

NOTICE: The 7:00 p.m. Regular Board Meeting will be open to the public via live broadcast on KRVM 1280-AM and 98.7 FM, the internet at www.4j.lane.edu/stream, and via Zoom Webinar at <https://4J-lane-edu.zoom.us/j/92933253616>

School Board Meeting Request Forms:

Sign up to provide public comment: www.4j.lane.edu/board/publiccomment

The board will hear public testimony via Zoom from community members who sign up in advance. Up to 10 people will be scheduled to provide public comment at each regular meeting. Priority will be given to residents who have not recently provided public comment in a board meeting.

Requests to provide public comment must be submitted no later than 5 p.m. on the Monday before the meeting.

7:00 PM

5:30 p.m. Executive Session (non public) and 7:00 p.m. Regular Meeting

- I. **5:30–6:45 p.m. Executive Session:** The board will convene in executive session to consider records that are exempt by law from public inspection pursuant to ORS 192.660 (2)(f)
 Executive Sessions are not open to the public. All matters discussed during executive sessions are confidential and shall not be disclosed by any representative of the news media without authorization by the school board.
- II. **7:00 p.m. Regular Board Meeting:**
- III. Call to Order, Roll Call, Flag Salute, Land Acknowledgement
- IV. Agenda Review
- V. Introduction of Guests and Superintendent's Report
- VI. Comments by Board Chair
- VII. Items Raised by the Audience
- VIII. Comments by Employee Groups
- IX. Comments and Committee Reports by Individual Board Members
- X. Consent Group - Items for Action
 - 1. Approve Looking Glass Classroom Merger and Name Change 3
 Presenters: Kat Lange, Director of Student Services and KC Clark,
 Student Services Administrator
 - 2. Approve a Resolution Correcting the Amount Recorded Under Imposing the Tax Section 5
 Presenter: Andy Dey, Superintendent
 - 3. Approve Meeting Minutes for the following Board Meetings: June 28, 2022 Executive Session and August 3, 2022 Executive Session and Regular Board Meeting 8
 Presenter: Andy Dey, Superintendent
 - 4. Approve Memorandum of Agreement with OSEA Concerning Compensation of Senior Groundskeepers. 17
 Presenter: Karen Hardin, Director of Human Resources
 - 5. Approve Memorandum of Agreement with OSEA Concerning Compensation of Seasonal Building and Grounds Maintenance. 21
 Presenter: Karen Hardin, Director of Human Resources

6.	Approve Memorandum of Agreement with OSEA Concerning Compensation of Transportation Employees. Presenter: Karen Hardin, Director of Human Resources	24
7.	Approve the renewal of the Nike contract for athletic apparel Presenter: Andy Dey, Superintendent	28
XI.	Items for Information	
1.	Present Report to the Board Listing Credit Cards Issued Presenter: Andy Dey, Superintendent	29
2.	Receive an update on next steps for facilitation for board retreat and board equity work. Presenter: Andy Dey, Superintendent	30
XII.	Items for Action	
1.	Approve Resolution 2023–05 Concerning Protective Measures to Ensure Safe Public Meetings Presenter: Andy Dey, Superintendent	31
2.	Select the date of the Board Retreat. Presenter: Maya Rabasa, Board Chair	35
3.	Approve Resolution of Complaint(s) (10 minutes) Presenter: Maya Rabasa, Board Chair	36
XIII.	Items for Action at a Future Meeting	
1.	Consider revisions to board policies JHCA/JHCB – Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening Presenter: Andy Dey, Superintendent	37
2.	Consider the process for selecting student board representatives and for including student voice at board meetings. Presenter: Maya Rabasa, Board Chair	45
XIV.	Suggestions by the Board for Consideration of Items at a Future Meeting	
1.	<u>2022–23 Board Meeting Calendar:</u> AUGUST 2022: Wednesday, August 3 and Wednesday, August 17 SEPTEMBER: Wednesday, September 7 and Wednesday, September 21 OCTOBER: Wednesday, October 12 and Wednesday, October 19 NOVEMBER: Wednesday, November 2 and Wednesday, November 16 DECEMBER: Wednesday, December 7 and Wednesday, December 14 JANUARY 2023: Wednesday, January 18 FEBRUARY: Wednesday, February 1 and Wednesday, February 15 MARCH: Wednesday, March 1 and Wednesday, March 15 APRIL: Wednesday, April 19 MAY: Wednesday, May 3 and Wednesday, May 17 JUNE: Wednesday, June 7 and Wednesday, June 21	
XV.	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.



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

August 17, 2022

Title

Approve Looking Glass Classroom Merger and Name Change

Presenter

Katherine Lange, Director of Student Services
KC Clark, Student Services Administrator

Background

School districts in Oregon are required to provide educational services to students residing in residential treatment facilities established within their boundaries. (OAR 581-015-2595, ORS 336.580). The district has an established history of successfully subcontracting with Looking Glass Community Services to provide educational services to students residing in, among others, the following residential treatment facilities:

- Stepping Stone
- Pathways – Boys
- Pathways – Girls
- Parole Revocation and Diversion

Currently, each treatment facilities' classroom has its own school ID number.

The Stepping Stone treatment facility classroom is fully state funded as a designated Long Term Care and Treatment (LTCT) facility. (OAR 581-015-2570 to 581-015-2574, ORS 343.961). The remaining treatment facilities are not designated as LTCT and are funded by other district sources.

Due primarily to the COVID-19 pandemic and staffing shortages, the number of youth in these treatment facilities has declined and Stepping Stone is currently not accepting referrals. As a result of the Stepping Stone treatment facility classroom not having any enrolled students since September 15, 2021, the district is unable to access the LTCT funding which is approximately \$202,000 for 2021-22. In addition, the LTCT classroom is eligible for between \$100,000 and \$130,000 ESSER funds that would be lost.

The district has been working with ODE and Looking Glass administrators to problem solve the potential loss of LTCT status and accompanying funds. The recommendation is to merge the individual treatment facility classrooms (i.e., Stepping Stone, Pathways Boys/ Girls and Parole Revocation and Diversion) as these treatment facilities all meet the LTCT criteria, under one common individual school ID number and to name the merged classroom "Looking Glass Academy."

Currently, each of these treatment facility classrooms have individual school ID numbers. Oregon law requires that the district's board approve mergers or splitting of classrooms and name changes following the same process as required for comprehensive schools.

Options and Alternatives

The district has an established history of successfully subcontracting with Looking Glass Community Services to provide youth a successful education program that is integrated into the treatment milieu. If the board does not approve the classroom merger under one school ID number and the name change, the district will face a loss of funding and services for these youth would be negatively impacted.

Budget/Resource Implications:

Should the board not approve the merger of the classrooms under one school ID number, the district will risk the permanent loss of future LTCT funding will be responsible for funding the programs without state support.

Board and Superintendent Goals

Merging the residential treatment facility classrooms under one school ID number and name therefore maintaining access to LTCT funding addresses prudent stewardship of district resources to best support student success, educational equity.

Recommendation

The superintendent recommends that the board approve the merger of the Stepping Stone, Pathways Boys/ Girls and Parole Revocation and Diversion classrooms under one school ID number and one name: "Looking Glass Academy".



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

August 17, 2023

Title

Approve a Resolution Correcting the Amount Recorded Under Imposing the Tax Section

Presenter

Andy Dey, Superintendent

Background

On June 22, 2022, the Board of Directors of the District adopted Resolution No. 2023-01 adopting the budget, making appropriations, imposing the tax and categorizing the tax. That resolution contained a typo in the imposing the tax section that read “(3) In the amount of \$26,397,673 for debt service on general obligation bonds”, but should have read “(3) In the amount of \$40,609,690 for debt service on general obligation bonds.”

The district published the ED-1 Legal Notice on May 22, 2022 in the Register Guard newspaper and submitted the ED-50 Notice of Property Tax and Certification of Intent to Impose a Tax on Property for Education Districts to the county tax assessor’s office on July 15, 2022. Both documents included the correct amount of \$40,609,690 to levy for bonded indebtedness.

Budget/Resource Implications:

The resolution presented would correct the debt service bond levy for fiscal year 2023 and authorize the county to levy the tax.

Recommendation

The superintendent recommends adoption of Resolution No. 2023-06 correcting the amount to levy for debt service general obligation bonds.



RESOLUTION No. 2023-06

ADOPTING THE BUDGET

BE IT RESOLVED that the Board of Directors of the Eugene School District No. 4J hereby adopts the budget for fiscal year 2022-2023 in the total amount of \$547,916,079. This budget is now on file at the District Finance Office, 200 North Monroe Street, Eugene, OR.

MAKING APPROPRIATIONS

BE IT RESOLVED that the amounts for the fiscal year beginning July 1, 2022 and for the purposes shown below are hereby appropriated as follows:

General Fund	
Instruction	\$ 134,275,264
Support Services	83,286,226
Enterprise & Community Services	425,514
Facilities Acquisition	1,000
Debt Service	1,000
Transfers	3,176,000
Contingency/Reserves	41,167,458
Total	\$ 262,332,462

School Resources Fund	
Instruction	\$ 8,149,045
Support Services	2,804,051
Enterprise & Community Services	1,000
Facilities Acquisition	1,000
Transfers	1,000
Contingency/Reserves	2,000,000
Total	\$ 12,956,096

Nutrition Services Fund	
Enterprise & Community Services	\$ 7,286,000
Total	\$ 7,286,000

Federal, State, & Local Programs Fund	
Instruction	\$ 23,623,144
Support Services	26,730,853
Enterprise & Community Services	2,330,060
Facilities Acquisition	3,475,857
Contingency/Reserves	1,409,996
Total	\$ 57,569,910

Debt Service Fund	
Debt Service	\$ 45,547,648
Total	\$ 45,547,648

Capital Projects Fund	
Instruction	\$ 3,732,105
Support Services	17,268,246
Enterprise & Community Services	1,000
Facilities Acquisition	78,302,632
Debt Service	71,630
Transfers	1,000
Total	\$ 99,376,613

Insurance Reserve Fund	
Instruction	\$ 1,000
Support Services	39,284,091
Enterprise & Community Services	1,000
Transfers	2,000
Contingency/Reserves	500,000
Total	\$ 39,788,091

Postemployment Benefits Fund	
Support Services	1,517,000
Total	\$ 1,517,000

Private-Purpose Trust Fund	
Instruction	\$ 132,704
Enterprise & Community Services	125,812
Total	\$ 258,516

Total Appropriations, All Funds	\$ 526,632,336
Total Unappropriated and Reserve Amounts, All Funds	21,283,743
TOTAL ADOPTED BUDGET	\$ 547,916,079

IMPOSING THE TAX

BE IT RESOLVED that the following ad valorem property taxes are hereby imposed upon the assessed value of all taxable property within the district for tax year 2022-2023:

- (1) At the rate of \$4.7485 per \$1,000 of assessed value for permanent rate tax;
- (2) At the rate of \$1.5000 per \$1,000 of assessed value for local option tax; and
- (3) In the amount of \$40,609,690 for debt service on general obligation bonds.

CATEGORIZING THE TAX

BE IT RESOLVED that the taxes imposed are hereby categorized for purposes of Article XI section 11b as:

Education Limitation

Permanent Tax\$4.7485 / \$1,000

Local Option Tax.....\$1.5000 / \$1,000

Excluded from Limitation

General Obligation Bond Debt Service\$40,609,690

The above resolution statements were approved and declared adopted on August 17, 2022.

Clerk

Chair of the Board

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

Date: June 28, 2022

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 7:15 p.m. via video conference. Notice of the meeting was mailed to the media and posted in the Education Center on Friday, June 24, 2022 and published in *The Register-Guard* on Monday, June 27, 2022.

ROLL CALL

BOARD MEMBERS:

Judy Newman, Chair
Maya Rabasa, Vice Chair
Keerti Hasija Kauffman
Alicia Hays
Michelle Hsu
Gordon Lafer
Laural O'Rourke

STAFF:

Kerry Delf, Chief of Staff
Lisa Fjordbeck, Executive Assistant / Board Secretary

MEDIA:

I. EXECUTIVE SESSION

The board convened in executive session to consider records that are exempt by law from public inspection and the discipline of or a complaint against a public officer, employee, staff member or individual agent, pursuant to ORS 192.660 (2)(b) and (f).

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

Executive sessions involving deliberations with persons to carry on labor negotiations, or to consider the expulsion of a student or matters pertaining to a student's confidential medical records, are not open to the news media.

Andy Dey
District Clerk

Maya Rabasa
Board Chair

(Recorded by Eliza Drummond)

**MINUTES OF THE EXECUTIVE SESSION AND REGULAR BOARD MEETING
OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON**

Date: August 3, 2022

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an executive session at 5:30 p.m. and a regular meeting at 7:00 p.m. via video conference. Notice of the meeting was mailed to the media and posted in the Education Center on July 29, 2022, and published in *The Register-Guard* on Wednesday, August 3, 2022.

ROLL CALL

BOARD MEMBERS:

Maya Rabasa, Chair
Gordon Lafer, Vice Chair
Keerti Hasija Kauffman
Alicia Hays
Michelle Hsu
Judy Newman
Laural O'Rourke (*present for the two executive sessions prior to the regular meeting. Absent for the regular meeting and the executive session that followed*)

STAFF:

Andy Dey, Superintendent
Steve Menachemson, Director of Technology
Karen Hardin, Director of Human Resources
Jill Cuadros, Nutrition Services Administrator
Bernadette Adeniran, Human Resources Administrator (*executive session only*)
Sharon Myrand, Budget and Reporting Supervisor (*executive session only*)
Lisa Fjordbeck, Executive Assistant / Board Secretary

EMPLOYEE ASSOCIATIONS:

Sabrina Gordon, President, Eugene Education Association (EEA)

GUESTS:

Chris Duckworth, Legal Counsel/Labor Negotiator (*executive session only*)

MEDIA:

KRVM, The Register-Guard, Double Sided Media

I. EXECUTIVE SESSIONS

The board convened in executive session to conduct deliberations with persons designated by the governing body to carry on labor negotiations pursuant to ORS 192.660 (2) (d)

The board convened in executive session to consider matters relating to school safety or a plan that responds to safety pursuant to ORS 192.660 (2) (k).

Executive sessions are not open to the public. All matters discussed during executive sessions

are confidential and shall not be disclosed by any representative of the news media without authorization by the school board.

Executive sessions involving deliberations with persons to carry on labor negotiations, or to consider the expulsion of a student or matters pertaining to a student's confidential medical records, are not open to the news media.

II. REGULAR BOARD MEETING

III. CALL TO ORDER, ROLL CALL, FLAG SALUTE, LAND ACKNOWLEDGEMENT

Chair Rabasa called the regular board meeting to order at 7:04 p.m. and noted that Vice Chair Lafer, Ms. Hsu, Ms. Hays, and Ms. Hasija Kauffman were in attendance. Ms. O'Rourke was absent. Superintendent Dey led the flag salute. Chair Rabasa read the Land Acknowledgement.

IV. AGENDA REVIEW

There were no changes to the agenda.

V. INTRODUCTION OF GUESTS AND SUPERINTENDENT'S REPORT

Superintendent Dey welcomed the Board to the first regular meeting of the 2022-23 school year. He added that while students were not in school yet, and most staff were still on vacation, administrators and some staff were hard at work preparing for the new year.

Dr. Dey outlined his three priorities for the year: First: insuring that there would be a coordinated focus on equitable outcomes for all students with an amplified focus on the needs of those who were typically underserved; second, insuring timely communications and meaningful engagement; and third to insure the safety and wellbeing of all staff and students.

Dr. Dey continued that there would be a more familiar start to the school year. Visitors and volunteers would be welcomed back to school. He relayed that more information would be coming in future weeks. He was optimistic about the upcoming school year.

Superintendent Dey said that the last two years had been difficult and quoted from the book *Strength to Love* by Dr. Martin Luther King, Jr. which staff had read recently. Dr. King called for the need for a strong mind and a tender heart especially in times of challenge. He acknowledged that the last two years had been challenging for everyone, and he was impressed with those who had worked hard with compassion and care.

Dr. Dey continued that key decision makers and leadership teams were working together to establish the way they will collectively and consistently approached decision making: no matter how big or small the decision being made was, they would use the same tools and would insure that the equity tool was a part of every decision being made. By committing to this process and truly engaging in equitable decision making, the district would be more transparent and responsive.

Dr. Dey reported that the back-to-school kickoff event would be held at South Eugene High School on [Thursday, September 1](#). Light morning refreshments would be available and Jennifer Scurlock would give the keynote address. He hoped board members would be able to attend and added that more information would be coming soon.

Superintendent Dey shared his plan to have one hundred chats with students, staff, parents and community members. He explained that there was a sign-up sheet on the district website for anyone interested in having a conversation by phone, Zoom or in-person. He hoped the meetings would help make connections and give him a better understanding of what was on the minds of the community. He urged people to call 541-790-7706 if they had questions or needed assistance with scheduling a time to chat with him.

Dr. Dey concluded his comments by thanking the board for the opportunity to be superintendent. He considered the district his home and shared that not only was his wife a teacher, but all six of his children were attending or had attended 4J schools. He had been a teacher, an administrator, and a director before being chosen as the new superintendent in this district and was humbled and honored by the opportunity.

VI. COMMENTS BY BOARD CHAIR

Chair Rabasa welcomed Superintendent to his new role. Ms. Rabasa continued that the first two board meetings would be an opportunity to conclude unfinished work from the previous year. She said it was up to the Board to set the tenor for upcoming meetings that was welcoming, productive and rooted in a sense of care for others, and to actively listen to each other as they worked together. She hoped to repair and heal past mistakes and collective and individual trauma.

Chair Rabasa asked for a commitment to healing and growing, and transformative work. She said it was up to the Board to set the stage. She thanked each Board member for their dedication to the district and the community. She was proud and excited to work with and alongside each board member.

VII. ITEMS RAISED BY THE AUDIENCE

Chair Rabasa read the requirements for making public comment at a School Board meeting and the procedures for submitting a complaint. She welcomed audience members who had signed up to speak.

Kristina Shaughnessy asked for a solution for classified staff who still did not have a contract and added that the district was struggling to recruit and retain staff members. The district had only held two bargaining sessions with Oregon School Employees Association (OSEA). She wondered what the unspoken issues were. She continued that many of the classified staff were among the working poor and that positions were hard to fill. She urged the district to pay enough so that all could win.

Harry Sanger did not care for the new norm of ignoring formal procedures. He hoped to begin the year better than last year which would include in-person meetings to allow democratic input. He also asked the board to welcome those who challenged the district's direction. Mr. Sanger said

that he was a member of the community and a parent and hoped that love and unity would prevail over hate and division.

VIII. COMMENTS BY EMPLOYEE GROUPS

Chair Rabasa welcomed Ms. Sabrina Gordon, president of Eugene Education Association to the meeting. Ms. Gordon welcomed Superintendent Dey to his new role. She thanked the board for their service, time and energy in leading the district.

Ms. Gordon appreciated that union leadership had been included in recent meetings to plan for the upcoming year. She opined it set the stage for a collaborative relationship.

Ms. Gordon commented how excited she was to see the many new hires in the district and at the same time sad about the amount of retirements.

She continued that in order for students to be resilient, educators also needed to be resilient and added that there was an immediate need for hope and optimism. Staff needed to know right away upon return that their jobs would be doable. She looked forward to seeing what the district would do with the one start they had to a new year.

Ms. Gordon concluded her comments by offering EEA's support to the Oregon School Employees Association (OSEA) during their negotiations.

IX. COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Hays had not attended committee meetings in June or July. She attended the Oregon School Board Association (OSEA) Summer Conference and enjoyed meeting colleagues from other school boards.

Ms. Hasija Kauffman thanked Ms. Rabasa for taking on the role of Chair. She knew how hard Ms. Rabasa and Mr. Lafer were working along with Superintendent Dey to have a positive start to the new year. Ms. Hasija Kauffman also appreciated Ms. Gordon's message of positivity and Dr. Dey's message on his three priorities. She looked forward to a strong educational experience for her students. She appreciated the work everyone was doing to insure the health and safety of everyone.

Ms. Newman said that the past month had been a time of reflection and rejuvenation. She also attended the OSBA Conference in July. Pre-Conference training was on Parent and Family engagement and the success of students. She hoped that the district would implement some of the strategies that had been suggested. Ms. Newman also thanked the new chair and vice chair for their willingness to lead, and looked forward to her new board assignments, focusing on equity and inclusion, and implement the newly adopted curriculum.

Vice Chair Lafer thanked Ms. Rabasa for taking on the role as chair. He said that often the least privileged students had the least options and alternatives to find a form of schooling that worked for them. He hoped to reduce the amount of standardized testing and homework and increase teacher autonomy to find engaging ways to teach their subjects. He added that when teachers were passionate, the subject they were teaching came alive for students. He hoped to end the trend of treating employee groups as adversaries. Vice Chair Lafer also commented on the

security of meetings and hoped that an effective plan would be developed. He thanked Superintendent Dey and the Facilities Department for a recent meeting regarding the Camas Ridge Elementary School build.

Ms. Hsu had a nice break during July. She hoped to see more collaboration and value in relationships. She hoped to build on introductions and have strong relationships with people in the district.

X. CONSENT GROUP - ITEMS FOR ACTION

1. Approve Agreement with EEA Concerning Substitute Teachers (EAST)
Presenter: Karen Hardin, Human Resources Director
2. Approve Routine Personnel Actions
Presenter: Karen Hardin, Director of Human Resources
3. Approve Meeting Minutes for the following Board Meetings: June 16, 2022 Executive Session and Special Board Meeting; June 22, 2022 Executive Session and Regular Board Meeting; June 29, 2022 Executive Session and Special Board Meeting
Presenter: Andy Dey, Superintendent
4. Approve Implementation of Salad Bars at Middle Schools and High Schools
Presenter: Jill Cuadros, Nutrition Services Manager

Vice Chair Lafer moved to approve the consent agenda. Ms. Hasija Kauffman seconded the motion. **The motion passed 6:0.**

XI. ITEMS FOR INFORMATION

1. Review Board Committee Assignments
Presenter: Maya Rabasa, Board Chair
Chair Rabasa reviewed the committee assignments.

All members would serve on the Budget Committee. Additionally, the following Board Members would serve on the Committees as listed in the Board Packet and below.

Equity Committee: Rabasa, Hsu

Audit and Finance Committee: Newman, Hays

Charter School Council: O'Rourke

Instructional Advisory Council: Hasija Kauffman, Lafer

Lane Council of Governments Representative: O'Rourke

Eugene Education Foundation: Newman

Long Range Facilities Advisory and Bond Oversight Committee: Hasija Kauffman, Lafer

Lane ESD Budget Committee: Hays, Newman (Alternate)

Legislative Committee: Newman, Hasija Kauffman

North Region planning Committee: Hsu, Rabasa

Student Voice Subcommittee: O'Rourke, Rabasa, Hsu

Mental Health Subcommittee: O'Rourke, Rabasa, Hsu

Mr. Lafer asked to clarify that the assigned Board members were required, but other Board members could attend if they wished. Chair Rabasa confirmed that was true, and Ms. Hays added that additional Board members in attendance could not participate because their presence might constitute a quorum of the Board. Ms. Hays thanked Chair Rabasa for her work to organize the committee members.

Ms. Newman thanked Chair Rabasa for her work as well. She asked to be an alternative for the mental health subcommittee.

Chair Rabasa asked that the Board consider the list affirmed without objection.

XII. ITEMS FOR ACTION

1. Approve Resolution of Complaint

Presenter: Maya Rabasa, Board Chair

Chair Rabasa said that the Board was taking action on a complaint filed against a Board member on May 12, 2022.

Ms. Hsu moved to find the evidence did not substantiate a complaint and the complainant be notified of the decision in accordance with uniform complaint procedure KL-AR. Ms. Hasija Kauffman seconded the motion.

Ms. Newman asked to amend the motion to include that the Board return to executive session to receive technical assistance. She felt that the Board would benefit from more advice and training on the subject. Ms. Hays seconded the amendment. Ms. Hsu said that the board had invested many hours on the complaint. Ms. Newman acknowledged that the Board had discussed the complaint but had not looked into all aspects. Vice Chair Lafer agreed that the Board had spent several hours with outside counsel. He said that any additional training suggested would be a separate recommendation from the complaint. Ms. Hsu did not feel that continuing a discussion would serve to minimize harm and did not see the value in discussing it further. Ms. Hays said that she was concerned that counsel had not seen all the evidence. Mr. Lafer remembered that counsel believed that the Board had seen all the evidence they needed to make a decision. Ms. Hasija Kauffman believed that she was ready to vote. Chair Rabasa added that she was ready to make a decision, and called for the question.

The amendment to reconsider the complaint in executive session to have a fuller discussion and receive other legal advice **did not pass 2:4** with Ms. Hays and Ms. Newman voting for, and Chair Rabasa, Vice Chair Lafer, Ms. Hsu, and Ms. Hasija Kauffman voting against. **The original motion passed 4:2** with Chair Rabasa, Vice Chair Lafer, Ms. Hsu, and Ms. Hasija Kauffman voting in favor and Ms. Newman and Ms. Hays voting against.

Chair Rabasa said she would ensure that the communication was sent in accordance with the guidelines in KL-AR.

XIII. ITEMS FOR ACTION AT A FUTURE MEETING

1. Consider for Approval Resolution 2023–05 Concerning Protective Measures to Insure Safe Public Meetings

Presenter: Andy Dey, Superintendent

Chair Rabasa introduced Dr. Dey to lead the conversation.

Superintendent Dey said that the purpose of resolution 2023-5 was to insure that in-person public meetings were held in a manner that was healthy and safe for community members, students, staff and the school board.

Dr. Dey summarized the four main actions to be taken to insure safe public meetings, including requiring attendees to adhere to guidelines regarding COVID; rescinding mask requirements when consistent with guidelines from health authorities; ordering additional safety measures if necessary; and pausing the meeting, using a different meeting format, or adjourning or rescheduling the meeting depending on the safety and health concerns present.

Dr. Dey asked if there were comments or questions from the board. Mr. Lafer said that there were other aspects of meetings that needed to be addressed in the final document.

Ms. Newman asked whether the board chair would have the authority to move the location of the discussion mid-meeting so that the board could continue their work. Superintendent Dey clarified in the affirmative.

Chair Rabasa said that the resolution was still in draft form. She hoped that the board would agree on a plan that could be implemented in the moment so that there was no confusion about the continuation of meetings. Chair Rabasa added that authority would be extended to the Vice Chair in the Chair's absence.

In response to a question from Ms. Hasija Kauffman, Chair Rabasa said that there would be an executive session to answer questions raised to proceed towards adoption at a future meeting.

2. Select the Date of the Board Retreat

Presenter: Maya Rabasa, Board Chair

Chair Rabasa said that based on a poll of availability, she was offering three options: to hold a retreat on a full day when six of the seven board members were available; to hold a virtual retreat, dependent on availability; or to schedule the retreat in two sessions, dependent on availability. Chair Rabasa asked the board what they considered would be ideal.

Ms. Hasija Kauffman, Ms. Hsu, Mr. Lafer preferred to meet in two session in-person as opposed to a virtual meeting. Ms. Newman agreed that she would prefer two days, and agreed to Mr. Lafer's comment that a two-day retreat might be beneficial because there would be time in between the two days to rest and reflect. Ms. Newman added that two half-days did not need to be sequential. The group agreed that they did not want to have a virtual meeting.

Chair Rabasa said that she, Superintendent Dey and Ms. Fjordbeck would send another poll using a two day half-day retreat model. There were no objections.

XIV. SUGGESTIONS BY THE BOARD FOR CONSIDERATION OF ITEMS AT A FUTURE MEETING

Chair Rabasa solicited agenda items from the board. There were none.

1. 2022–23 Board Meeting Calendar:

AUGUST 2022: Wednesday, August 3 and Wednesday, August 17

SEPTEMBER: Wednesday, September 7 and Wednesday, September 21

OCTOBER: Wednesday, October 12 and Wednesday, October 19

NOVEMBER: Wednesday, November 2 and Wednesday, November 16

DECEMBER: Wednesday, December 7 and Wednesday, December 14

JANUARY 2023: Wednesday, January 18

FEBRUARY: Wednesday, February 1 and Wednesday, February 15

MARCH: Wednesday, March 1 and Wednesday, March 15

APRIL: Wednesday, April 19

MAY: Wednesday, May 3 and Wednesday, May 17

JUNE: Wednesday, June 7 and Wednesday, June 21

XV. ADJOURN

Chair Rabasa adjourned the regular meeting at 8:15 p.m. and asked the board to return to executive session at 8:21 p.m.

Andy Dey
District Clerk

Maya Rabasa
Board Chair

(Recorded by Eliza Drummond)



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

August 17, 2022

Title

Approve Memorandum of Agreement with OSEA Concerning Compensation of Senior Groundskeepers

Presenter(s)

Karen Hardin, Director of Human Resources

Background

The shortage of employees returning to the workforce continues to provide a challenge to the district. There are areas of service that are experiencing significant difficulty in recruiting and retaining staff. The district's facilities department has had vacancies for senior groundskeepers go unfilled throughout the 2020/21 and 2021/22 school year. The inability of the district to recruit and hire the grounds keeping workforce has created increasing community concern and complaints about the esthetics of our school and district sites.

The need for recruiting and retaining groundskeepers also has significant implications for the ongoing care and maintenance of district property. There is one primary window of time to reduce the spread of unwanted grass and weeds: spring and early summer. It is critical to remove weeds and grasses before they release seeds in order to reduce germination and thus reduce the likelihood of excessive weeds in the coming spring. During the spring, significant time and attention must be spent to care for beds and grounds to ensure the health of plants and lawn during this season of growth as well as preparing school grounds for spring and summer activities.

The local labor market for general labor, including groundskeepers, continues to be unstable, and the district has determined that there is an immediate need to offer a compensation strategy for senior groundskeepers through the 2022-23 school year.

For these reasons, the district and OSEA have tentatively agreed to provide senior groundskeepers the opportunity to earn up to three (3) \$1,000 retention bonuses. Staff hired into limited duration groundskeeper positions will receive a \$500 sign-on bonus and a \$1,000 completion bonus in their final month of employment. The proposed compensation changes are only for the 2022-23 school year based, and the proposed agreement would expire on June 30, 2023.

OSEA ratified the agreement on July 29, 2022.

Budget/Resource Implications:

Approval of this Agreement will result in the expenditure of \$46,200 for permanent staff and \$4,200 for limited duration staff.

Recommendation

The Superintendent recommends approval of the MOA with OSEA Concerning Compensation of Senior Groundskeeper Employees.

MEMORANDUM OF AGREEMENT
BETWEEN
OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER 1
AND
EUGENE SCHOOL DISTRICT 4J

Recitals:

1. The 2021-22 school year has presented extraordinary challenges for the district's grounds maintenance operations due to a nationwide labor shortage.
2. Senior Groundskeepers will continue to be relied upon during 2022-23 to maintain safe grounds and expected to work overtime.
3. The district has determined it is necessary to adjust compensation for Senior Groundskeepers during the 2022-23 work year in order to address current market and operational conditions.

Therefore, the district and OSEA agree to the following terms and conditions:

Agreement:

1. This Agreement applies to bargaining unit members in the Senior Groundskeeper classification in both ongoing roles and senior groundskeepers hired into a position not to exceed 6 months (collectively referred to herein as "Grounds Employees").
2. During 2022-23, Grounds Employees actively employed by the District shall earn bonuses as follows:
 - a. Senior groundskeepers shall receive a \$1,000 retention bonus in each of the following pay installments: July 2022, November 2022, and March 31, 2023.
 - b. Senior Groundskeepers hired into positions not to exceed 6 months- shall receive a \$500 sign-on bonus to be included in the first regular pay installment post hire. Limited duration senior groundskeepers will receive a \$1,000 completion bonus their final month of employment.
3. This Agreement expires on June 30, 2023. It may be terminated prior to its expiration by mutual written agreement of the parties.
4. This Agreement is intended to address unprecedented circumstances, is not precedent setting, and is not intended to alter the status quo conditions of employment upon its expiration.
5. Agreement may not be modified except by mutual written agreement of the parties.

FOR OREGON SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER ONE

FOR EUGENE SCHOOL DISTRICT 4J

Sheila Waggoner Date
President

Dr. Andy Dey Date
Superintendent

Steve Sears Date
Field Representative - OSEA

Maya Rabasa Date
Chair, Board of Directors



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

August 17, 2022

Title

Approve Memorandum of Agreement with OSEA Concerning Compensation of Seasonal Building and Grounds Maintenance

Presenter(s)

Karen Hardin, Director of Human Resources

Background

The shortage of employees returning to the workforce continues to provide a challenge to the district. There are areas of service that are experiencing significant difficulty in recruiting and retaining staff. The district's facilities department has had difficulty recruiting and hiring the annual seasonal staff to support both building maintenance and grounds care.

During the seasonal hiring period, supplemental staff is brought in to the district to support permanent workers in tending to summer repairs, grounds cleanup, and various other short-term projects, across 35 sites, which cannot be done while students and staff are on-site or which creates a significant disruption to the learning environment. The district has not been able to recruit and hire for all seasonal vacancies in either general labor or grounds. The inability of the district to recruit and hire the seasonal workforce will require extension of essential project timelines and the requirement to postpone or eliminate other improvement and maintenance projects.

As communicated in other requests, the local labor market for general labor continues to be unstable, and the district has determined that there is an immediate need to offer a compensation strategy for seasonal building and maintenance staff.

For these reasons, the district and OSEA have tentatively agreed to provide unit members employees in seasonal maintenance and grounds positions and who complete their seasonal assignment a \$600 bonus divided into two installments. The proposed compensation changes are only for the 2022-23 school year based, and the proposed agreement would expire on August 31, 2022.

OSEA ratified the agreement on July 29, 2022.

Budget/Resource Implications:

Approval of this Agreement will result in the expenditure of \$10,080 for seasonal staff hired to complete seasonal work this summer/fall.

Recommendation

The Superintendent recommends approval of the MOA with OSEA Concerning Compensation of Seasonal Building and Grounds Maintenance employees.

MEMORANDUM OF AGREEMENT
BETWEEN
OREGON SCHOOL EMPLOYEES ASSOCIATION, CHAPTER ONE
AND
EUGENE SCHOOL DISTRICT 4J

Recitals:

1. The District and the Association acknowledge their mutual interest in supporting safe and operational district buildings and grounds. Recruitment and retention of members to support consistent and appropriate building and grounds maintenance during the summer of 2022 is essential.
2. The coronavirus pandemic of the 2020-21 and 2021-22 school years has been taxing for staff and has had a negative effect on the district's ability to recruit and retain adequate employees to preform building and grounds maintenance.
3. In response to the effects of the pandemic and recruitment challenges, The District has determined it is necessary to consider a temporary adjustment in compensation for staff working in seasonal building and grounds maintenance roles may be viable solution.

Therefore, the district and OSEA agree to the following terms and conditions

Agreement:

1. This Agreements applies to unit members and takes effect upon ratification and expires on August 31, 2022, provided however, in the event of an alleged breach of this Agreement by the District, the Association retains the right to file a grievance through September 30, 2022.
2. Unit members employed in seasonal maintenance and grounds positions by July 15, 2022, and who complete their summer assignments will be compensated with a total bonus of \$600. The bonus will be divided into two installments. The first installment of \$300 will be included in July 2022 payroll and the second installment of \$300 will be included in the August 2022 payroll.
3. This agreement is intended to address unprecedented circumstances, is not precedent setting and is not intended to alter the status quo conditions of employment upon its expiration.

FOR OREGON SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER ONE

FOR EUGENE SCHOOL DISTRICT 4J

Sheila Waggoner Date
President

Dr. Andy Dey Date
Superintendent

Steve Sears Date
Field Representative - OSEA

Maya Rabasa Date
Chair, Board of Directors



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

August 17, 2022

Title

Approve Memorandum of Agreement with OSEA Concerning Compensation of Transportation Employees

Presenter(s)

Karen Hardin, Director of Human Resources

Background

There continues to be a nationwide and local shortage of individuals licensed and qualified to drive school buses, which is negatively impacting the district's transportation services. The shortage of bus drivers is still extreme and not yet stable, despite significant efforts to optimize efficiencies and recruit and retain staff. While the district has restored some general education and special education routes, we anticipate the need to continue to consolidate routes and have rerouted students to stretch our limited resources. Additionally, the district will continue to compensate families of special education students who agree to voluntarily transport their children. As was often the case last school year, to have enough qualified drivers to transport students on our consolidated routes, our transportation trainers, routers, mechanics and managers will still be required to drive bus routes, in addition to their normal job responsibilities to meet our needs.

The labor market for bus drivers remains unstable, and the district has determined that there is an immediate need to continue to offer a compensation strategy for transportation employees through the 2022-23 school year.

For these reasons, the district and OSEA have tentatively agreed to provide a 20% wage differential on the regular rate of pay applicable to transportation employees. The tentative agreement also provides that these employees will have the opportunity to earn up to three \$1,000 bonuses. The proposed compensation changes are only for the 2022-23 school year based, and the proposed agreement would expire on June 30, 2023 unless both parties mutually agree to modify this agreement after the conclusion of contract negotiations.

OSEA ratified the agreement on July 29, 2022.

Budget/Resource Implications:

Approval of this Agreement will result in the expenditure of \$1.4 million, 70% of which is reimbursable by the State School Fund. The anticipated net amount of 30% in one-time costs will be paid for with a combination of ESSER and district general funds. A similar MOA last

year did not result in any expenditure beyond the Transportation budget, due to staffing shortages reducing the overall staff compensation .

Recommendation

The Superintendent recommends approval of the MOA with OSEA Concerning Compensation of Transportation Employees.

MEMORANDUM OF AGREEMENT
BETWEEN
OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER 1
AND
EUGENE SCHOOL DISTRICT 4J

Recitals:

1. The 2021-22 school year has presented extraordinary challenges for the district's transportation operations due to a nationwide labor shortage of appropriately licensed drivers and the COVID-19 pandemic. This shortage is expected to continue through 2022-23.
2. Transportation employees will continue to be relied upon during 2022-23 to address disruption to transportation operations and expected to work overtime.
3. The district has determined it is necessary to adjust compensation for transportation employees during the 2022-23 work year in order to address current market and operational conditions and sustain critical service for students.

Therefore, the district and OSEA agree to the following terms and conditions:

Agreement:

1. This Agreement applies to Transportation Department employees in the following classifications: bus drivers, bus aides, mechanics, routers, dispatch support, trainers, route planning coordinators, and van drivers (collectively referred to herein as "Transportation Employees").
2. The collective bargaining agreement between the parties establishes the regular hourly rate for all classified employees, including those in transportation. Effective September 5, 2022 through June 30, 2023, Transportation Employees will receive a differential percentage of 20% on their regular rate of pay for each hour of work. For example, an employee who normally earns an hourly rate of \$20.31 based the classified salary schedule, will earn a 20% differential of \$4.06, for a total of \$24.37 for each hour worked.
3. During 2022-23, Transportation Employees actively employed by the District shall earn bonuses as follows:
 - a. The bonus earned by such employees for the pay period of December 26 through December 30, 2022 is \$1,000.00 and will be paid in December 2022.
 - b. The bonus earned by such employees for the pay period of March 27 through March 31, 2023 is \$1,000.00 and will be paid in April 2023.
 - c. The bonus earned by such employees for the pay period of June 20 through June 27, 2023 is \$1,000.00 and will be paid in June 2023.
4. This Agreement expires on June 30, 2023.

5. This agreement is intended to address unprecedented circumstances, is not precedent setting, and is not intended to alter the status quo conditions of employment upon its expiration.
6. Both parties recognize the potential impact ongoing 2022 successor bargaining may have on compensation earned by transportation employees for the 2022/23 work year. As this agreement may not be modified except by mutual written agreement of the parties. Both parties agree it may be necessary to reevaluate the parameters of this agreement should one or both parties determine it necessary.
7. This agreement may be terminated prior to its expiration by mutual written agreement of the parties.

FOR OREGON SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER ONE

FOR EUGENE SCHOOL DISTRICT 4J

Sheila Waggoner Date
President

Dr. Andy Dey Date
Superintendent

Steve Sears Date
Field Representative - OSEA

Maya Rabasa Date
Chair, Board of Directors



ITEM FOR ACTION – CONSENT AGENDA

Date of Meeting

August 17, 2023

Title

Approve the renewal of the Nike contract for athletic apparel

Presenter

Andy Dey, Superintendent

Background

The Nike contract five year provision for athletic teams in 4J provides each high school with \$15,000 annually for team apparel and equipment from any Nike Team Dealer, and deep discounts on additional purchases. In addition, \$1,250 per school per year is provided for apparel for event supervision staff. All four high schools have used the contract benefits to outfit teams with new uniforms, sweats and backpacks. Each school has different needs regarding uniform expenditures. However, the overall benefits are the same, providing new uniforms and equipment as well as fundraising relief to student athletes, parents and coaches.

Recommendation:

The superintendent recommends the renewal of the Nike contract.



ITEM FOR INFORMATION

Date of Meeting

August 17, 2022

Title

Present Report to the Board Listing Credit Cards Issued

Presenters

Andy Dey, Superintendent

Description

Board policy DJFA, Credit Cards, requires that the superintendent shall annually present the Board with data on the credit cards issued to officers and designated staff for district purchases, acquisitions and authorized travel. Specifically, the policy requires a “listing (of) the staff position issued a purchasing card and the authorized limit of each card.”

The district currently has 88 active purchasing cards, including eight cards issued to individual staff members.

Schools (\$2,500 - \$10,000 monthly credit limit range)

19 (nineteen) elementary school purchasing cards

8 (eight) middle school purchasing cards

4 (four) high school purchasing cards

8 (eight) high school activity/athletics purchasing cards (2 per high school)

8 (eight) high school CTE program cards (2 per high school)

Departments (\$10,000 - \$50,000 monthly credit limit range)

12 (twelve) department purchasing cards

4 (four) central purchasing cards – one for Purchasing, two for Nutrition Services, and one for Technology

Programs (\$2,500 - \$10,000 monthly credit limit range)

17 (seventeen) program purchasing cards – AVID Program, BEST Program, Community Living program, Curriculum Program, ECCO HS, Equity Program, EWEB Grant Program, Fox Hollow Program, International HS (2 cards), KRVM Radio Station, Natives Program, Nursing Program, TEN Program, 4J Federal Programs, Safe Routes to School Program, Wraparound Team, and Young Parent Program.

Staff (\$5,000 monthly credit limit each)

Superintendent

Assistant Superintendent for Instruction

Assistant Superintendent for Administrative Services

Chief Operations Officer

Chief of Staff

Director of Facilities

Director of Technology

Director of Student Services



ITEM FOR INFORMATION

Date of Meeting

August 17, 2022

Title

Receive an update on next steps for facilitation for board retreat and board equity work

Presenter

Andy Dey, Superintendent

Background

The board has expressed the desire to consider creating an RFP process to address the desire to have options for facilitators involved in equity work with the board.

Options and Alternatives:

To be discussed.

Recommendation

The superintendent will make recommendations related to the above-mentioned RFP at a future meeting.



ITEM FOR ACTION (Second Read)

Date of Meeting

August 17, 2022

Title

Approve Resolution 2023-05 Concerning Protective Measures to Ensure Safe Public Meetings

Presenters

Andy Dey, Superintendent

Summary

The purpose of resolution 2023-05 is to ensure that in-person public meetings of the board are held in a manner that that is healthy and safe for community members, students, staff and school board.

The resolution provides that:

- Individuals attending an in-person public meeting of the board or other district body, regardless of vaccination status, will be required adhere to Oregon Health Authority (OHA) or Centers for Disease Control and Prevention (CDC) guidelines regarding COVID.
- The board chair (or vice chair in the absence of the chair) is authorized to rescind or modify the masking requirement when consistent with guidelines from health authorities
- The board chair shall order additional safety measures necessary for in-person public meetings.
- The board chair (or vice chair in the absence of the chair) SHALL decide to recess the meeting, go to a virtual meeting format or adjourn and reschedule for a different date depending on the safety and health concerns present.

The resolution takes effect upon its passage and expires on June 30, 2023 unless rescinded or extended further. It applies to all in-person public meetings of the board or other district body, including board subcommittees, budget and equity committees.

Additional Background

As the district begins to resume on-site teaching and learning for staff and students, health and safety measures require consideration. In addition, as the district once again begins to hold in-person public meetings, the board and superintendent are looking to implement safety measures that ensure the wellbeing of all persons in attendance.

The previous two years have been hard on staff, students, and families. While changes in health and safety measures can add anxiety, they are important for maintaining consistent in-person activities.

Meetings of the school board are often attended by members of the public who remain in an indoor congregate setting for a sustained period of time. Public meetings serve various purposes, including: informing and engaging community members, receiving feedback and recommendations, promoting transparency, and advancing accountability of leadership.

Many staff members are required to attend board meetings, and student board representatives are encouraged to attend.

The board has a legal responsibility to furnish a safe place of employment; In Oregon, all employees have a right to a safe workplace. According to [Oregon OSHA Worker Health and Safety guidance](#), “The law requires employers to provide their employees with working conditions that are free of known dangers.” School district leaders should consider this guidance when planning public meetings that school district employees will attend as part of their professional duties. Intentionality and forethought support the facilitation of safe, effective, and efficient meetings.

While it is impossible to anticipate every scenario, if there are threats or anticipated disruptions, planning ahead is helpful. Depending on the severity of the potential threat or disruption appropriate action should be prepared. If there is a threat which could endanger the health or safety of any individuals, coordinating with law enforcement and mental health experts can promote safety. Law enforcement may be invited to be present at meetings. District leaders may seek advice from law enforcement on specific situations that may arise, and whether the meeting should be held in-person, online, or at all.

The board should consider whether the potential disruption is significant enough to cancel the meeting, or to only provide access to the meeting electronically

As the board resumes in-person public meetings, it has expressed an intention to do so safely. This resolution is intended to ensure that in-person meetings of the board proceed in a manner consistent with public health recommendations and consistent with the board’s legal obligation to provide a safe working environment for staff members.

Options and Alternatives

The board may approve Resolution 2023-05, as written or amended, or may decline to do so.

Budget/Resource Implications:

None.

Recommendation:

The superintendent recommends approval of Resolution 2023-05 relating to safety measures to ensure safe public meetings.

RESOLUTION 2023-05
EUGENE SCHOOL DISTRICT 4J BOARD OF DIRECTORS
Protective Measures to Ensure Safe Public Meetings

WHEREAS:

1. On June 23, 2022 the Centers for Disease Control and Prevention (CDC) released an update to the COVID-19 community levels. When Lane County has been categorized to be in high transmission, this signals a need for additional layered prevention strategies to maintain safe, in-person programming and keep schools safely open for students and staff. The CDC asks that school districts and local public health authorities coordinate to determine appropriate layered prevention strategies in schools to reduce the spread of COVID-19;

CDC's [COVID-19 Community Levels](#) help communities and individuals make decisions on what COVID-19 prevention strategies to use based on disease transmission rates in the community. These levels factor in a combination of COVID-19 hospitalization rates, healthcare capacity, and COVID-19 cases;

2. The previous two years have been hard on staff, students, and families. While changes in health and safety measures can add anxiety, they are important for maintaining consistent in-person activities;
3. Meetings of the school board are often attended by dozens of members of the public who remain in an indoor congregate setting for a sustained period of time. Public meetings serve various purposes, including: informing and engaging community members, receiving feedback and recommendations, promoting transparency, and advancing accountability of leadership;
4. Many staff members are required to attend board meetings, and student board representatives are encouraged to attend;
5. The board has a legal responsibility to furnish a safe place of employment; In Oregon, all employees have a right to a safe workplace. According to [Oregon OSHA Worker Health and Safety guidance](#), "The law requires employers to provide their employees with working conditions that are free of known dangers." School district leaders should consider this guidance when planning public meetings that school district employees will attend as part of their professional duties. Intentionality and forethought support the facilitation of safe, effective, and efficient meetings;
6. ORS 339.341 Statewide School Safety and Prevention System requires the Department of Education shall establish and maintain the Statewide School Safety and Prevention System;
7. While it is impossible to anticipate every scenario, if there are threats or anticipated disruptions, planning ahead is helpful. Depending on the severity of the potential threat or disruption appropriate action should be prepared. If there is a threat which could endanger

the health or safety of any individuals, coordinating with law enforcement and mental health experts can promote safety. Law enforcement may be invited to be present at meetings. District leaders may seek advice from law enforcement on specific situations that may arise, and whether the meeting should be held in-person, online, or at all;

The board should consider whether the potential disruption is significant enough to cancel the meeting, or to only provide access to the meeting electronically.

NOW, THEREFORE, SO BE IT RESOLVED AND DIRECTED:

1. Individuals attending an in-person public meeting of the board or another district body, regardless of vaccination status, shall adhere to current layered prevention strategies as coordinated by the school district and local public health authorities.
2. The board delegates to the board chair (or vice chair in the absence of the chair) its authority to order additional health and safety measures for in-person public meetings to the board chair or vice chair, who shall give due consideration to guidance from Lane County Public Health, OHA, the CDC, 4J Student Wellness and School Safety team and local law enforcement.
3. For purposes of this resolution, a public meeting includes any in-person meeting of the board of directors, subcommittee of the board, an advisory committee to the board or superintendent at which members of the public are in attendance in-person.
4. Notice of rules issued pursuant to this resolution will be posted with clearly visible signage at entry points near the board meeting room and on the district website.
5. This resolution and rules issued pursuant to this resolution shall be interpreted and applied consistent with any more restrictive rule order or guidance that applies. Should an applicable law impose a requirement or create a right inconsistent with this order, such law will prevail.
6. The resolution expires on June 30, 2023 unless rescinded or extended further.

Adopted this ____ day of _____ by the Board of Directors for the Eugene School District 4J.

Maya Rabasa, Chair
Board of Directors, Eugene School District 4J



ITEM FOR ACTION (Second Read)

Date of Meeting

August 17, 2022

Title

Select the date of the Board Retreat

Presenter

Maya Rabasa, Board Chair

Background

Traditionally the board holds their retreat in late summer or early fall of each new school year.



ITEM FOR ACTION

Date of Meeting

August 17, 2022

Title

Approve Resolution of Complaint

Presenter

Maya Rabasa, Board Chair

Background

Board policy KL and implementing regulation KL-AR describe the board process for resolving complaints made by members of the public. On August 17, 2022, the board reviewed and considered such a complaint(s) in an executive held pursuant to ORS 192.660(2)(f).



ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting

August 17, 2022

Title

Consider revisions to board policies JHCA/JHCB – Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening

Presenter

Andy Dey, Superintendent

Policy JHCA/JHCB – Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening

The recommended changes are suggested to help policy better align with existing rules and best practice for enrolling students.

Options and Alternatives:

To be discussed.

Recommendation

The superintendent will make recommendations related to the above-mentioned board policy at a future meeting.

Eugene School District 4J

Code: JHCA/JHCB
Adopted: 11/28/18
Revised/Readopted XX/XX/22

Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening**

Immunization

Proof of immunization must be presented at the time of initial enrollment¹ in school or within 30 days of transfer to the district in accordance with Oregon law. Proof consists of a signed Certificate of Immunization Status form documenting evidence of immunization, immunity or medical or nonmedical exemption as provided in ORS 433.267 and 433.273.²

Physical Examination

All students initially enrolling in school are recommended to have a physical examination. Parents will be asked to complete a district health history form when initially enrolling their student in the district and when registering them for sixth grade.

All students participating in athletic programs are required to submit to the district a school sports pre-participation examination³ form, available from OSAA or the school, prior to their initial participation in a district athletic program. The form is to be completed and signed by a parent or guardian and physician giving permission for the student to participate.

A student who is subsequently diagnosed with a significant illness or has a major surgery is required to have a physical examination prior to further participation in extracurricular sports.

A student who continues to participate in extracurricular sports in grades 7 through 12 shall be required to complete a physical examination once every two years, thereafter.

Vision Screening or Eye Examination

The parent or guardian of a student who is 7 years of age or younger and is beginning an education program with the district for the first time shall, within 120 days of beginning the education program, submit a certification that the student has received:

1. A vision screening or eye examination; and

¹The district shall immediately enroll a homeless student in the school selected even if the student is unable to produce records normally required for enrollment.

2. Any further examination, treatments or assistance necessary.

The certification is not required if the parent or guardian provides a statement to the district that:

1. The student submitted a certification to a prior education provider; or
2. The vision screening or eye examination is contrary to the religious beliefs of the student or the parent or guardian of the student.

Dental Screening

The parent or guardian of a student who is 7 years of age or younger, and is beginning an education program with the district for the first time, shall within 120 days of beginning the education program, submit a certification that the student has received a dental screening within the previous 12 months.

The certification is not required if the parent or guardian provides a statement to the district that:

1. The student submitted a certification to a prior education provider;
2. The dental screening is contrary to the religious beliefs of the student or the parent or guardian of the student; or
3. The dental screening is a burden for the student or the parent or guardian of the student in the following ways:
 - a. The cost of obtaining the dental screening is too high;
 - b. The student does not have access to an approved screener; or
 - c. The student was unable to obtain an appointment with an approved screener.

The certification may be provided by a licensed dentist, a dental hygienist or a health care practitioner as defined by state law. The certification must include the student's name, date of screening and name of entity conducting the dental screening. The district shall file in the student's dental health record any dental screening certifications and any results of a dental screening known by the district. If a district program is causing dental screening to be conducted for students under 15 years old, the district or program will follow the notice requirements established by the Oregon Department of Education, including providing the students and parents. The district will provide to the parent or guardian of each student, standardized information developed by the Oregon Health Authority's dental director regarding dental screenings, further examinations or necessary treatments, and preventive care including fluoride varnish, sealants, and daily brushing and flossing.

The district shall submit to the Oregon Department of Education by October 1 of each year a report that identifies the percentage of students who failed to submit the certification for the previous year.

END OF POLICY

Legal Reference(s):

[ORS 326.580](#)
[ORS 336.211](#)
[ORS 336.213](#)
[ORS 336.214](#)

[ORS 336.479](#)
[ORS 433.235 - 433.280](#)
[OAR 333-019-0010](#)
[OAR 333-050-0010 - 050-0120](#)

[OAR 581-021-0017](#)
[OAR 581-021-0031](#)
[OAR 581-021-0041](#)
[OAR 581-022-2220](#)

McKinney-Vento Homeless Assistance Act, Subtitle VII-B, reauthorized by Title IX-A of the Every Student Succeeds Act, 42 U.S.C. §§ 11431-11435 (2018).

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2020).

OREGON SCHOOL ACTIVITIES ASSOCIATION, *OSAA HANDBOOK*.

Clean Draft Copy

OSBA Model Sample Policy

Code: JHCA/JHCB
Adopted: 11/28/18
Revised/Readopted: XX/XX/22

Immunization, Physical Examination, Vision Screening/Eye Examination and Dental Screening**

Immunization

Proof of immunization must be presented ~~prior to~~ at the time of initial enrollment in school or within 30 days of transfer to the district in accordance with Oregon law. Proof consists of a signed Certificate of Immunization Status form documenting either evidence of immunization, ~~of immunity- immunity or~~ [medical or nonmedical exemption](#) a religious, philosophical beliefs and/or medical exemption ~~or immunity documentation~~, as provided in [ORS 433.267 and 433.273](#).²

Physical Examination

~~The Board recommends that~~ [All](#) students initially enrolling in school [are recommended to](#) have a physical examination. Parents will be asked to complete a district ~~hHealth hHistory form~~ when initially enrolling their student in the district and when registering them for ~~sixt seventh~~ grade ~~3~~.

All students participating in athletic programs are required to submit to the district a ~~sSchool sSports pPre-participation eExamination~~³ form, [available from OSAA or the school](#), prior to their initial participation in a district athletic program. The form is to be completed and signed by a parent or guardian and physician giving permission for the student to participate.

A student who is subsequently diagnosed with a significant illness or has had a major surgery is required to have a physical examination prior to further participation in extracurricular sports.

A student who continues to participate in extracurricular sports in grades 7 through 12 shall be required to complete a physical examination once every two years, thereafter.

Vision Screening or Eye Examination

The parent or guardian of a student who is 7 years of age or younger and is beginning an education program with the district for the first time shall, within 120 days of beginning the education program, submit a certification that the student has received:

¹The district shall immediately enroll a homeless student in the school selected even if the student is unable to produce records normally required for enrollment.

² Documentation requirements for exemptions are outlined in ORS 433.267.

³ Form available at <http://www.osaa.org/governance/forms>

1. A vision screening or eye examination; and
2. Any further examination, treatments or assistance necessary.

The certification is not required if the parent or guardian provides a statement to the district that:

1. The student submitted a certification to a prior education provider; or
2. The vision screening or eye examination is contrary to the religious beliefs of the student or the parent or guardian of the student.

Dental Screening

~~The district shall file in the student's dental health record any dental screening certifications and any results of a dental screening known by the district. The district will provide to the parent or guardian of each student, standardized information developed by the Oregon Health Authority's dental director regarding dental screenings, further examinations or necessary treatments and preventative care including fluoride varnish, sealants and daily brushing and flossing.~~

The parent or guardian of a student who is 7 years of age or younger, and is beginning an education program with the district for the first time, shall submit a certification within 120 days of beginning the education program, that the student has received a dental screening within the previous 12 months.

The certification is not required if the parent or guardian provides a statement to the district that:

1. The student submitted a certification to a prior education provider;
2. The dental screening is contrary to the religious beliefs of the student or the parent or guardian of the student; or
3. The dental screening is a burden for the student or the parent or guardian of the student in the following ways:
 - a. The cost of obtaining the dental screening is too high;
 - b. The student does not have access to an approved screener;
 - c. The student was unable to obtain an appointment with an approved screener.

The certification may be provided by a licensed dentist, a dental hygienist or a health care practitioner as defined by state law. The certification must include the [student's name, date of screening and name of entity conducting the dental screening](#):

~~Student's name;~~

~~4. Date of screening; and~~

~~5. Name of entity conducting the dental screening.~~

[The district shall file in the student's dental health record any dental screening certifications and any results of a dental screening known by the district. If a district program is causing dental screening to be](#)

conducted for students under 15 years old, the district or program will follow the notice requirements in accordance with law established by the Oregon Department of Education , including providing the students and parents. The district will provide to the parent or guardian of each student, standardized information developed by the Oregon Health Authority’s dental director regarding dental screenings, further examinations or necessary treatments, and preventive care including fluoride varnish, sealants, and daily brushing and flossing.

The district shall submit to the Oregon Department of Education by October 1 of each year a report that identifies the percentage of students who failed to submit the certification for the previous year, ~~no later than October 1 of each year.~~

EDITED with Track Changes

If the district is causing the dental screening to be conducted, the district will follow the notice requirements of ~~in accordance with law.~~

END OF POLICY

Legal Reference(s):

[ORS 326.580](#)
[ORS 336.211](#)
[ORS 336.213](#)
[ORS 336.214](#)

[ORS 336.479](#)
[ORS 433.235 - 433.280](#)
[OAR 333-019-0010](#)
[OAR 333-050-0010 - 050-0120](#)

[OAR 581-021-0017](#)
[OAR 581-021-0031](#)
[OAR 581-021-0041](#)
[OAR 581-022-2220](#)

McKinney-Vento Homeless Assistance Act, Subtitle VII-B, reauthorized by Title IX-A of the Every Student Succeeds Act, 42 U.S.C. §§ 11431-11435 (2018).

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g (2018); Family Educational Rights and Privacy, 34 C.F.R. Part 99 (2020).

OREGON SCHOOL ACTIVITIES ASSOCIATION, *OSAA HANDBOOK*.

EDITED with Track Changes



ITEM FOR ACTION AT A FUTURE MEETING (First Read)

Date of Meeting

August 17, 2022

Title

Consider the process for selecting student board representatives and for including student voice at board meetings

Presenter

Maya Rabasa, Board Chair

Background

The board has expressed the desire to increase student voice in their meetings.

Options and Alternatives:

To be discussed.