

Board Workforce Negotiations Ad Hoc
Committee
Wednesday, September 9, 2026 3:00 PM
Pacific

Hybrid Meeting (virtual and in-person)
200 North Monroe Street
Eugene, Oregon 97402

I. Call Board Ad hoc Committee to Order, Roll Call

I.1. Agenda handout for September 9, 2026 Ad Hoc Committee

II. Item for Action

II.1. Review agreements from August 26, 2026 Workforce Negotiations Ad Hoc
Committee Meeting

II.2. Review Bargaining Process

II.3. Finalize Debrief Process

III. Adjourn Board Ad hoc Committee Meeting

Agenda for September 9th Meeting

Review agreements from 8/26/26 meeting- 5 minutes

Note: Equal time was allocated for each group to share their internal process, but some may take more time and some less time as we share.

District Share- 15 minutes

- How authority is divided within the district;
- How and by whom are the bargaining team and chair selected;
- Who has authority to make particular bargaining decisions;
- How the Board, Superintendent, district bargaining team, and other participants interact;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

EEA share-15 minutes

- How employee groups establish authority within their bargaining teams;
- How bargaining teams and the bargaining chair are selected;
- How bargaining priorities are established;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

OSEA share-15 minutes

- How employee groups establish authority within their bargaining teams;
- How bargaining teams and the bargaining chair are selected;
- How bargaining priorities are established;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

EAST share- 15 minutes

- How employee groups establish authority within their bargaining teams;
- How bargaining teams and the bargaining chair are selected;
- How bargaining priorities are established;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

Maps share-15 minutes

- How employee groups establish authority within their bargaining teams;
- How bargaining teams and the bargaining chair are selected;
- How bargaining priorities are established;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

Finalize Debrief Process- See above proposal- 10 minutes

Agreements from the Board Workforce Negotiating Ad Hoc Committee 8/26/26

Norms

- Be present and prepared. Participate in whatever way you can.
- Make space, take space. Honor those with quieter voices.
- Remain curious and seek to understand.
- Assume positive intent and be accountable for impact.
- Take care of yourself and others. Honor the needs and experiences of all.
- Work towards solutions through shared reflections.
- Practice professional discretion when relating experiences and information.
- Value both quantitative and qualitative data
- Accept non-closure
- Think in pencil ie: be open and flexible

Decision making:

- We agreed to make decisions by consensus.
- The Committee defined consensus as follows:
- Indicate “Yes” you are in agreement or no I am not in agreement. For those not in agreement the question is: “What do you need?”
- Their answer will generate conversation and possibly a shift in the recommendation or solution.
- Ultimately if every member can say I agree or can “live with it” the group has reached consensus.
- One group does not make decisions for another group.

8/30/26

Key Agreements and Take-Aways from the August 26th 3-5 pm Meeting

The recommended edit to the Committee's Working Agreements was completed: One wording correction was identified which was to have it read **quantitative and qualitative information** (the intent was not qualitative and qualitative).

Revised Meeting Schedule and Topics:

Meeting 3: Wednesday, September 9 | 3:00–4:30 p.m. –Share and discuss the lines of authority related to bargaining for each group – The District, EEA, OSEA, EAST, MAPS

Meeting 4: Wednesday, September 23 | 3:00–4:30 p.m. - EEA Debrief

Meeting 5: Tuesday, September 29 | 4:00–5:30 p.m. - OSEA Debrief

Meeting 6: Wednesday, October 14 | 3:00–5 p.m. - MAPS & EAST Debriefs with MAPS presenting first to accommodate scheduling

Meeting 7: Friday, October 23 | 4:00–5:30 p.m. - Debrief and Synthesis- identify points of agreement, common themes, or areas that may warrant further consideration. Identify for what parts of the process we want to explore alternatives and any other research we want to do.

Meeting 8: Wednesday, October 28 | 3:30–5:00 p.m. –Review and discuss any alternatives and/or research findings. Formulate our report back to the Board -

Meeting 9: Friday, November 6 / 4-5:30 p.m. – Finalize our report to the Board

Meeting 10: Friday, November 20 / 4-5:30 p.m. - Contingency meeting if needed

Understanding Authority and Decision Making in Bargaining

A significant portion of the meeting focused on the need to better understand authority and decision-making within the bargaining process. The decision to focus the September 9th Ad Hoc Committee meeting will focus on understanding the lines of authority for each group was unanimously made.

Specifically, members expressed interest in understanding and clarifying:

From the District:

- How authority is divided within the district;
- How and by whom are the bargaining team and chair selected;
- Who has authority to make particular bargaining decisions;

- How the Board, Superintendent, district bargaining team, and other participants interact;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

From each employee group:

- How employee groups establish authority within their bargaining teams;
- How bargaining teams and the bargaining chair are selected;
- How bargaining priorities are established;
- The role of legal counsel and other advisors; and
- The relationship between state bargaining requirements and 4J-specific practices.

For the September 9th meeting- In order understand and have this conversation, we ask the District (Committee reps, the Superintendent and Board reps) and each Employee Group's Committee reps come prepared to answer the questions identified by the group and share with the rest of the group.

Debrief Process – Notes from last meeting August 26th. We need to further define and refine the process for the first debrief meeting scheduled for September 23rd.

The committee discussed the distinction between discussing **process and experience** and revisiting specific bargaining issues. Each group can discuss the points listed below in the way that works best. Members also expressed a desire to allow themes to emerge from the conversations rather than predetermine all of the issues in advance. Keep in mind that the intent of the debriefs is to understand all perspectives:

- What worked well;
- What did not work well;
- What participants would want to preserve;
- What participants would want to change;
- What barriers or challenges affected the process; and
- What lessons might inform future bargaining processes.

The group acknowledged that the debrief process for each group and the synthesis process may feel uncomfortable and participants may feel vulnerable at times. Members emphasized the importance of creating a process that is **helpful rather than harmful** and allows participants to be candid, and supports greater understanding among the various parties.

The group discussed the importance of seeking to understand rather than assuming intent. Members also expressed appreciation for direct and transparent responses, including an explanation when a question cannot be answered because of confidentiality, legal requirements, public meeting requirements, or other constraints. The committee recognized that providing context about why a question cannot be answered can help prevent participants from making assumptions about the reason for the lack of an answer.

Committee's Final Report and/or Recommendations to the Board – Notes from last meeting on August 26th. We still need to further define and determine what the Ad Hoc' Committee's report/ recommendations/ thoughts will look like for the Board.

The conversation about what its recommendations to the Board may ultimately look like brought up some important considerations noted below:

- Members clarified that the committee is advisory and cannot direct the bargaining process or require employee groups or district representatives to adopt a particular approach.
- The committee also discussed that recommendations should focus on matters within the Board's authority.
- Members recognized that recommendations do not necessarily need to be identical for all employee groups. There may be recommendations that apply broadly as well as recommendations that address circumstances specific to an individual employee group.

8/30/26