting qualitative data from staff and students. She noted apprehension around appropriately supporting staff during the implementation process.

Ms. Urbina validated Vice Chair Rabasa's final point, emphasizing creating an environment of belonging, engaging, and learning.

Responding to a question from Ms. Munro, Mr. Farley mentioned predictive validity studies and other data that could indicate a difference among the assessments. He said more information will be provided in their next presentation.

Ms. Wagner added that they may reach out to other districts to ask about a correlation between STAR and Oregon Statewide Assessment System (OSAS). She noted that third grade reading and eighth grade math will be a part of the STAR interim assessment. She may return with more information about ninth grade on-track. She said there will be concerted efforts to communicate clearly to families about regular attendance.

Ms. Newman suggested considering monitoring student progress and learning based on STAR, rather than state testing, as the latter is not always an accurate assessment.

Chair Thessen shared her personal history with student opt-outs. She wondered how the district is communicating to families about the new mandated state testing.

Superintendent Mickelson acknowledged the challenge of SB 141 alongside budgetary pressures.

IX. ITEMS FOR ACTION

1. APPROVE REVISED BOARD GOALS

There was no discussion.

MOTION: Vice Chair Rabasa moved to approve the revised Board Goals as presented. Ms. Newman seconded. **The motion passed unanimously, 6:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor. Ms. Jonak absent.**

2. APPROVE BOARD CORE VALUES AND GUIDING BELIEFS

Vice Chair Rabasa explained for the listening audience that the Board is reintroducing a Board Handbook and reinvigorating the Board Core Values and Guiding Beliefs. She noted language updates for final Board review and approval. Board members engaged in minor wordsmithing prior to approving the Board Core Values and Guiding Beliefs.

MOTION: Mr. Di Liberto moved to approve the revised Board Core Values and Guiding Beliefs. Mr. Hamilton seconded. **The motion passed unanimously, 6:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor. Ms. Jonak absent.**

3. REVIEW THE BUDGET COMMITTEE SELECTION PROCESS FOR 2026-27

Chair Thessen explained that there are four openings on the Budget Committee: one partial term with two years remaining and three full three-year terms. Applications open on September 4 and close on September 30, 2026. The BOD is scheduled to review applicants on October 7, 2026 and finalists are scheduled to speak before the BOD on October 21, 2026.

Mr. Blyth briefly responded to questions from the Board.

The Board discussed the process for determining who would hold two versus three year terms.

MOTION: Vice Chair Rabasa moved to approve the Budget Committee selection process for the 2026-27 school year as presented. Mr. Hamilton seconded. **The motion passed unanimously, 6:0:0; Chair Thessen, Vice Chair Rabasa, Ms. Newman, Ms. Munro, Mr. Di Liberto, and Mr. Hamilton all voting in favor. Ms. Jonak absent.**

X. ITEMS FOR ACTION AT A FUTURE MEETING

1. CONSIDER FOR APPROVAL POLICY KNA – IMMIGRATION ENFORCEMENT ON DISTRICT PROPERTY (REQUIRED)

Ms. Urbina provided information about Policy KNA – Immigration Enforcement on District Property (Required) via PowerPoint presentation.

She highlighted the following:

- 2026 legislation – New requirements for immigration enforcement policies
- Required policy – Issued by OSBA
- Deadline – September 30, 2026

She said the Policy Workgroup reviewed and approved the proposed language.

Policy Framework

- KNA creates the district's response structure
 - Designates immigration liaison(s)
 - Requires review of warrants, subpoenas, court orders, and requests
 - Protects confidential records and personally identifiable information
 - Provides clear notice and training expectations

Ms. Urbina noted that district employees must not allow access to non-public records or facilities for immigration enforcement absent a judicially authorized subpoena, warrant, or court order. The policy also establishes what happens when federal immigration authorities are reported to be on school property, including who receives notice and what notice includes and excludes.

Implementation Responsibilities

- Liaison and alternates
- Training
- Publication

Board Timeline and Ask

- September 2, 2026: First read
- September 16, 2026: Final Board approval

- September 30, 2026: Statutory deadline

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

2. CONSIDER SCHEDULING A FALL BOARD RETREAT

Chair Thessen engaged the BOD in a brief discussion about scheduling a fall Board retreat. She mentioned the topic of a Board self-assessment. Board members touched on potential retreat dates. Ms. Fjordbeck committed to following up.

XI. COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Newman reported from the Workforce Negotiations Ad Hoc Committee. She said members are focusing on the bargaining process and potential recommendations for the Board.

XII. CONSIDER BOARD REQUESTS FOR AGENDA ITEMS OR INFORMATION

There were none.

XIII. FOR THE GOOD OF THE ORDER

Chair Thessen highlighted the North Eugene Theater Troupe's involvement in a local dog rescue fundraiser and adoption event.

XIV. ADJOURN

Chair Thessen adjourned the regular meeting at 8:51 p.m.

Miriam Mickelson, Superintendent

Ericka Thessen, Chair

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



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

September 16, 2026

Title

Phase 2 - District Intercom Replacement Project

Presenter

Dan Farley, Director of Technology

Background

Eugene 4J is requesting \$1,500,000 to cover the second phase of our districtwide intercom and clock replacement and integration project. Phase 1, conducted from March 2024 through August 2026, replaced 18 school site intercom systems and clocks:

Elementary Schools: Edgewood, McCornack, Willagillespie, Charlemagne, Gilham, Spring Creek, Family School, Adams, Chavez, Awbrey Park, Holt, and Howard

Middle Schools: Madison, Monroe, Kelly

High Schools: South Eugene, Sheldon, and Churchill

Phase 2 will complete intercom and clock replacement and integration for the remaining school sites, from fall 2026 through summer 2028:

Elementary Schools: Buena Vista, Twin Oaks, Willard/YG, River Road/El Camino del Rio and Fox Hollow

Middle Schools: Cal Young, Spencer Butte, Kennedy/He Lin, Roosevelt, and ATA

High Schools: ECCO (and Education Center)

The Education Center, which needs an upgraded paging system (no intercom or clocks), will also be serviced. NEHS, Edison, and Camas are newer buildings with modern intercom systems and clocks that are working reasonably at this time and are thus not part of Phase 2. This request is submitted with the intent of ensuring that all intercom systems are fully functional and integrated with our school safety expectations and parameters at every school site.

If the Board declines to approve this purchase, intercom systems will not support district safety expectations and the ability to effectively communicate with staff and students will be substantially hampered at approximately half of our school sites. Completing Phase

2 of our intercom project ensures that district staff and students equitably access intercom systems and are assured of similar functionality to protect student and staff safety.

Budget/Resource Implications:

This project continues standardization of one districtwide intercom system to improve consistency, performance, and lower the overall cost of ownership for the district using SMEED installers to place Rauland intercom systems districtwide, as required by Rauland's licensed dealership agreements. This project is being funded from General Obligation Bond funds from 2018 that are specific for this purpose.

Recommendation

The superintendent recommends the completion of Phase 2 of the district's intercom system and clock replacement project to ensure that all school sites have fully modernized and interoperable intercom systems.



ITEM FOR ACTION–CONSENT AGENDA

Date of Meeting

September 16, 2026

Title

Bond Project – Multi-Site HVAC Improvements – Building Controls Phase II

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. Gilham Elementary and Phase one improvements (Buena Vista, Charlemagne, Spring Creek, Willagillespie, and Twin Oaks), previously approved, are currently underway. This request is for Building Controls associated with the phase two HVAC improvements at Edgewood and McCornack Elementary Schools, Kelly, Monroe and Kennedy Middle Schools. 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.

Budget/Resource Implications:

This purchase includes all labor and materials for the Building Controls required to support the Multi-Site HVAC Improvements Phase II at Edgewood and McCornack Elementary Schools, Kelly, Kennedy, and Monroe Middle Schools and will be funded from available General Obligation Bond funds. The recommended award is to Clima-Tech Corp for \$1,078,061.

Recommendation

The superintendent recommends the award to Clima-Tech Corp. for the Building Controls required to support the Multi-Site HVAC Improvements Phase II in the amount \$1,078,061 funded from General Obligation Bond funds.



ITEM FOR INFORMATION

Date of Meeting

September 16, 2026

Title

Receive information about Food for Lane County

Presenters:

Carolyn Stein, Executive Director; Rebecca Sprinson, Director of Development and Communications;

Description of Presentation / Background

Food for Lane County, Oregon's second-largest food bank, serves more than 80,000 of our neighbors each year. Last year, we distributed more than 8 million pounds of food. Most of this food is distributed through our network of more than 150 partner agencies, including food pantries, meal sites, and other community organizations. We also operate a Mobile Pantry, two farms, the Dining Room, a free meal site in downtown Eugene, Meals on Wheels in Eugene, and a wide range of other programs.

Food insecurity among children is a particular concern. According to the Oregon Hunger Task Force, nearly one in five children in Lane County experiences hunger. As we all know, children who begin the school day well-fed are better able to focus and learn. Yet many local families are struggling with the combined pressures of high housing, food, and transportation costs.

Food for Lane County is grateful for our ongoing partnerships with local school districts, including Eugene School District 4J. We directly support four food pantries in 4J schools. New this year, we will provide Cereal for Youth to all 4J schools in partnership with 4J Nutrition Services, 15th Night, and other community partners. We also help families fill the gap created by the absence of school meals during the summer. This year, our Summer Food Program served more than 40,000 meals at sites throughout the 4J district and across Lane County.

Our work is possible only because of the generosity and involvement of our community. You can support Food for Lane County by connecting us with others who share our vision of a hunger-free Lane County, advocating for policies that strengthen food security, or volunteering with us. Thank you for your continued partnership.

Food for Lane County

Reducing hunger by engaging our community to create access to food.



Introductions



Carolyn Stein
Executive Director since 2023



Rebecca Sprinson
Director of Development and
Communications since 2023

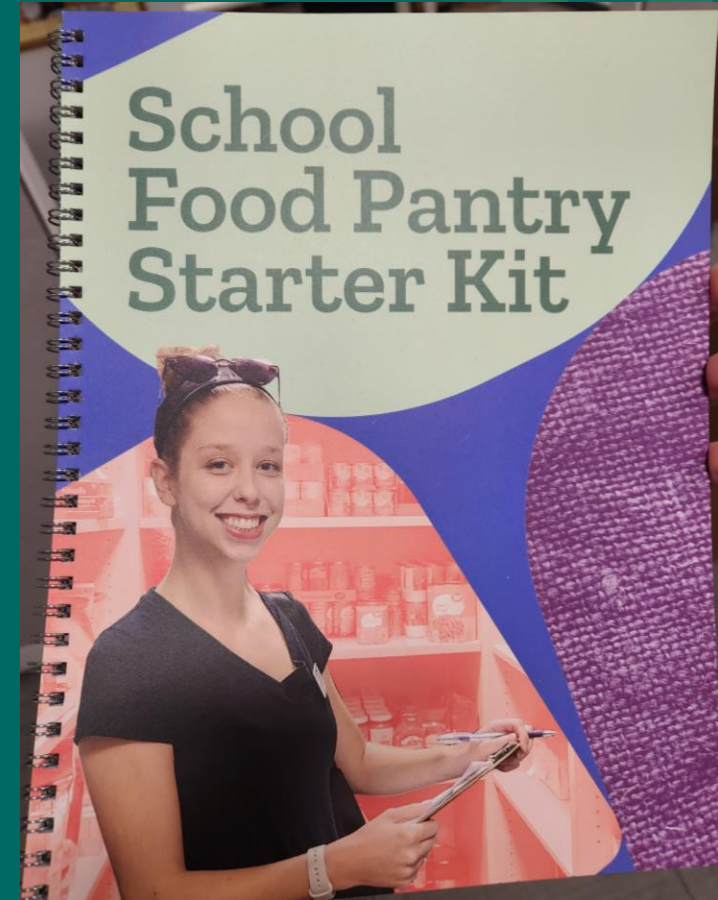
FFLC programs in partnership with 4J

- 4 school-based pantries in 4J
- Mobile Pantry distribution at Sheldon Comm Center to serve Sheldon HS and Buena Vista
- Summer Food Program
- New! ALL 4J schools will be added to Cereal for Youth



School Pantry start-up guide

- Created by a coalition funded by United Way
- Incorporates extensive school and educator feedback
- Hard copies were offered to all Lane County schools in 2025, pdf also available.



How you can help

- Be a creative connector across the community
- Volunteer your time
- Visit our programs
- Advocate for policies that support food security



Thank you





ITEM FOR INFORMATION

Date of Meeting:

September 16, 2026

Title:

Receive the Integrated Guidance/Program (IG) 2025-26 Annual Report Presentation

Presenters:

Carmen Urbina, Chief of Staff and Judy Jesiah, Manager of Financial Stewardship and Compliance (State and Federal Grants)

Background:

Student Investment Account (SIA, part of IG) recipients are required by statute to:

- Review their progress on an annual basis through an annual progress report and financial audit.
- Present their annual report to their governing Board at an open meeting with an opportunity for public comment.
- Post the report to the district or charter school website.

The presentation comprises the 2025-26 IG Data:

- Annual Progress Reflection for Integrated Guidance 2025-26 school year by the Instruction Cabinet.
- Snapshot of IG Outcomes and Strategies.
- Budget and Expenditure as will be reported in the 2025-26 Annual Report to the Oregon Department of Education (ODE).

Recommendation & Next Steps:

- The district invites feedback from the community and board members on the information presented.
- The Annual Report and the board minutes will be submitted to ODE by September 30, 2026.
- A Student Investment Account (SIA) Financial Audit will be conducted, and the findings will be shared with the board in Quarter 2.

Overview of Integrated Program Grant Activities

OUTCOMES & STRATEGIES		CSI/TSI	ELS	EIIS	HSS	SIA
Outcome-A	Timely Communication & Meaningful Community Engagement					
A1	CTE - Center for Applied Learning				X	
A2	Provide Extended Learning Opportunities				X	X
A3	Wrap Around Supports				X	X
A4	Community Outreach & Connection					X
A5	Alignment, Transparency & Accountability				X	X
Outcome-B	Focus on Equitable outcomes for all with an amplified focus on the desires of underserved student communities					
B1	Support Equity, Inclusion, and Instruction Initiatives				X	X
B2	New Teacher Mentoring					X
B3	Grow Your Own (GYO) Pathway Program					X
B4	3rd Grade Literacy					X
B5	Improve systems in support of students meeting academic standards at CSI/TSI Identified Schools	X				
B6	Charter School Level Improvements	X				
Outcome-C	Safety and wellbeing for all students and staff					
C1	MTSS Implementation and Effectiveness District-Wide			X	X	X
C2	Increase Adults in the system/Targeted Class Size Reduction				X	X
C3	Integrated Prevention and Mental Health Model					X
C4	Support Safety, Security, and Risk Initiatives					X
Early Lit Outcomes	Outcomes Specific to Early Literacy Success Grant					
EL1	Staff Literacy, Reading Intervention, and Coaching Specialists		X			X
EL2	Establish High Dosage Tutoring in Needs Schools		X			
EL3	Ensure Teachers Receive Regular High Quality Professional Learning		X			
EL4	Adopt & Implement High Quality Curriculum and Materials		X			
EL5	Support extended learning programs		X			

Comprehensive Support & Improvement and Targeted Support & Improvement (CSI/TSI) Grant Activities

Outcome	Grant	Summary Category	Description	Budget	Spend*
B6	CSI/TSI	Charter Schools	Twin Rivers and Network Charter, licensed and classified charter staffing costs	\$62,738	\$58,337
B5	CSI/TSI	4J Elementary Schools	Chavez, Howard, and McCornack Elementary licensed and classified staffing costs	\$81,195	\$67,749
B5	CSI/TSI	4J Middle Schools	ATA, Kelly, Kennedy, Madison, Monroe, and Spencer Butte MS licensed and classified staffing costs, and supplies	\$176,447	\$114,477
B5	CSI/TSI	4J High Schools	North Eugene, South Eugene, Churchill, and Sheldon licensed and classified staffing costs, and supplies	\$223,205	\$136,142
B5	CSI/TSI	4J District Wide	Analytics software to monitor and improve district-wide student performance		\$41,293
			Total	\$543,585	\$417,998

*CSI/TSI spend is only captured through 6/30/26, grant ends 9/30/26.

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Early Literacy Success School District Grants (ELS or ELSSDG) Grant Activities

Outcome	Grant	Summary Category	Description	Budget	Spend
EL1	ELS	Literacy Staffing	Staff licensed Literacy Instruction & Coaching	\$540,000	\$632,708
EL2	ELS	High Dosage Tutoring	High Dosage classified tutors at Chavez & Howard elementaries	\$175,000	\$175,355
EL3	ELS	Literacy PD	PD Planning & Training costs, subs, supplies, extended contracts	\$125,039	\$56,008
EL4	ELS	Curriculum/Materials	Foundations readers, replacement materials, printing & supplies	\$160,000	\$42,720
EL5	ELS	Extended Learning	Support Community based Summer literacy intensive program	\$10,000	\$10,000
		Indirect	Indirect expenses	\$53,160	\$0
			Total	\$1,063,199	**\$916,791

**ELS unspent funds rollover into the next school year, to be used on allowable grant expenses.

Early Indicator and Intervention System (EIS) Grant Activities

Outcome	Grant	Summary Category	Description	Budget	Spend
C1	EIS	Software Subscriptions	Funding to support the development and integration of data to inform decision making through the MTSS process.	\$51,784	\$51,784
			Total	\$51,784	\$51,784

High School Success (HSS) Grant Activities

Outcome	Grant	Summary Category	Description	Budget	Spend
A1	HSS	CTE Program Site Based	Continued support for current CTE programs, Forestry, Health Occupations, and Manufacturing in our high schools. Staffing, PD, and supplies	\$584,493	\$608,167
A1	HSS	Center for Applied Learning and Community Impact	Future Build, Creative Services, K12 Education, and Humanitarian Engineering programs. Staffing, PD, lease, supplies	\$1,961,600	\$1,976,874
A2	HSS	Summer Program	Summer Bridge/Summer Intensive extended contracts for teachers to design engaging and relevant coursework for students to earn additional credits during the summer	\$347,628	\$381,012
A3	HSS	15 th Night Services	Community Outreach Program to support student needs	\$129,600	\$128,236
A3	HSS	Young Parent Program	Daycare service staffing	\$161,150	\$126,648
A5	HSS	Indirect/Administration	Financial Management Analyst to coordinate, monitor and report on HSS & CSI/TSI grant budget and staffing activities	\$72,000	\$72,000
B1	HSS	AVID	Provide support for AVID training, collaboration, and school wide implementation	\$80,000	\$87,915
B1	HSS	AP/IB Test Support	Provide funding for underserved students to take AP/IB tests	\$8,000	\$6,528
B1	HSS	SAIL Summer Program with UO	Collaborate with UO supporting pre-college activities	\$16,000	\$0
C1	HSS	Software Subscriptions	Canvas Studio, LMS Cloud Learning Management System	\$70,000	\$69,140
C1	HSS	9th Grade Transition Coordination	Licensed staff (1 per HS) to support 9th grade success, collaboration, extended contracts, substitutes & supplies	\$560,000	\$574,669
C1	HSS	High School Academic Supports	Support extended learning opportunities for high school students to pass classes and gain additional skills	\$24,000	\$14,377
C2	HSS	9th Grade Counselors (SEHS & SHS)	Licensed staff support 9th grade success	\$254,000	\$255,236
C2	HSS	Humanities for 9th Grade	Licensed staff to support 9th grade success, Wayfinder, and collaboration	\$212,000	\$179,669
			Total	\$4,480,471	\$4,480,471

Student Investment Act (SIA) Grant Activities

Outcome	Grant	Summary Category	Description	Budget	Spend
A2	SIA	BEST Program	Staff, supplies, & community contracts for afterschool intervention program	\$314,040	\$207,983
A2	SIA	Extended Day Program	Staffing and supplies for Extended Day program at 4 High Schools. Strongminds & eDynamics learning software subscriptions	\$144,000	\$123,013
A2	SIA	Summer School Program	K-7 Summer Program Staffing & supplies	\$623,000	\$584,456
A3	SIA	Newcomer Support	Staff Classified staff to support the newcomer emergent bilingual needs	\$181,000	\$130,483
A3 & B1	SIA	Software Subscriptions	Fastbridge SEB assessment, reporting, guidance software. Powerschool Professional learning licenses, annual service, LMS integration Canvas	\$93,463	\$94,463
A4	SIA	Welcome Center	Welcome Center staffing & supplies	\$194,000	\$203,676
A5	SIA	Indirect/Administration	Staffing to manage SIA grant including development and reporting	\$331,000	\$323,953
B1	SIA	Affinity Groups Support	Classified staffing supporting Affinity Groups, mileage, and Supplies for Student Affinity group activities at schools	\$604,200	\$469,758
B1	SIA	Natives Program	Staffing to support the district Native program and students	\$514,980	\$420,494
B1	SIA	GANAS Program at Kelly MS	GANAS tutoring program with UO, contract, stipends, supplies	\$23,250	\$24,118
B1	SIA	Equity Department	Staff district Equity Managers, Community Contracts, BIPOC staff retention activities. Advisory committee food, PD, and ELL curriculum purchases	\$1,049,000	\$818,397
B1	SIA	Inclusion Support	Licensed and classified staff hours of support to assist where additional help is needed to support Inclusion of SPED Students	\$595,000	\$610,259
B1	SIA	8th Grade AVID Support	Program staff for AVID elective at each middle school	\$311,000	\$411,174
B2	SIA	New Teacher Mentoring Support	Licensed staff supporting new teachers with an Equity Lens throughout the district and extended contract time for training	\$451,768	\$554,936
B3	SIA	Grow Your Own Pathway Program	Supports under-represented 4J employees to become teachers through tuition and mentoring support and Lane ESD partnership contract	\$147,500	\$96,275
B4	SIA	Literacy Support	Staff elementary librarians, building-based job embedded literacy coaching support, and Pebblego software subscription	\$3,437,062	\$3,578,896

C1	SIA	MTSS Implementation	Staff Administrator for MTSS (Multi-Tiered Systems of Support) throughout the district, Developmental Specialist. Extended contracts, PD, supplies, Edupoint software	\$357,000	\$352,280
C2	SIA	Middle School Behavior Support	Classified and Licensed staff at middle schools for Behavior Support	\$875,000	\$954,151
C2	SIA	Targeted Class Size Reduction	Licensed staff to support MS class size reduction	\$2,053,129	\$2,057,413
C3	SIA	Mental Health Supports	Licensed Care and Advocacy Team (9 FTE) in schools throughout the district supporting students. Community Contracts, PD, and supplies	\$1,332,120	\$1,347,529
C4	SIA	Student Success Coordinators	Licensed staff supporting student success at the elementary level	\$1,221,600	\$1,490,405
			Total	\$14,853,112	\$14,853,112



ITEM FOR ACTION (Second Read)

Date of Meeting

September 16, 2026

Title

Approve Policy KNA – Immigration Enforcement on District Property (REQUIRED)

Presenter

Carmen Xiomara 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 recommended moving it forward to the Board.

The Board reviewed Policy KNA on September 2, 2026, as an Item for Action at a Future Meeting (First Read). During that discussion, Board members raised questions regarding how the proposed policy and existing law protect district employees in the event of federal immigration enforcement activity. Policy KNA is returning to the Board on September 16, 2026, for second read and final approval in advance of the **September 30, 2026 statutory 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, warrants, subpoenas, and court orders;
- Restrictions on access to district records and nonpublic district facilities;
- Required notification to students, parents/guardians, employees, and participating community-based service providers when federal immigration authorities are confirmed to be on school property for immigration enforcement;
- Protection of confidential, personally identifiable, and immigration-related information;
- Required employee 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 support district implementation.

Follow-Up to Board Question: Employee Protections

During the September 2 first read, a Board members asked specifically how Policy KNA protects district employees from federal immigration enforcement activity.

Policy KNA works together with existing Oregon law and district requirements to provide several protections for employees.

1. Protection from unauthorized access to nonpublic district facilities and records

Policy KNA provides that, absent a judicially authorized subpoena, warrant, or court order, district employees must not allow federal immigration authorities access to district records or facilities that are not open to the public for immigration enforcement purposes.

Employees are not expected to determine the validity of an immigration enforcement request themselves. Requests must immediately be referred to the district's immigration liaison for review, with Superintendent/designee approval required before the district responds.

2. Protection of employee information

ORS 180.805 provides protections regarding information about **any person**, which includes district employees. For purposes of federal immigration enforcement, protected information includes information such as:

- Home address;
- Workplace or hours of work;
- Contact information;
- Known associates or relatives; and
- Certain appointment or location information.

The law also generally restricts disclosure of citizenship or immigration status and country-of-birth information collected by a public body, except under limited circumstances established by law.

3. District resources and personnel may not be used to facilitate immigration enforcement

ORS 181A.826 limits the use of public facilities, property, personnel, equipment, and other public resources for federal immigration enforcement, subject to applicable legal requirements.

This includes protections related to access to nonpublic portions of district facilities and the disclosure of certain personal information for immigration enforcement purposes.

4. Employees receive notice when immigration enforcement is confirmed at their school

Policy KNA specifically requires notice to:

“Employees of the school where the federal immigration authority is confirmed to be on school property for immigration enforcement.” Notice must be provided as expediently as possible using existing district electronic communication methods.

5. Confidential information involving employees, students, and volunteers is protected

Policy KNA requires district staff to maintain the confidentiality of school records and other protected information when immigration enforcement activity involves **students, staff, or volunteers**.

Staff should not independently disclose identifying or confidential information, speculate about who may be involved, or provide information to others who do not have a lawful need to receive it.

Questions regarding immigration enforcement activity on district property are directed to the district immigration liaison so that information is handled consistently and in accordance with applicable law and district policy.

6. Existing 4J employee-record protections continue to apply

Policy KNA supplements existing district requirements concerning personnel records, confidentiality, public records, and release of employee information. Existing district procedures restrict access to personnel records and establish processes for responding to requests for employee information. Taken together, Policy KNA, Oregon law, and existing 4J requirements establish protections around **access to district workplaces, disclosure of employee information, confidentiality, notification, and district response to immigration enforcement requests.**

The policy does not prevent federal authorities from carrying out lawful enforcement when legally authorized. Rather, it ensures that district employees are not expected to navigate an immigration enforcement request independently and that district information, facilities, and resources are not provided for immigration enforcement except as permitted or required by law.

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.

Following the September 2 first read, staff reviewed the Board's question regarding protections for district employees and confirmed that employee protections are addressed through Policy KNA in conjunction with existing Oregon law and district requirements.

Any additional revisions resulting from Board direction or legal/OSBA review will be incorporated as appropriate.

Code: KNA

Adopted: N/A – New Proposed Policy

Recommendation

The Superintendent recommends that the Board approve Policy KNA – Immigration Enforcement on District Property (REQUIRED) on September 16, 2026, 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



ITEM FOR ACTION

Date of Meeting:

September 16, 2026

Title:

Approve the 2026–27 Superintendent Evaluation Timeline

Presenter:

Ericka Thessen, Board Chair

Background:

The time invested in providing meaningful feedback in the assessment of the superintendent's performance, and the progress made in meeting the goals specified by the board for the superintendent, is critical to the success of the district.

The evaluation provides the opportunity for the board to assess the district's progress.

Board Policy CBG – Evaluation of the Superintendent:

"The board will evaluate the superintendent at least annually as per the timelines set forth in the superintendent's employment contract. The evaluation will be based on the job duties described in the superintendent's contract, board policy and progress in attaining any goals for the year established by the board and/or superintendent."

2026-27 Board Goal:

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.

Timeline:

- Wednesday, December 16, 2026 – 4:30-5:30 p.m. – Executive Session – *prior to the 6:00 p.m. Board Work Session*
- Wednesday, February 17, 2027 – 4:30-5:30 p.m. – Executive Session – *prior to the 6:00 p.m. Board Work Session*
- Wednesday, April 14, 2027 – 4:30-5:30 p.m. – Executive Session – *prior to the 6:00 p.m. Budget Committee Meeting*

- Wednesday, May 5, 2027 – 6:00 p.m. Regular Board Meeting – Present the Superintendent Evaluation

Recommendation:

The recommendation is that the board approve the 2026-27 Superintendent Evaluation Process at a future meeting.



ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting:

September 16, 2026

Title:

Consider and Discuss the Proposed Board Self-Assessment Process

Presenter:

Ericka Thessen, Board Chair

Background:

The Board has expressed an interest in establishing a regular process for assessing its effectiveness as a governing body. A Board self-assessment provides an opportunity for Board members to reflect on their collective work, identify strengths, and consider areas where governance practices can be strengthened.

The self-assessment is intended to support continuous improvement and effective governance. It is a reflection of the Board as a whole and is not intended to evaluate individual Board members.

The assessment will provide an opportunity for the Board to reflect on areas including:

- Board roles and responsibilities
- Governance and decision-making
- Communication and collaboration
- Board meeting effectiveness
- Board-Superintendent relationship
- Alignment with district priorities and strategic direction
- Community engagement
- Opportunities for improvement

Proposed Process:

Board members will complete the self-assessment individually. Responses will be compiled to identify common themes, strengths, and opportunities for improvement.

The Board will review and discuss the results collectively and identify areas of focus for the coming year. The self-assessment may be conducted annually as part of the Board's ongoing governance and continuous improvement work.

Fiscal Impact:

There is no anticipated fiscal impact associated with conducting the Board Self-Assessment.

Policy Implications:

The Board Self-Assessment supports the Board's responsibility for effective governance, oversight, and continuous improvement.