

**6:00 PM  
 Regular Board Meeting**

- I. **6:00 p.m. Regular Board Meeting:**
  - 1. **NOTICE: Public comment will be received via email.** In an effort to reduce the spread of coronavirus COVID-19 and in compliance to the Governor's Stay Home, Save Lives Executive Order, this meeting will be held virtually and there will not be in-person public comment.  
  
 Send public comment via email to board@4j.lane.edu.  
 \* Clearly label the subject line as: "Public Comment"  
 \* Public comment received prior to the start of the board meeting will be published in board materials, linked on the district's website within 48 hours of the board meeting.  
  
**The board will read, review and consider all public comment.**  
 The district has a board policy for filing a formal complaint against an individual. Please contact the Superintendent's Office at 541-790-7706 for more information about submitting a formal complaint.
- II. Call to Order, Roll Call, Flag Salute, Land Acknowledgement
- III. Agenda Review
- IV. Introduction of Guests and Superintendent's Report
- V. Comments by Board Chair
- VI. Receive Reports from High School Student Representatives
- VII. Items Raised by the Community - Written Comments Only: Please email comments to board@4j.lane.edu 2
- VIII. Comments by Employee Groups
- IX. Comments and Committee Reports by Individual Board Members
- X. Items for Information
  - 1. Receive an Update on District Response to COVID-19 and Distance Learning 138
  - 2. Receive FY20 3rd Quarter Financial Report 140
- XI. Items for Action
  - 1. Approve Selection of Interim Superintendent 144
- XII. Suggestions by the Board for Consideration of Items at a Future Meeting
  - 1. Meeting Dates:  
 May 20, 2020 - Regular Board Meeting  
 June 3, 2020 - Regular Board Meeting  
 June 17, 2020 - Regular Board Meeting
- XIII. Adjourn

THIS MEETING WILL BE BROADCAST OVER KRVM-AM (1280)

INFORMATION FOR THE DEAF AND HARD OF HEARING:  
 Closed Captioning is available during Board meetings through a zoom live feed which is also displayed at in-person meetings.

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**[board] Public comment**

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**From :** Roscoe Caron                      Mon, May 04, 2020 11:55 AM  
<roscoecaron@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public comment

**To :** board@4j.lane.edu

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Members of the 4j Board,

Of the three finalists who have been presented to you by the consultants, I ask you to choose the person who is:

- Most open to inviting innovation and creativity.

- Most truly respectful of school-based educators as competent professionals.
- Most open to examining the human costs exacted from the administering of over 120 standardized tests in K-8.
- Most open to a balanced system that combines district-wide standards, expectations, and accountability with community-connected, site-based latitude, flexibility, and innovation.
- Most open to honestly examining the amount of dissatisfaction felt by educators, students and parents under the current model of education.
- Most open to taking a hard look at the numerous required reports, data, and paper work from teachers, aides, and principals - and being open to examining the harmful impacts of this ever-increasing data processing.

Thanks for considering,

— Roscoe Caron

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## Zimbra

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### [board] Interim superintendent

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**From :** andrea murphy                      Tue, May 05, 2020 03:42 PM  
<andrea.murphy@hotmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Interim superintendent

**To :** board@4j.lane.edu

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Good afternoon,

I wanted to reach out to express my support Cydney Vandercar as the interim superintendent.

Thank you,  
Andrea Murphy

Sent from my iPhone

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# Zimbra

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## [board] Public Comment

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**From :** Angela Meyer  
<angim99@yahoo.com>

Tue, May 05, 2020 03:57 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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4J Board,

I support Cydney Vandercar as interim Superintendent.

All the best,  
Angi Meyer

7

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## [board] For Public Comment

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**From :** Clair Wiles NEHS      Mon, May 04, 2020 03:50 PM  
Social Studies  
<wiles@4j.lane.edu>

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] For Public  
Comment

**To :** board@4j.lane.edu

**Cc :** Nathan Goldberg  
<goldberg\_n@4j.lane  
.edu>, Sabrina  
Gordon  
<gordon\_sa@4j.lane.  
edu>, Iton  
Udosenata  
<udosenata\_i@4j.lan  
e.edu>

As we head into whatever next year looks like I would like to propose two things for consideration:

1) We need to move away from the trimester system at the high school level towards a schedule that allows us to see kids all year long. Students will enter next year with skill and content deficits and teachers will need to work closely with students to overcome those deficits. Teachers need to

be able to form lasting relationships with students and work throughout the year to develop their skills and content knowledge. The trimester system has put us at a distinct disadvantage this trimester as students are taking classes from teachers they have never met and teachers are trying to address needs they can't visualize. I realize it is no small feat to change the schedule but we need to ensure students and teachers can have enduring contact in a time with so many other variables we cannot control.

2) Although we don't know how many computers will be returned to the district with damage, I would like to propose that we look at replacing any computers lost or damaged with Chromebooks. Chromebooks are considerably cheaper and will suit the needs of most high school classes.

Sincerely,  
Clair Wiles

Clair Wiles  
Social Studies and AVID Class of 2021 Teacher  
North Eugene High School  
Eugene School District 4J  
wiles@4j.lane.edu

"Excellence is the result of caring more than others think wise, risking more than others think safe, dreaming more than others think practical and expecting more than others think possible." -Ronnie Oldham

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**Re: [board] Friendly amendment to the YG merger**

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**From :** Denton denton <denton.us@gmail.com> Mon, May 04, 2020 04:56 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** Re: [board] Friendly amendment to the YG merger

**To :** board@4j.lane.edu

**Cc :** Jennifer Scurlock <jennifer.scurlock@gmail.com>, Sabrina Gordon <gordon.sabrina@gmail.com>, Leah Dunbar <dunbartwin2@hotmail.com>, Imelda Cortez <imecortez@gmail.com>

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click

links, open attachments, or respond. Never share passwords or confidential information.

Dear board,

I am resubmitting my letter and request that it be published as a public statement to the board.

Thank you,

Daniel Denton

On Mon, Apr 20, 2020 at 10:46 PM Denton denton <[denton.us@gmail.com](mailto:denton.us@gmail.com)> wrote:

Dear board,

I come to you one more time with the hope that you will, in your position of power as School Board, add a friendly amendment of space to the already made decision that put two schools into the Kelly Middle School building by our outgoing superintendent of the year for Oregon and the country.

Imagine ourselves in September. A school that previously had the capacity of 750 students with now close to 900; remember there was no square footage added to the building to accommodate the increase of people.

We know that because of historical and current discriminatory practices, people of color and those of lower socio-economic status are disproportionately 'coded' into areas of higher density which are more negatively affected in times of crisis. In addition, what we know from previous pandemics, is that there WILL be a second and third wave which will have a more devastating impact to the areas that nurture our most vulnerable, the North Region of Eugene, it has been 'coded' that way; look at current local statistics.

What if you had the power to mitigate some of that negative impact and did NOTHING to change it? The current decision will have disastrous consequences. With a friendly amendment from the board to add the space of four portables this negative impact can be lessened. IF the move goes on as planned without conceding more space; there WILL be parents and two staffs (without their administrators) who will say, "we told you so". All we ask for is four portables, NOT 37 modulars, do not misunderstand what we're asking for, just FOUR portables. (a 2000 sq ft double wide prefab home costs less than 150k dollars, those are the portables we're talking about).

Sincerely,  
Daniel Denton

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**From :** Denton denton  
<denton.us@gmail.com>

Mon, Apr 20, 2020 10:46 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Friendly  
amendment to the YG

14

merger

**To :** board@4j.lane.edu

**Cc :** Jennifer Scurlock  
<jennifer.scurlock@gmail.com>, Sabrina Gordon  
<gordon.sabrina@gmail.com>, Leah Dunbar  
<dunbartwin2@hotmail.com>, Imelda Cortez  
<imecortez@gmail.com>

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Dear board,

I come to you one more time with the hope that you will, in your position of power as School Board, add a friendly amendment of space to the already made decision that put two schools into the Kelly Middle School building by our outgoing superintendent of the year for Oregon and the country.

Imagine ourselves in September. A school that previously had the capacity of 750 students with now close to 900; remember there was no square footage added to the building to accommodate the increase of people.

We know that because of historical and current discriminatory practices, people of color and those of lower socio-economic status are disproportionately 'coded' into areas of higher density which are more negatively affected in times of crisis. In addition, what we know from previous pandemics, is that there WILL be a second and third wave which will have a more devastating impact to the areas that nurture our most vulnerable, the North Region of Eugene, it has been 'coded' that way; look at current local statistics.

What if you had the power to mitigate some of that negative impact and did NOTHING to change it? The current decision will have disastrous consequences. With a friendly amendment from the board to add the space of four portables this negative impact can be lessened.

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Sincerely,

Daniel Denton

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# Zimbra

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## [board] Public Comment

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**From :** Harry Sanger  
<hairyj@gmail.com>

Tue, May 05, 2020 02:15 PM

 1 attachment

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Dear 4J Board,

As a resident of the 4J school district, I appreciate your work to ensure a high quality of education for our children. I am submitting a public comment to ask you to please consider reopening schools to finish the 2019-2020 school year.

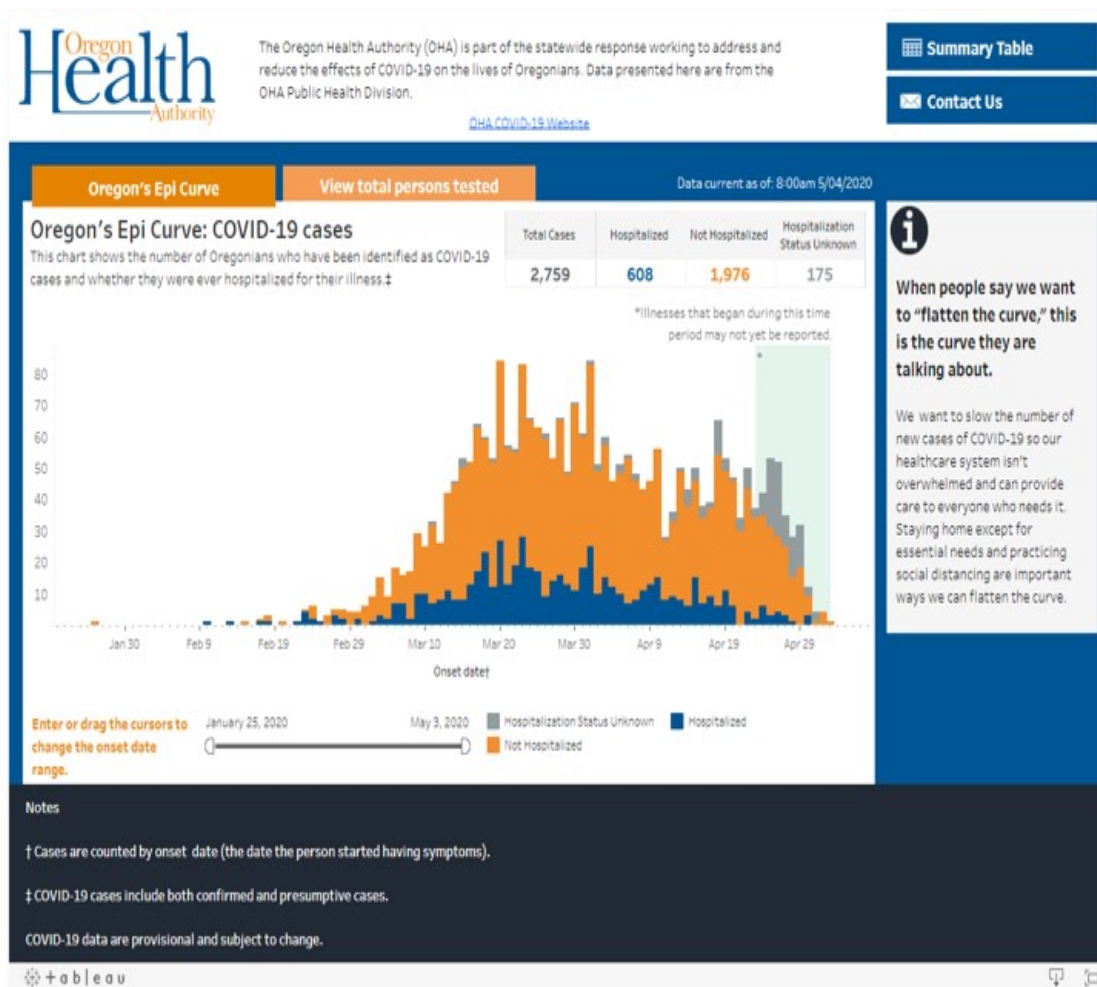
We have a total of 55 confirmed cases and 2 deaths in all of Lane County attributable to COVID-19. Does this justify the interruption inflicted upon<sup>18</sup> our children's education?

Has the school district undertaken an independent assessment of the total impact on children and families, particularly at-risk children, caused by this shutdown?

We were initially asked to stay home to flatten the curve. According to data from the OHA accessed on 5/5/20, it appears we have flattened the curve:

< Oregon Health Authority COVID-19 - Profile

☆ Favorite



Along with updated predictions now available, this graph indicates we should, if not reopen immediately, at least consider the opportunity to reopen and finish the school year on campus. This may not work for all families and an alternate option should remain available for those not

willing to send their children back under the current conditions.

For my family, I am disappointed in the amount of screen time thrust upon my child and do not believe that 4J is currently delivering the highest quality of education possible. I appreciate the chance to provide comment and hope that the board considers all possible avenues of returning higher standards of education for the 4J school district.

Thank you,

Harry Sanger

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# Zimbra

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## [board] Public comment

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**From :** Jocelyn Mendelssohn Tue, May 05, 2020 02:45 PM  
<mendelssohn\_j@4j.lane.edu>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public comment

**To :** board@4j.lane.edu

Dear 4j Board -

I want to share my enthusiasm for the fact that you chose Cydney as our Interim Superintendent.

It's a daunting task to lead any school district right now, but she's got everything it takes to lead us through the challenges ahead.

We know her heart for 4j schools is in her roots and that gives people a deeper sense of trust, which we need, especially right now.

And as a female educator? WooHoo! Knowing there's a woman like Cyd at the helm just makes my day.

Thank you.

--

Jocelyn Mendelssohn  
5th Grade Teacher (English) <sup>21</sup>

# Charlemagne French Immersion School

## "Wisdom begins in wonder" - Socrates

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# Zimbra

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## [board] Public comment

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**From :** Julie Himstreet                      Tue, May 05, 2020 03:19 PM  
<julie\_doug@yahoo.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public comment

**To :** Board@4j.lane.edu

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Hello!

I am writing in support of Cyd Vandercar for 4 J superintendent. She is an outstanding selection! I have 3 children in 4 J school district.

Thank you!

Julie Himstreet (Lauderbach)

Sent from my iPhone

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# Zimbra

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## [board] Public Comment

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**From :** Katherine Morris  
<kthuish@mac.com>

Tue, May 05, 2020 04:11 PM

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

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I fully support Cydney Vandercar as the interim Superintendent.

Katie Morris

Sent from my iPhone

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## Zimbra

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### Re: [board] Public Comment/Interim Superintendent

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**From :** Lynette Williams                      Tue, May 05, 2020 03:14 PM  
<williams\_ly@4j.lane.edu>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** Re: [board] Public Comment/Interim Superintendent

**To :** board@4j.lane.edu

Dear Eugene 4J School Board,

I wish to take a moment to thank you for your sound decision in selecting Cydney Vandercar for Interim Superintendent. I have known Cydney for over 15 years, as a colleague at South Eugene High School, and now as a Teacher on Special Assignment in Instruction. Cydney is intelligent, professional, and can clearly identify where various 4J departments connect, helping to move forward Vision 20/20. Additionally, her historical knowledge of Eugene School District 4J and strong relationships with community members and stakeholders, will prove essential as the district transitions out of, and possibly back in to, Distance Learning. Cydney Vandercar's budgeting experience will also guide us as we plan for difficult fiscal times.

27

Thank you again for choosing Cydney Vandercar as Interim Superintendent.

Respectfully,

Lynette Williams

--

Lynette Williams

Teacher on Special Assignment for Dual Language, Immersion, & World Language Support

Eugene School District 4J

williams\_ly@4j.lane.edu | (541)790- 7561 (Desk)

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# Zimbra

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## [board] Public Comment

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**From :** Marie Longworth                      Tue, May 05, 2020 03:57 PM  
<marielongworth11@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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I support Cydney Vandercar as the interim Superintendent.

Thank you,

Marie Longworth

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# Zimbra

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## [board] Public Comment

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**From :** Patence Melcher                      Tue, May 05, 2020 04:05 PM  
<patencem12@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

<strong style="color:red;">STOP. THINK. VERIFY.&nbsp;</strong>This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.<hr style="height:1px; border:0px; background:red;">

I support Cydney Vandercar as the interim Superintendent.

Please consider her as an interim candidate.

Sent from my iPhone

---

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# Zimbra

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## [board] Public Comment

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**From :** Ryan Wolgamott                      Tue, May 05, 2020 04:13 PM  
<wolgamott\_r@4j.lane.edu>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

As a School Resource Officer in the 4J School District, I want to express my support for Cydney Vandercar as the interim Superintendent. I believe she is an excellent choice to lead the district in this challenging time and to continue to move the district in a positive direction.

Ryan Wolgamott - Officer  
School Resource Team  
Eugene Police Department

Sent from my iPhone

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# Zimbra

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**[board] (no subject)**

---

**From :** Tom Houston  
<dmdtom@yahoo.com>

Tue, May 05, 2020 04:13 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] (no subject)

**To :** Board  
<board@4j.lane.edu>

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I support Cydney Vandercar as the interim superintendent.

Thank you

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# Zimbra

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## [board] Public comment

---

**From :** Wendy Thomas <wendydt99@yahoo.com> Tue, May 05, 2020 03:56 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public comment

**To :** Board@4j.lane.edu

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I couldn't be more thrilled with your choice for Cydney Vandercar as 4j superintendent! We have crossed paths in the community since our girls were in preschool. I have always been impressed with her calm demeanor in handling tricky situations. It will be great also having a women superintendent for a change of pace. Nice choice 4j good work!!  
Wendy Thomas

Sent from my iPhone

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# Zimbra

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## [board] Public Comment

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**From :** Whitney Edman  
<whitney@110bungalow.com>

Tue, May 05, 2020 11:16 PM

 1 attachment

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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To whom it may concern:

I support Cydney Vandercar as the interim Superintendent.

Take care,

*Whitney Edman*

HOME | ART | DESIGN | THINGS

www.110Bungalow.com

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# Zimbra

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## [board] Public Comment

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**From :** Alisa Jones  
<alisajjones@gmail.com>

Tue, May 05, 2020 04:16 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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To whom it may concern:

I support Cydney Vandercar as the interim Superintendent.

Sincerely,

Alisa Jones  
Eugene, Oregon

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**From :** Ryan Wolgamott                      Tue, May 05, 2020 04:13 PM  
<wolgamott\_r@4j.lane.edu>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

As a School Resource Officer in the 4J School District, I want to express my support for Cydney Vandercar as the interim Superintendent. I believe she is an excellent choice to lead the district in this challenging time and to continue to move the district in a positive direction.

Ryan Wolgamott - Officer  
School Resource Team  
Eugene Police Department

Sent from my iPhone

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---

**From :** Katherine Morris                      Tue, May 05, 2020 04:11 PM  
<kthuish@mac.com>

**Sender :** board <board-bounces@4j.lane.edu>  
>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

<strong style="color:red;">STOP. THINK. VERIFY.&nbsp;</strong>This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.<hr style="height:1px; border:0px; background:red;">

I fully support Cydney Vandercar as the interim Superintendent.

Katie Morris

Sent from my iPhone

44

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To unsubscribe from this list, send e-mail to board-unsubscribe@4j.lane.edu

---

**From :** Patence Melcher                      Tue, May 05, 2020 04:05 PM  
<patencem12@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

<strong style="color:red;">STOP. THINK. VERIFY.&nbsp;</strong>This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.<hr style="height:1px; border:0px; background:red;">

I support Cydney Vandercar as the interim Superintendent.

Please consider her as an interim candidate.

Sent from my iPhone

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---

**From :** Angela Meyer                      Tue, May 05, 2020 03:57 PM  
<angim99@yahoo.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

<strong style="color:red;">STOP. THINK. VERIFY.   </strong>This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.<hr style="height:1px; border:0px; background:red;">

4J Board,

I support Cydney Vandercar as interim Superintendent.

All the best,  
Angi Meyer

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---

**From :** Marie Longworth                      Tue, May 05, 2020 03:57 PM  
<marielongworth11@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

I support Cydney Vandercar as the interim Superintendent.

Thank you,

Marie Longworth

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---

**From :** Harry Sanger  
<hairyj@gmail.com>

Tue, May 05, 2020 02:15 PM

 1 attachment

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Dear 4J Board,

As a resident of the 4J school district, I appreciate your work to ensure a high quality of education for our children. I am submitting a public comment to ask you to please

consider reopening schools to finish the 2019-2020 school year.

We have a total of 55 confirmed cases and 2 deaths in all of Lane County attributable to COVID-19. Does this justify the interruption inflicted upon our children's education? Has the school district undertaken an independent assessment of the total impact on children and families, particularly at-risk children, caused by this shutdown?

We were initially asked to stay home to flatten the curve. According to data from the OHA accessed on 5/5/20, it appears we have flattened the curve:

< Oregon Health Authority COVID-19 - Profile

☆ Favorite



Along with updated predictions now available, this graph indicates we should, if not reopen immediately, at least consider the opportunity to reopen and finish the school year on campus. This may not work for all families and an alternate option should remain available for those not willing to send their children back under the current conditions.

For my family, I am disappointed in the amount of screen time thrust upon my child and do not believe that 4J is currently delivering the highest quality of education possible. I appreciate the chance to provide comment and hope that the board considers all possible avenues of returning higher standards of education for the 4J school district.

Thank you,

Harry Sanger

---

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---

# Zimbra

---

## [board] Public Comment

---

**From :** Bill Bernards  
<billbernards@springcapitalgroup.com>

Tue, May 05, 2020 04:35 PM

 1 attachment

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

To whom it may concern.

I am writing to express my support for Cydney Vandercar as the interim Superintendent.

Thank you,



## *Bill Bernards*

PO Box 10638

Eugene, Oregon 97440

(541) 246-8840 Direct

(541) 912-5000 Cell

(541) 484-4359 Fax

---

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# Zimbra

---

## [board] Public Comment

---

**From :** Carolyn Mason                      Tue, May 05, 2020 04:58 PM  
<wonderwoman66@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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I'd like to express my support for Cydney Vandercar as interim Superintendent. Having worked with her recently she has proven herself to be both a professional and fair minded woman.

Thank You,

Carolyn Mason

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---

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## Zimbra

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### [board] Interim Superintendent - Public Comment

---

**From :** Damara Gonzalez      Tue, May 05, 2020 04:12 PM  
<damara.gonzalez@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Interim Superintendent - Public Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Good afternoon,

I am aware that Cydney Vandercar was selected as the interim Superintendent. I believe she is the best pick for the position. As a parent in the 4J system who has worked with Mrs. Vandercar I would be honored to have her overseeing the 4J District. I believe that she is the best candidate to provide executive leadership and

administrative direction for all 4J departments and services.

I believe she has the community's best interests at play, is a great communicator, easy to work with, highly educated, and understands how the system works and what it needs to be successful.

I hope the board holds the same sentiment about Mrs. Vandercar and appoints her as the interim Superintendent.

Thank you,  
Damara Gonzalez

Sent from my iPhone

---

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---

# Zimbra

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## [board] Public Comment

---

**From :** Dmdhouston Tue, May 05, 2020 06:16 PM  
<dmdhouston@yahoo.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** Board  
<board@4j.lane.edu>

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

I support Cydney Vandercar as the interim Superintendent.

---

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---

# Zimbra

---

## [board] Public Comment

---

**From :** Gabriela  
<gbelshe01@gmail.com>

Tue, May 05, 2020 06:10 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

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I support Cydney Vandercar as the interim Superintendent. I believe that she would help strengthen this school district and be a viable asset to our community.

Best Regards,  
Gabi Belshe

---

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subscribed to the 4J list "board".  
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---

# Zimbra

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## [board] Interim Superintendent

---

**From :** Jennifer Geller                      Tue, May 05, 2020 07:35 PM  
<jennifergeller65@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Interim Superintendent

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Dear 4J Board Members,

I just saw the announcement that you will be voting on an Interim Superintendent. I was happy to see Cydney Vandercar was selected for this positions. When I served on the 4J School Board, I always appreciated Ms. Vandercar's leadership. I found her to be straightforward and thoughtful. She leads with integrity and enthusiasm for her work.

I hope you will move quickly to approve her for this interim position. Dr. Balderas will be leaving in less than 2 months. Appointment of Ms. Vandercar now will allow for some transition period in a very demanding time in our history.

Thank you for your service.

Jennifer Geller

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# Zimbra

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## [board] Public Comment

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**From :** katiebethgreen@gmail Tue, May 05, 2020 08:26 PM  
.com

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

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I strongly support Cydney Vandercar for 4J superintendent. I have worked with her as my role on the Lane County Multidisciplinary Team, I believe she is committed to children and our community. Thank you for your consideration.

Katie Green

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---

**From :** Dmdhouston Tue, May 05, 2020 06:16 PM  
<dmdhouston@yahoo.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** Board  
<board@4j.lane.edu>

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

I support Cydney Vandercar as the interim Superintendent.

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To unsubscribe from this list, send e-mail to board-unsubscribe@4j.lane.edu

---

**From :** Gabriela  
<gbelshe01@gmail.com>

Tue, May 05, 2020 06:10 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

---

I support Cydney Vandercar as the interim Superintendent. I believe that she would help strengthen this school district and be a viable asset to our community.

Best Regards,  
Gabi Belshe

---

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---

**From :** Carolyn Mason                      Tue, May 05, 2020 04:58 PM  
<wonderwoman66@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.**This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.<hr style="height:1px; border:0px; background:red;">

I'd like to express my support for Cydney Vandercar as interim Superintendent. Having worked with her recently she has proven herself to be both a professional and fair minded woman.

Thank You,

66

Carolyn Mason

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---

**From :** Bill Bernards  
<billbernards@springcapitalgroup.com>

Tue, May 05, 2020 04:35 PM

 1 attachment

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

To whom it may concern.

I am writing to express my support for Cydney Vandercar as the interim Superintendent.

67

Thank you,



*Bill Bernards*

PO Box 10638  
Eugene, Oregon 97440  
(541) 246-8840 Direct  
(541) 912-5000 Cell  
(541) 484-4359 Fax

---

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---

**From :** Alisa Jones  
<[alisajjones@gmail.com](mailto:alisajjones@gmail.com)>

Tue, May 05, 2020 04:16 PM

**Sender :** board <[board-bounces@4j.lane.edu](mailto:board-bounces@4j.lane.edu)>

**Subject :** [board] Public  
Comment

68

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

To whom it may concern:

I support Cydney Vandercar as the interim Superintendent.

Sincerely,

Alisa Jones  
Eugene, Oregon

---

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---

**From :** Ryan Wolgamott  
<wolgamott\_r@4j.lane.edu>

Tue, May 05, 2020 04:13 PM

**Sender :** board <board-bounces@4j.lane.edu  
>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

As a School Resource Officer in the 4J School District, I want to express my support for Cydney Vandercar as the interim Superintendent. I believe she is an excellent choice to lead the district in this challenging time and to continue to move the district in a positive direction.

Ryan Wolgamott - Officer  
School Resource Team  
Eugene Police Department

Sent from my iPhone

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To unsubscribe from this list, send e-mail to board-unsubscribe@4j.lane.edu

---

**From :** Katherine Morris  
<kthuish@mac.com>

Tue, May 05, 2020 04:11 PM

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public

70

## Comment

**To :** board@4j.lane.edu

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passwords or confidential information.<hr  
style="height:1px; border:0px;  
background:red;">

I fully support Cydney Vandercar as the  
interim Superintendent.

Katie Morris

Sent from my iPhone

---

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---

**From :** Patence Melcher  
<patencem12@gmail.  
com>

Tue, May 05, 2020 04:05 PM

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public

71

## Comment

**To :** board@4j.lane.edu

<strong style="color:red;">STOP. THINK.  
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passwords or confidential information.<hr  
style="height:1px; border:0px;  
background:red;">

I support Cydney Vandercar as the interim  
Superintendent.

Please consider her as an interim candidate.

Sent from my iPhone

---

---

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---

**From :** Angela Meyer  
<angim99@yahoo.co  
m>

Tue, May 05, 2020 03:57 PM

**Sender :** board <board-  
bounces@4j.lane.edu  
>

72

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

**STOP. THINK.  
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passwords or confidential information.<hr  
style="height:1px; border:0px;  
background:red;">

4J Board,

I support Cydney Vandercar as interim  
Superintendent.

All the best,  
Angi Meyer

---

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---

**Zimbra****f**

---

**[board] Public Comment - Cydney Vandercar**

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**From :** Melinda Kletzok                      Tue, May 05, 2020 04:52 PM  
<maksak899@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment - Cydney  
Vandercar

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

I live outside the city but work in Eugene. If it is ok for me to comment even though I'm not a resident, here it is: I was happy to hear Cydney Vandercar was a finalist for interim superintendent. She would serve Eugene 4J well, she's local and has a depth of knowledge about the district.

Melinda Kletzok

74

541.968.0497

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## Zimbra

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### [board] School Board

---

**From :** Niloo Marashi  
<niloomarashi@yahoo.com>

Tue, May 05, 2020 04:12 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] School Board

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.**This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.<hr style="height:1px; border:0px; background:red;">

I am emailing to support Cydney Vandercar for interim Superintendent. Niloo

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# Zimbra

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## Re: [board] Support for Cydney Vandercar

---

**From :** Courtney Leonard      Wed, May 06, 2020 06:48 AM  
<leonard@4j.lane.edu  
u>

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** Re: [board] Support  
for Cydney Vandercar

**To :** Board@4j.lane.edu

Greetings!

I'm writing to lend support to the choice of Cydney Vandercar as 4j's interim superintendent.

I first worked with Cydney in my capacity as head teacher at Eugene IHS in the early 2000's when she was at South Eugene. There, she distinguished herself as the hardest working member of the administrative team, leading with kindness, humor, and clarity. From there, she became a mentor and friend as my own administrative career developed. I later went to North Eugene as a small schools principal and sought her out for many, many conversations on every topic from staffing to budget to personnel concerns.

To watch her rise from classroom teacher to superintendent is to see that a trajectory of honest interactions, thoughtful decision-making, and a heart for students and our community is valued and supported by our district. In uncertain times, I implicitly trust Cyd's calm, measured, and consistent approach. I know she will listen, gather around her the best team she can, and work to put our district on a road to recovery. And, as a female leader, I will watch with pride as Cyd assumes the interim role, providing a beacon for other aspiring women administrators.

Thank you for your service and consideration during these very trying times... and working to make the best possible decision you can under current circumstances.

Sincerely yours,  
Courtney

Courtney Leonard  
Directrice| Principal  
École Charlemagne| Charlemagne French Immersion  
Elementary School  
leonard@4j.lane.edu| 541-790-7080

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---



# Zimbra

---

## [board] Public Comment

---

**From :** Margaret Albright      Tue, May 05, 2020 10:11 PM  
<magsalbright@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Greetings amazing board members,

I am an avid radio listener to the board meetings. Tonight I write you with my appreciation and encouragement to formally approve Cydney Vandercar as the interim Superintendent. Cydney hired me in this district nearly ten years ago. I have had the pleasure to work with 12 administrators and 6 interim administrators during my career. Cyd has set the bar as the best administrator I have worked with.

81

She is smart, kind, fair, quirky, fun, empathetic and driven. She will bend over backwards to do what is best for kids and families. She is not afraid to have difficult conversations and will put forth a thoughtful process to make everyone feel heard, even if a decision is not in their favor. She has guided and facilitated many difficult staff decisions that required major changes to the school. While doing this she creates clear boundaries and expectations for staff to be able to discuss their positions while moving the topic forward so all involved can feel heard and that there a fair process was followed. She takes the time to build relationships with her staff so that having these conversations is easier.

She makes sure all students needs are met and looks at policies through an equity lens. She was always reviewing school policies and procedures looking to remove barriers that they might pose for students and make changes when procedures and/or practices appeared inequitable.

She will go above and beyond to make sure students feel safe at school. I have watched Cyd work with families in crisis and they always come back stating their admiration for her time and support. Cyd has closely worked with many different groups of students from TAG, LGBTQ+, students of color, students in poverty, students suffering from emotional and behavioral struggles to make sure they feel heard and supported. Students would often tell me how much they always felt Mrs. Vandercar supported them. When I would be talking to students and an issue would come up that required administrative support, Mrs. Vandercar was always the administrator they felt comfortable sharing their stories with.

Cyd is a hard worker. During the day she would put all of her work on hold to help those in her building being parents, staff or students. She would then work until the wee hours of the morning finishing what didn't get done that day. I remember as a staff we would place bets to see at what hour we would get our weekly emails from Cyd.

Cyd is a team player who will back all sorts of wacky school activities. As a younger employee I had many insane and big ideas supported by Cyd. She would put on a happy face and pretend to enjoy every minute, when I knew she secretly was not impressed or literally terrified. She did this because she saw the impact of her participating made for the kids.

In closing, she is fantastic and would be such a great selection to help move our district forward.

Margaret Albright  
Middle School Counselor

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## Zimbra

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### [board] Cydney Vandercar

---

**From :** Natalie  
<natalie\_forsyth@yahoo.com> Tue, May 05, 2020 09:42 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Cydney Vandercar

**To :** board@4j.lane.edu

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Wanted to send a quick line in support of Cydney Vandercar as superintendent. We believe she has demonstrated she is the right person to take the role for our students and families.

Best,  
Natalie Baumgartner

84

(Parent of 2nd grader currently attending a school collaborating with the 4j district)

Sent from my iPhone

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# Zimbra

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## [board] Public comment - interim superintendent

---

**From :** Nathan Reynolds      Wed, May 06, 2020 07:07 AM  
<nater247@comcast.net>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public comment - interim superintendent

**To :** board@4j.lane.edu

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As a 4j parent, I would like to take this opportunity to express my support for Cydney Vandercar for Interim superintendent. Cydney has served the students and parents of 4j for years, with excellence! Her leadership is what is needed as the district searches for a new superintendent.

86

Respectfully submitted,

Nathan Reynolds

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## Zimbra

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### [board] Interim Supt.

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**From :** PATRICK D  
ALBRIGHT  
<pgmalbright@comcast.net>

Tue, May 05, 2020 10:22 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Interim Supt.

**To :** Board@4j.lane.edu

**Reply To :** PATRICK D  
ALBRIGHT  
<pgmalbright@comcast.net>

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Dear Chair Levis and 4j Board Members,

I was delighted to learn Cydney Vandercar was selected as the finalist to serve as the District 4j Interim Superintendent. She is an excellent choice to lead the district at this time.

88

I first met Mrs. Vandercar when I was serving 4j as a home tutor to a student at Cal Young Middle School. She was the principal there. I was immediately impressed with her professionalism and her warm receptive attitude. That is not always the case for home tutors seeking help and input from our student's schools.

I encountered her several years later when I found myself soliciting volunteers for the ESD's 2019 Middle School Brain Bowl that was being resurrected from near cancellation. We were in a rush to find capable moderators who could be flexible. With little hesitation, Mrs. Vandercar stepped forward to help fill our slate of moderators for the more than 200 middle school participants from Lane County.

After nearly 40 years in education as a teacher, mostly in the Springfield/Eugene area, I have worked with many administrators as a teacher, and later more than eight years as a director on the Lane Community College Board of Educations. Some were easier to work with than others. Cydney Vandercar stands among the best.

She has proven to be knowledgeable and articulate. But mostly I found her to be compassionate, sensitive and caring. Those are personal characteristics that are not learned. They are indelibly etched into the character of the person. In times of transition, and especially in times of disruption such as the District now faces, those traits are invaluable.

Cydney Vandercar will make an excellent Interim Superintendent.

Sincerely,

Pat Albright  
2712 Jackson  
Eugene, OR 97405

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## Zimbra

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### [board] Cydney Vandercar

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**From :** Sarah Stewart  
<sarah@kidsfirstcenter.net>

Tue, May 05, 2020 10:24 PM

 1 attachment

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Cydney Vandercar

**To :** board@4j.lane.edu

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I'm writing in support of Cydney Vandercar as Interim Superintendent. I can't think of anyone who is more prepared to step into this critically important role.

Sarah Stewart, MNM  
Executive Director  
Kids FIRST  
541-682-3938 ext 202

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# Zimbra

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## [board] Public Comment

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**From :** Sheri Kalke <s\_kalke@hotmail.com> Wed, May 06, 2020 07:20 AM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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I support Cydney Vandercar for Interim Superintendent. She is not only amazing at her job, she is also a wonderful human being. She cares deeply about people and invests effort into connecting with the families of 4J and the community.

Sincerely,

93

Sheri

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## Zimbra

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### [board] Superintendent Position

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**From :** TIMM Steven C                      Wed, May 06, 2020 07:45 AM

<STimm@eugene-or.gov>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board]  
Superintendent  
Position

**To :** board@4J.lane.edu  
<board@4j.lane.edu>

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I would like to express my support for Cydney Vandercar for the position of Superintendent. As a School Resource Ifficer it is important to us to have someone who gets school safety. Cydney has always been a pleasure to work with and to keep this short, she just "gets it".

Thanks

Officer Steve Timm  
Eugene Police  
School Resource Team

Get [Outlook for iOS](#)

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# Zimbra

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## [board] Public comment

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**From :** Allan Benavides                      Wed, May 06, 2020 12:15 PM  
<allan@emeraldsbas  
eball.com>

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public  
comment

**To :** board@4j.lane.edu

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style="height:1px; border:0px;  
background:red;">

Thank you for your time serving on our school  
board. I'd like to quickly send a note in  
support of Cyndey Vandercar for interim  
superintendent.

All the best,  
Allan Benavides  
General Manager

Eugene Emeralds  
Home to the Social Distancing Champion:  
Sasquatch  
Minor League Affiliate of the Chicago Cubs

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# Zimbra

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## [board] Public Comment

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**From :** andrea murphy                      Wed, May 06, 2020 10:54 AM  
<andrea.murphy@hotmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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> Good afternoon,

>

> I wanted to reach out to express my support  
> Cydney Vandercar as the interim  
> superintendent.

>

> Thank you,

> Andrea Murphy

99

Sent from my iPhone

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## Zimbra

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### [board] Cydney Vandercar is Great Choice for Interim Superintendent

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**From :** Ann Hettick <hettick@4j.lane.edu>  
Wed, May 06, 2020 10:55 AM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Cydney Vandercar is Great Choice for Interim Superintendent

**To :** board@4j.lane.edu

Dear 4j School Board,

Cydney Vandercar is the best candidate choice for Interim Superintendent. She will be excellent for the 4j School District!  
Please vote her in.

Sincerely,

--

Ann Hettick

101

# Sheldon High School Health 😊

## **My School Number for Now:**

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# Zimbra

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## [board] public comment

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**From :** powell@efn.org

Wed, May 06, 2020 10:21 AM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] public comment

**To :** board <board@4j.lane.edu>

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Eugene 4J Schools Board of Directors, I am writing to support your decision of Cydney Vandercar for interim Superintendent for Eugene 4J Schools. She has the prerequisite experience and skills to continue the work of our school district in this time of transition. During her work for our school district as a teacher, administrator, and district office leader she has shown an unwavering commitment to our students and staff, has worked with courage and integrity, and has taken on the heavy weight of difficult decision making. I applaud your decision in choosing a strong woman leader, in choosing someone

who leads with not only experience and strength, but with heart and compassion. I know that this decision was important and complicated and I commend your wisdom and courage. Thank you. BJ Blake ps- I do not need, want or expect that this will be read at the board meeting.

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## Zimbra

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### [board] Public Comment on Interim Superintendent Finalist Selection

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**From :** Cheyenne Carpenter Wed, May 06, 2020 01:26 PM  
<carpenter\_c@4j.lane.edu>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment on Interim Superintendent Finalist Selection

**To :** board@4j.lane.edu

I'm sure Ms. Vandercar is very well qualified and would make an excellent superintendent somewhere, but I'm concerned that most, if not all, of her experience is with 4J. This district should be striving for innovation and excellence (areas this district needs improvement in) and I don't see what new ideas someone who had been here for 30 years could bring. I've been told universities usually hire professors who obtained at least part of their education elsewhere, so they can bring new knowledge to these universities. Shouldn't we be doing the same with our superintendents? That's the strategy I've seen much more successful districts go with. I wish Ms. Vandercar the best, but I think she was the wrong choice.

105

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## Zimbra

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### [board] Public Comment

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**From :** Crista Harter <harter\_cr@4j.lane.edu>  
Wed, May 06, 2020 04:40 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

Dear Eugene 4J School Board,

We are Crista Harter (Adams) representing EEA and Jason Harter (Fox Hollow) representing OSEA and we would like to share our appreciation for your decision in selecting Cydney Vandercar for Interim Superintendent. We have watched Cydney work in many different capacities over the years and know she has the strength and professionalism to lead us through these uncertain times. Because of her long history with the district, her transition into new this

role will provide vital leadership with a historical knowledge of this school district and community.

Thank you for choosing Cydney for Interim Superintendent.

Respectfully,

Crista and Jason Harter

Crista Lawson Harter  
5th grade teacher  
Adams Elementary  
Eugene School District 4j  
541-790-5040

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## Zimbra

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### [board] Public Comment on Interim Superintendent Finalist Selection

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**From :** Daniel Gallo <gallo\_d@4j.lane.edu>  
Wed, May 06, 2020 02:40 PM  
1 attachment

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment on Interim Superintendent Finalist Selection

**To :** board@4j.lane.edu

Hello 4J School Board,

I want to take a moment to celebrate your selection of Cydney Vandercar as our interim superintendent. I have known Cyd for twenty-one years in numerous contexts. I was a teacher at South Eugene High School when she was an assistant principal and always valued her warmth and candor. I also had her son Taylor in my 10th grade class and have had lovely parent-teacher interactions with her. I have delighted in my relationship with her amazing mother at SEHS and witnessed the magic of their relationship. Additionally, I have watched Cyd wear

numerous hats throughout the district with a characteristic grace, amazing competence, humor, and heart.

Over the last few months, as I talked with colleagues about superintendent possibilities, some expressed frustration with the idea of national searches. There has been soul searching about how and why we came to the conclusion that our best leaders are not members of the community. Of all of the positions in which deep knowledge of the community is critical, it would seem that the position of superintendent would be most important. Cyd is of, from, and for this community. She is invested in this community in every way. Three generations of her family work in 4J. She lives here and raises her family here. This place is not a stepping off point for her. It is her home.

Whether she serves as superintendent for a single year or has her tenure extended, you have made two excellent choices: 1) You chose a great person. 2) You chose a great idea: Our leader should walk and live amongst us and not see this place as a transition point.

All of the colleagues who I have talked with about your decision celebrate it. That celebration is because people have a deep knowledge of who Cyd is. They have had three decades to get to know her. They have seen her challenged, watched her respond, relied on her support, and grown to trust her. That is a deep knowing and trust that can never be created in interviews with candidates outside of our district. It is my hope that you ponder this truth in the future. It matters. If our community is about relational belonging and trust, a superintendent is not a replaceable cog in a machine but a heart who connects others to one another and brings out the best in people.

Thank you for your choice. I look forward to working with Cyd in my capacities as a TOSA in the instruction department by serving our community under her leadership.

May this find you all well.

With gratitude and hope,  
Daniel Gallo

--

"Never forget that justice is what love looks like in public."  
- Cornel West

Daniel Gallo (he/him)

**4J Health TOSA** - Health Curriculum Adoption Facilitator

**4J Sources of Strength Provisional Trainer** - South Region



**Eugene International High School**

IHS 9th Grade Global Health

IHS 10th Grade Values & Beliefs

IHS SEHS 541.790.8030

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OF STRENGTH

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## Zimbra

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### [board] Public Comment on Interim Superintendent Finalist Selection

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**From :** Heather Acharya      Wed, May 06, 2020 03:12 PM  
<acharya\_h@4j.lane.edu>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public  
Comment on Interim  
Superintendent  
Finalist Selection

**To :** board@4j.lane.edu

I am writing to express my support of Cydney Vandercar as the Interim Superintendent. I know that she will be a great fit for this position and I thank you for choosing an all around wonderful human being.

I worked with Cydney while she was the Principal at Spencer Butte Middle School. Below I have listed some qualities that Cydney has that make her such an amazing leader:

\* Genuine Kindness, she never talks down to people or behind their backs. In my experience she is always the bigger person in situations.

\* Student Centered, Cydney was always seeking new and exciting ways to engage our students and help them achieve their goals. Whether it was dressing up as a reward for students, hosting midnight madness, school parades, or going on a 12 hour field trip on a week night, Cydney was there and involved.

\* Firm and Fair, Cydney may be kind but she is not a pushover. She earns the respect of others by modeling behavior.

\* Her decisions are well informed and not made on snap judgments or emotions.

\* Understanding, Cydney was a teacher for several years before becoming an administrator so she had the ability to view situations and ideas through another perspective and connect with teachers.

\* Fun, Cydney can make any situation/task enjoyable.

\* Great Listener, Cydney truly listens to what is being said.

There are so many more things and stories I could write about Cydney and I look forward to having her as our Interim Superintendent.

Thank you for taking the time to read this,  
Heather Acharya

--

Heather Acharya  
Spencer Butte Middle School  
541-790-8300

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# Zimbra

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## [board] Interim Superintendent

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**From :** Jane Kinports <jf.kinports@gmail.com>  
Wed, May 06, 2020 01:18 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Interim Superintendent

**To :** board@4j.lane.edu

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Hello,

Thank you for all the work you do and have been doing.

I would like to have seen Charis McGaughy as the interim Superintendent finalist. I don't know if she applied at all or was under consideration, but I feel she would have been an excellent choice with all the qualities needed to do the job and do it very well.

I think this is a great opportunity for the Board to choose for this position, leadership with integrity, which I feel Charis has. I have only known her to be open, available, passionate and above reproach. I think those qualities will, during this next year, guide all staff and represent 4J very well.

Thanks again for all you do.

Jane K.

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# Zimbra

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## [board] thanks to Cydney Vandercar

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**From :** Joy Marshall  
<JMarshall@stand.org> Wed, May 06, 2020 02:14 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] thanks to  
Cydney Vandercar

**To :** School Board  
(board@4j.lane.edu)  
<board@4j.lane.edu>

**Cc :** milagras@yahoo.com,  
Samantha Brauner  
(sambrauner@yahoo.com)  
<sambrauner@yahoo.com>

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

First, thank you for trying to stay focused on what's important – our kids' well-being and success.

We want to express our thanks to Cydney Vandercar for stepping up at this tough time.

I have heard from a number of our parents that they know Ms. Vandercar and have had very positive experiences with her.

I hope that our current families, staff, and board all pull together in this crisis and put kids first.

We must help more kids be successful with distance learning, feel supported and cared for, and ready to come back in the fall.

I was glad to see that Ms. Vandercar is already involved with the bond construction projects. This is a massive effort, and we are concerned that it continues on schedule, to lessen the upheaval as well as the cost. I'm also glad that she has been on the equity committee, because we need someone who uses an equity lens. We can look and see who is not graduating from high school – English Language Learners, kids on IEPs, and others; that is who we need to keep in mind.

Thank you all for tackling the challenge of keeping the District running.

Our best to all of you,

**Joy Marshall (she/her/hers)** | Lane County Director | **Stand for Children Oregon** | [www.stand.org/oregon](http://www.stand.org/oregon) | 541-912-2921 | [jmarshall@stand.org](mailto:jmarshall@stand.org)

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## Zimbra

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### [board] Interim Superintendent

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**From :** Katie Stiles                      Wed, May 06, 2020 02:03 PM  
<stiles\_k@4j.lane.edu  
u>

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Interim  
Superintendent

**To :** board@4j.lane.edu

I cannot be more please with the decision to appoint  
Cydney Vandercar as our interim superintendent.  
I hope the board quickly approves this position.  
I look forward to Cydney being our leader next school year,  
as I am sure it will bring about many challenges and she  
will be just the leader we need to get us through it!  
Wishing you well,  
Katie Stiles

--

Katie Stiles  
Staff Development Specialist  
Eugene School District 4J w:  
541-790-7541  
stiles\_k@4j.lane.edu

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# Zimbra

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## [board] Public Comment

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**From :** Megan Connor Wed, May 06, 2020 12:54 PM  
<meganmconnor@hotmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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To Whom it may concern,  
I support Cydney Vandercar as the interim Superintendent.  
Regards,  
Megan Connor

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# Zimbra

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## [board] Public Comment

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**From :** Moira Querns                      Wed, May 06, 2020 10:32 AM

<mquerns@cascadec  
hemistry.com>

**Sender :** board <board-  
bounces@4j.lane.edu  
>

**Subject :** [board] Public  
Comment

**To :** board@4j.lane.edu

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In my years as a volunteer in both the office and kitchen of an elementary school, I have been impressed with Cydney Vandercar's patience and professionalism. Additionally, I'm thrilled the committee nominated a woman to this leadership role.

Everyone involved with the school district know next year will bring unprecedented challenges. I believe Ms. Vandercar has the in depth knowledge of the district to meet these challenges in a way few others do.

Moira Querns  
Director of Finance  
Cascade Chemistry/Organic Consultants

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# Zimbra

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## [board] Public comment

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**From :** Robin Patterson  
<robinlynnpatterson@gmail.com>

Wed, May 06, 2020 02:56 PM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Forwarded letter:

Good afternoon,  
I have been debating writing this email for quite some time because, quite honestly, I am fearful of retaliation. I potentially, have some career opportunities to lose, therefore, I am having a community member forward you to this comment. I am writing as a 4J educator and parent.

I am deeply disturbed by the board's choice for interim superintendent. I understand that she is well liked by her inner circle and I also understand that MANY employees feel she has been retaliatory and has prohibited them from advancing in their career. The most recent retaliation has been in regards to her husband's sexual harassment.

Eugene 4J School District's response to the sexual harassment claims, pertaining to Brian Vandercar, which were widespread and disgusting, were insufficient. Cydney's promotion to assistant superintendent was announced during the investigation of her husband. While I do not believe in holding a woman responsible for her husband's actions, there are many reports of her directly contacting the accusers of her husband, not to mention Brian often had (and shared/advertised) information that should have been confidential, that could have only come from his wife. The board also needs to take into account the perception of appointing someone with this history to the highest position in the district.

The claims against Brian were made, not only to the building principal (who is one of Cydney's best friends), but to others in the district who all did nothing. It is reported that one employee was even told to "be careful what you say" because of who his wife is. She has been known to be retaliatory, which is why no one will go on record to talk about this. When this happened, the register guard had a lot of information, but no one was willing to speak up. People are fearful that she has access to the report from the investigation where they are all named.

Your appointment of Cydney shows a COMPLETE lack of respect for those people who were harassed (which

include elementary aged students, on of whom he referred to as "boobs") or retaliated against AND is an indicator that this board does not take sexual harassment seriously.

Sexual harassment is a systemic issue that can not be resolved with one person resigning. The institution must be held accountable, too. This is a public institution that is responsible for educating our children. How they treat their teachers and classified employees is disgraceful at times. This needs to stop here. The good ol' boys club (or women's club in this case) needs to be done with. She is a dangerous, unethical choice and you need to reconsider. As I understand, there were quite a few qualified applicants, so let's go with one of them.

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# Zimbra

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## [board] Public Comment

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**From :** Sheri Kalke <s\_kalke@hotmail.com> Wed, May 06, 2020 07:20 AM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

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I support Cydney Vandercar for Interim Superintendent. She is not only amazing at her job, she is also a wonderful human being. She cares deeply about people and invests effort into connecting with the families of 4J and the community.

Sincerely,

130

Sheri

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## Zimbra

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### [board] Cyd Vandercar

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**From :** Tammy Young <entyoung@gmail.com> Wed, May 06, 2020 09:34 AM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Cyd Vandercar

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

Good morning Board Members,

I wanted to reach out and tell you how happy I was to see Cyd named as the interim superintendent. She is a person of calm, clear thinking, great humor and has an ability to work with individuals with different perspectives.

She is a clear winner. I have always been happy that she was part of 4J's leadership.

I found this out last night on the eve of my birthday and felt like it was a little gift. In today's world, I will take every positive and celebrate it to the max.

Thank you,

Tammy Young

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Sent from my mind 🙄

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# Zimbra

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## [board] Public Comment

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**From :** Thomas Henry <tphenryjr@gmail.com> Wed, May 06, 2020 10:52 AM

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

I want to thank the 4J School Board for undertaking careful consideration of multiple quality candidates for the position of Interim Superintendent. Given the tremendous changes being prompted by the COVID-19 pandemic, selecting an internal candidate with institutional knowledge makes perfect sense. I am also excited about your selection, believing that Cydney Vandercar will prove to be an excellent choice. Her extensive knowledge of the district and positive staff relationships will promote a sense of stability during these tumultuous times.

I had the privilege of supervising Cydney in her role as a building administrator until I retired in 2009 as the Deputy Superintendent. I would characterize her leadership style to be forward thinking, collaborative, efficient, strategic and optimistic. Her "can do" attitude, combined with refined skills to creatively address problems, will provide a positive and focused vision for what lies ahead in 2020/21.

I appreciate the opportunity to provide my perspectives regarding this important decision. Although I am no longer a Eugene resident, I have grand children in the 4J school system and maintain a lifetime commitment to the success of your wonderful district. I wish the 4-J Board and Cydney the very best in the upcoming school year.

Tom Henry

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# Zimbra

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## [board] Public Comment

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**From :** Troy Givens                      Wed, May 06, 2020 08:02 AM  
<troy.r.givens@gmail.com>

**Sender :** board <board-bounces@4j.lane.edu>

**Subject :** [board] Public Comment

**To :** board@4j.lane.edu

**STOP. THINK. VERIFY.** This message is not from a 4J address. Stop, think, and verify the source before you click links, open attachments, or respond. Never share passwords or confidential information.

4J Board,

I am writing to show my support for Cydney Vandercar as the interim Superintendent.

Respectfully,

TROY R. GIVENS  
Captain,USA Retired

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## ITEM FOR INFORMATION

### **Date of Meeting**

May 6, 2020

### **Title**

Receive an Update on District Response to COVID-19 and Distance Learning

### **Presenter**

Gustavo Balderas, Superintendent

### **Background**

All Oregon school buildings are closed for students and staff due to the coronavirus COVID-19 pandemic. The Eugene School District 4J central office and all schools are closed to the public. Staff are mostly working remotely and students will continue learning from home.

Oregon Governor Kate Brown's Executive Order 20-08 ordered the closure of school buildings through April 28. On April 8, the governor extended the closure for the rest of the 2019–20 school year.

### Free Meals for Children and Youth

Eugene School District 4J is providing free grab-and-go meals while school buildings are closed, available for all students and youth 18 and younger.

Meals are available for pickup on weekdays from 11 a.m. to 12 p.m., at numerous sites across the district. Families can choose the location that is most convenient for them, regardless of where they live or attend school.

### Childcare for Essential Workers

Together, Eugene School District 4J, other local area school districts, the City of Eugene, and the Eugene Family YMCA are offering programs at nine schools throughout Lane County to provide childcare for first responders, medical professionals and other essential workers. Childcare is available for infants through 12 years old.

### Distance Learning for All (starting April 13)

In new guidance issued March 30, the Oregon Department of Education noted that it foresees a potential that our students may not return to classrooms this year, and pivoted from advising Oregon public schools to provide short-term supplemental learning and review, to directing that schools provide more substantive, graded, credit-bearing distance education for all students. This is a major transition. While it was challenging to implement substantive distance learning on a short timeline and as equitably as possible, our district implemented a plan. Starting the week of April 13, 4J schools began the transition to comprehensive distance learning, with elementary school students shifting from review to learning new content, and

middle and high school students beginning new spring term courses. Distance learning does not mean only online education, and will include a blend of teaching modes, including online instruction and offline methods such as paper assignments and phone calls. It does not look like a regular in-school day. We are working to meet the varying needs of all learners across all grades as best we can.



**ITEM FOR INFORMATION**

**Date of Meeting**

May 6, 2020

**Title**

FY20 3<sup>rd</sup> Quarter Financial Report

**Presenter**

Andrea Belz, Director of Financial Services and Cydney Vandercar, Assistant Superintendent for Administrative Services

**Description**

Provide 3<sup>rd</sup> Quarter update on fiscal year 2020 General Fund and Nutrition Services balances as of March 31, 2020.

**EUGENE SCHOOL DISTRICT NO. 4J, EUGENE, OREGON**  
**APPROPRIATION LIMITATION as of March 31, 2020**



Fiscal Year 2020

	<u>BOARD APPROVED BUDGET</u>	<u>EXPENDITURES TO DATE</u>	<u>REMAINING AUTHORITY</u>
<b>General Fund</b>			
1000 Instruction	122,033,710	78,302,910	43,730,800
2000 Support Services	74,440,262	50,254,455	24,185,807
3000 Enterprise & Community Services	961,201	533,728	427,473
4000 Facilities Acquisition & Construction	1,000	-	1,000
5000 Debt Service/Transfers	1,025,300	4,250,000	(3,224,700)
6000 Contingency/Reserves	22,765,329	-	22,765,329
7000 UEFB	7,131,262	-	7,131,262
<b>GENERAL FUND</b>	<b>228,358,064</b>	<b>133,341,093</b>	<b>95,016,971</b>
<b>Federal, State &amp; Local Programs Fund</b>			
1000 Instruction	8,639,887	6,054,434	2,585,453
2000 Support Services	19,100,726	4,323,901	14,776,825
3000 Enterprise & Community Services	679,660	489,379	190,281
4000 Facilities Acquisition & Construction	45,000	-	45,000
<b>FEDERAL, STATE &amp; LOCAL PROGRAMS FUND</b>	<b>28,465,273</b>	<b>10,867,714</b>	<b>17,597,559</b>
<b>School Resources Fund</b>			
1000 Instruction	8,693,000	1,434,439	7,258,561
2000 Support Services	3,055,000	844,540	2,210,460
3000 Enterprise & Community Services	1,000	-	1,000
4000 Facilities Acquisition & Construction	1,000	-	1,000
5000 Debt Service/Transfers	1,000	-	1,000
6000 Contingency/Reserves	1,278,000	-	1,278,000
7000 UEFB	1,000,000	-	1,000,000
<b>SCHOOL RESOURCE FUND</b>	<b>14,029,000</b>	<b>2,278,979</b>	<b>11,750,021</b>
<b>Debt Service Fund</b>			
5000 Debt Service/Transfers	40,910,538	9,480,203	31,430,335
7000 UEFB	1,555,035	-	1,555,035
<b>DEBT SERVICE FUND</b>	<b>42,465,573</b>	<b>9,480,203</b>	<b>32,985,370</b>
<b>Capital Projects Fund</b>			
1000 Instruction	3,130,000	1,532	3,128,468
2000 Support Services	14,348,483	2,648,396	11,700,087
3000 Enterprise & Community Services	1,000	145,962	(144,962)
4000 Facilities Acquisition & Construction	98,754,663	10,281,275	88,473,388
5000 Debt Service/Transfers	223,570	222,549	1,021
6000 Contingency/Reserves	94,123,278	-	94,123,278
<b>CAPITAL PROJECTS FUND</b>	<b>210,580,994</b>	<b>13,299,714</b>	<b>197,281,280</b>
<b>Nutrition Services Fund</b>			
3000 Enterprise & Community Services	6,631,021	4,987,845	1,643,176
<b>NUTRITION SERVICES FUND</b>	<b>6,631,021</b>	<b>4,987,845</b>	<b>1,643,176</b>
<b>Insurance Reserve Fund</b>			
1000 Instruction	1,000	-	1,000
2000 Support Services	36,773,581	24,914,770	11,858,811
3000 Enterprise & Community Services	1,000	-	1,000
5000 Debt Service/Transfers	774,000	764,583	9,417
6000 Contingency/Reserves	500,000	-	500,000
7000 UEFB	6,087,907	-	6,087,907
<b>INSURANCE RESERVE FUND</b>	<b>44,137,488</b>	<b>25,679,353</b>	<b>18,458,135</b>
<b>Postemployment Benefits Fund</b>			
2000 Support Services	1,893,000	928,563	964,437
7000 UEFB	2,407,000	-	2,407,000
<b>POSTEMPLOYMENT BENEFITS FUND</b>	<b>4,300,000</b>	<b>928,563</b>	<b>3,371,437</b>
<b>Private Purpose Trust Fund</b>			
1000 Instruction	249,470	36,091	213,379
<b>PRIVATE PURPOSE TRUST FUND</b>	<b>249,470</b>	<b>36,091</b>	<b>213,379</b>
<b>Grand Total</b>	<b>1,415,792,168,883</b>	<b>200,899,555</b>	<b>378,317,328</b>

**EUGENE SCHOOL DISTRICT NO. 4J, EUGENE, OREGON**  
**GENERAL FUND BUDGET, FORECAST and EXPENDITURES as of March 31, 2020**



Fiscal Year 2020

	ADOPTED BUDGET	CURRENT BUDGET <sup>1</sup>	YTD ACTUALS	JAN 2020 FORECAST <sup>2</sup>	YTD to Current Budget +%/(-%)
<b>REVENUES</b>					
State School Funding (formula)					
Current Property Tax	\$ 71,249,000	\$ 72,184,000	\$ 70,012,300	\$ 72,108,000	97%
Prior Year Property Taxes	1,436,000	1,436,000	810,151	1,503,000	56%
State School Fund (SSF)	94,180,109	95,191,311	79,991,865	95,191,000	84%
High Cost Disability	1,100,000	1,100,000	-	1,100,000	0%
Other SSF (Common & County)	1,868,329	1,868,329	897,997	1,868,000	48%
Local Option Taxes (current & prior)	17,324,000	17,324,000	17,752,010	18,422,000	102%
State Funding (ESD flow-through funds)	2,585,457	2,585,457	1,649,156	2,585,457	64%
Other	4,491,967	4,491,967	2,973,158	4,521,967	66%
Total Revenues	<u>194,234,862</u>	<u>196,181,064</u>	<u>174,086,637</u>	<u>197,299,424</u>	<u>89%</u>
Interfund Transfers-in	744,000	744,000	757,005	744,000	102%
Beginning Fund Balance	31,433,000	31,433,000	36,564,019	36,564,000	
<b>TOTAL RESOURCES</b>	<b><u>226,411,862</u></b>	<b><u>228,358,064</u></b>	<b><u>211,407,661</u></b>	<b><u>234,607,424</u></b>	
<b>EXPENDITURES</b>					
Salaries	99,333,258	101,601,550	67,730,745	101,589,000	67%
Employee Benefits	69,065,038	70,656,084	44,518,915	70,768,000	63%
Purchased Services <sup>3</sup>	19,635,385	17,717,546	12,098,023	17,606,000	68%
Supplies and Materials	6,299,067	6,303,770	3,732,678	6,304,000	59%
Capital Outlay	77,108	77,108	20,302	77,000	26%
Other accounts	1,081,115	1,081,115	990,430	1,081,000	92%
Total Expenses	<u>195,490,971</u>	<u>197,437,173</u>	<u>129,091,093</u>	<u>197,425,000</u>	<u>65%</u>
Interfund Transfers-out	1,024,300	1,024,300	4,250,000	5,774,000	415%
Contingency					
**Spendable	1,329,338	284,062 <sup>4</sup>	-	1,341,990	
**Held per Board policy	2,580,481	2,606,171	-	2,606,010	
Unappropriated Ending Fund Balance	7,131,262	7,131,262	-	7,258,961	
Subtotal	<u>11,041,081</u>	<u>10,021,495</u>	<u>-</u>	<u>11,206,961</u>	
PERS Reserve	9,000,000	9,000,000	-	9,000,000	
<b>TOTAL REQUIREMENTS</b>	<b><u>\$ 207,556,352</u></b>	<b><u>\$ 208,482,968</u></b>	<b><u>\$ 133,341,093</u></b>	<b><u>\$ 240,932,961</u></b>	

Notes:

<sup>1</sup>Current Budget includes the Adopted Budget, Supplemental Budgets (SB) and Resolutions approved by the Board to date.

<sup>2</sup>The January Forecast for 2019-20 as reported to the Budget Committee on January 27, 2020

<sup>3</sup>Purchased services includes Charter School payments.

<sup>4</sup>Contingency funds not yet committed for FY 2020.



# Nutrition Services 3<sup>rd</sup> Quarter Status Report

The Nutrition Services program at Eugene School District 4J serves meals at 32 district elementary, middle, and high schools and other educational programs. Outlined below is the second quarter profit and loss summary, average daily participation rates, and supporting financial information as of March 31, 2020.

## AVERAGE DAILY PARTICIPATION RATES

		<u>CEP</u>	<u>Non-CEP</u>
<b>Breakfast</b>	Elementary	53%	28%
	Middle	30%	11%
	High	31%	8%
	<b>All Breakfasts</b>	<b>22%</b>	
<b>Lunch</b>	Elementary	73%	39%
	Middle	61%	35%
	High	47%	15%
	<b>All Lunches</b>	<b>37%</b>	



## NEGATIVE BALANCES

All students may participate in school meals regardless of ability to pay. As of March 2,252 students with active meal accounts and who are not eligible for free or reduced price meals owe \$122,993 for student meals. Students carry a balance from enrollment through graduation unless the household becomes eligible for free- or reduced-price meals; these balances are forgiven each year.

## FREE AND REDUCED MEAL RATES (non CEP programs) & NEGATIVE MEAL ACCOUNTS

	<u>Q3</u>	<u>Negative Balances</u>
• Elementary	36%	945 (\$39,382)
• Middle	37%	520 (\$30,891)
• High	30%	787 (\$52,719)

*CEP Schools:* ATA, Chavez, ECCO, Eugene Online Academy, Fox Hollow, Holt, Howard, Kelly, McCornack & River Road

## COVID-19 EMERGENCY CLOSURE

Schools were closed beginning March 16, 2020, however, school meals were required to continue. The Quarter 3 Report includes the first two weeks of the shutdown period, which resulted in feeding under half of the typical meals per day. Staffing costs remained constant as the program pivoted to a “grab-n-go” style with constraints on packaging and menu selection. March efforts included reclaiming perishable food from all 34 serving sites to repurpose into the new meal distribution process either as a meal or as a food box for families. While food boxes are not reimbursable, food goes to families in need and reduces food waste.

<b>2019-20 Nutrition Services Profit &amp; Loss</b>		<b>Budget</b>	<b>1st Quarter</b>	<b>2nd Quarter</b>	<b>3rd Quarter</b>	<b>YTD</b>
<b>REVENUES</b>	Federal Funding	\$4,439,721	\$436,799	\$1,122,596	\$1,090,664	\$2,650,059
	Student Food Payments	1,325,000	91,256	377,403	196,273	664,932
	Grants & Matching Funds	866,300	23,098	366,009	470,686	859,793
		<u>\$6,631,021</u>	<u>\$551,153</u>	<u>\$1,866,008</u>	<u>\$1,757,623</u>	<u>\$4,174,784</u>
<b>EXPENDITURES</b>	Salaries & Benefits	\$3,811,521	\$634,107	\$1,176,254	\$1,156,290	\$2,966,651
	Services/Supplies	130,500	54,579	130,253	60,591	245,423
	Food/Smallwares	2,689,000	285,194	658,098	844,328	1,787,620
		<u>\$6,631,021</u>	<u>\$973,880</u>	<u>\$1,964,605</u>	<u>\$2,061,209</u>	<u>\$4,999,694</u>
<b>Revenues over/(under) Expenditures</b>		<b>\$0</b>	<b>(\$422,727)</b>	<b>(\$98,597)</b>	<b>(\$303,586)</b>	<b>(\$824,910)</b>



## ITEM FOR ACTION

### **Date of Meeting**

May 6, 2020

### **Title**

Approve Selection of Interim Superintendent

### **Presenters**

Anne Marie Levis, Board Chair  
Mary Walston, Vice Chair

### **Background**

Board policy CBB requires that the board adopt the standards (e.g. candidate qualities and work experience) and criteria (the application, screening and hiring process) to be used in hiring a superintendent or interim superintendent, at an open meeting of the board in which the public has had the opportunity to comment.

In the March 18 board meeting, board leadership presented a recommendation that the board engage in a hiring process entertaining only internal candidates, to select an interim superintendent for the 2020–21 school year. Also presented were a draft process and standards.

In the April 1 board meeting, the board declared the superintendent position vacancy, approved the selection of consultants to support the hiring process, received information from the consultants, and discussed the recommended process and timeline. Community input has been solicited on the desired characteristics and qualifications for the interim superintendent standards.

In the April 7 board meeting, the board approved hiring procedures and the characteristics and qualification standards to be used in selecting the interim superintendent.

In Executive Session on May 2, the board interviewed candidates for the position of Interim Superintendent.

At the May 6 board meeting, the board will approve the selection of Interim Superintendent for Eugene School District 4J.