MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT 4J, LANE COUNTY, OREGON

October 15, 2008

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a regular board meeting at 7 p.m. on October 15, 2008, at the Education Center, 200 North Monroe Street, Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on October 10, 2008, and published in The Register-Guard on October 13, 2008.

ROLL CALL

BOARD MEMBERS:
Charles Martinez, Jr., Chair
Beth Gerot
Craig Smith
Alicia Hays
Jim Torrey
Eric Forrest

STAFF:
George Russell, Superintendent of Schools and District Clerk
Tom Henry, Deputy Superintendent & Chief Academic Officer
Barbara Bellamy, Chief of Staff and Communications Director
Jon Lauch, Director of Facilities Management
Kay Mehas, Director of School Services
Laurie Moses, Director of High School Services
Yvonne Curtis, Director of Student Achievement
Susan Fahey, Chief Financial Officer
Carl Hermanns, Assistant Superintendent/Chief Operating Officer
Jim Conaghan, Research and Assessment Coordinator
Arbrella Luvert, Special Assistant to the Superintendent
Chad Williams, Nutrition Services Director

STUDENT REPRESENTATIVES:
Mallory Bray, Churchill High School
Lizzy Monroe, South Eugene High School
Linda Gai, IHS, All Campuses
Joel Iboa, Sheldon High School

MEDIA:
KRVM

CALL TO ORDER, ROLL CALL, AND FLAG SALUTE

Boar Chair Charles Martinez called the meeting of the School District 4J Board of Directors to order. He noted that Board Vice Chair Yvette Webber-Davis-Davis was unable to attend the meeting. Dr. Martinez led those present in the Pledge of Allegiance.
AGENDA REVIEW

Dr. Martinez determined that board members and staff had no changes to make to the agenda.

INTRODUCTION OF GUESTS AND SUPERINTENDENT'S COMMENTS

Diversity and Human Rights Consortium

Superintendent George Russell noted there had been a reaffirmation of the Diversity and Human Rights Consortium Memorandum of Understanding, a copy of which was provided to board members. He recognized the following public agencies that comprised the consortium: Bethel Public School District 52, City of Eugene, City of Springfield, Eugene Public School District 4J, Eugene Water & Electric Board, Lane Community College, Lane County, Lane Education Service District, Lane Transit District, Springfield Public School District and the University of Oregon. He said most of the agencies had participated since the inception of the consortium in 2002 and commended members for their ongoing commitment.

Superintendents' Council Meeting

Superintendent Russell drew the board’s attention to the agenda for the October 21, 2008, Superintendents’ Council meeting. He said there would be a continuation of the discussion of virtual charter schools and the focus would be procedures, attendance, special education and common policies and practices. He hoped that a proposal to the legislature or Oregon Department of Education (ODE) for standards would emerge.

COMMENTS BY STUDENT REPRESENTATIVES

Linda Gai, International High School, reported that the international baccalaureate program due date was approaching. She said the program developed curriculum for students’ junior and senior years and the international baccalaureate was accepted by universities throughout the world. She said the IHS “Study Abroad Fair” would be held on October 23 at Churchill High School and all interested students were welcome to attend.

Mallory Bray, Churchill High School, said a “Club Fair” was held last week and there was good attendance. She said students were preparing for Fall Fest, Spirit Week and Homecoming.

Joel Iboa, Sheldon High School, said that next week was Spirit Week and an all-school test day had been held.

Lizzy Monroe, South Eugene High School, said the all-school test day was held today and this was also Spirit Week with Fall Fest and Homecoming on Friday.

ITEMS RAISED BY THE AUDIENCE

Susie Johnston, a member of the Pleasant Hill School Board and Lane Community College (LCC) Board of Education, spoke to the importance of supporting Ballot Measure 20-142. She said LCC was a significant resource for the region and made a difference in the lives of students through its education and training programs. She described LCC’s College Now program,
which encouraged all high school students to participate in education beyond 12th grade. She thanked the board for its support and urged its endorsement of the ballot measure.

COMMENTS BY EMPLOYEE GROUPS

There were no comments by employee groups.

ITEMS FOR INFORMATION

Receive an Enrollment Report

Tom Henry, Deputy Superintendent and Chief Academic Officer, introduced the item by announcing that enrollments were 87 students over projections and enrollment had stabilized at the elementary and middle school levels, with most of the loss at the high school level. He expected declining enrollment trends to change within one or two years.

Jim Conaghan, Research and Assessment Coordinator, presented the enrollment report, noting that there was an overall decline of 175 students in relation to last year. He said the district had been losing 200 to 300 students per year over the past five years and it appeared that trend was starting to reverse. He said there were 55 more students at the elementary level this year, with Awbrey Park experiencing the largest increase in enrollments. He reviewed enrollment statistics for middle and high schools and invited questions from the board.

Board Member Craig Smith asked if there were concerns with capacity at Awbrey Park. Mr. Henry replied that the facility was not over capacity and staff had been added to accommodate the additional enrollments. He said staff had not expressed any concerns, noting that the school’s maximum capacity was 575 students.

Board Member Jim Torrey indicated he was pleased with the increased enrollment at Churchill High School. Mr. Conaghan said the increase could be due in part to future enrollment caps, as well as families beginning to look more closely at neighborhood schools.

ITEMS FOR ACTION AT THIS MEETING

Adopt the Board’s Goals and Annual Agenda for 2008-09

Superintendent Russell explained that the adoption of goals and an annual agenda demonstrated how the board would provide leadership and direction for the district. He said the final draft of the goals and agenda reflected the board’s previous discussions and input from the Principal Resource Team and Board Leadership. He said the final draft was also presented in legislative format to illustrate changes from the previous version.

Barb Bellamy, Chief of Staff and Communications Director, reviewed and explained the modifications contained in the final draft. She said the subject of greatest debate was student achievement goals, which were set forth in key results 1 through 4 in the Student Achievement section.
Superintendent Russell said principals were concerned with the impact of new graduation requirements and calculation of graduation rates. He noted that materials distributed to the board discussed calculation of graduation rates for a cohort class of students.

Dr. Martinez commented that the goals represented a new direction because the board would be holding the district to very specific outcomes, which meant focusing resources. He said being specific also created tension by creating greater potential for failure, but the board felt it was important to establish those goals and work together with district leadership, teachers and administrators to achieve them.

Board Member Beth Gerot said that being more specific placed greater responsibility on board members to gain assistance in achieving goals by working with the Lane County legislative delegation, the governor, ODE, the State Board of Education and the community.

Mr. Torrey remarked that failure to achieve any goals would also allow the board to identify where there were deficiencies in the system. He thought principals should be asked what they would not be able to accomplish as a result of the financial conditions imposed on their schools so they could prioritize the resources they had and identify shortfalls.

Dr. Martinez expressed concern about using lack of resources as an explanation for not achieving goals. He recognized the reality that forward progress meant making investments and the document focused on targeted, strategic investments.

Board Member Alicia Hays felt it was important to assure principals and teachers that they would not be left to implement the goals alone.

Ms. Gerot related a conversation with Superintendent of Public Education Susan Castillo in which she was assured that despite the economic outlook, the state would not back away from the new graduation requirements.

Mr. Iboa commended the board and district for doing an excellent job of closing the achievement gap.

Ms. Bellamy pointed out several changes in the section titled Stewardship of District Resources.

Referring to Key Result 3 in that section, Board Member Eric Forrest said it was his understanding that the board wanted to ensure that transfer limitations were completed at the end of the current school year.

Superintendent Russell proposed adding the phrase “by 2009-2010” to the end of the sentence.

MOTION: Mr. Torrey, seconded by Mr. Smith, moved to approve the 2008-09 Board Goals and Annual Agenda with the addition of the language proposed by Superintendent Russell.

VOTE: The motion passed unanimously; 6-0.

Adopt the Revised Guiding Beliefs and Values Statement

Ms. Bellamy stated that the document presented in the agenda packet had not been changed since it was reviewed by the board at its last meeting as a future action item.
MOTION: Mr. Torrey, seconded by Mr. Forrest, moved to adopt the Eugene School District 4J Board of Director’s Guiding Beliefs and Values.
VOTE: The motion passed unanimously; 6-0.

Adopt the Board’s and Superintendent’s Working Agreements

Ms. Bellamy noted that an updated version of page 3 had been distributed. She provided an overview of the document and pointed out clarifying language related to scheduling items twice as future action and action items.

MOTION: Mr. Forrest, seconded by Ms. Gerot, moved to adopt the Board and Superintendent Working Agreements – 2008-09.
VOTE: The motion passed unanimously; 6-0.

Approve Resolution on Reauthorization of the Elementary and Secondary Education Act (ESEA) and the No Child Left Behind Act of 2001 (NCLB)

Superintendent Russell reviewed the resolution, which included an amendment suggested by the board related to individual student’s growth trajectory. He said that other districts had adopted similar resolutions.

MOTION: Mr. Smith, seconded by Mr. Forrest, moved to approve the Resolution on Reauthorization of the Elementary and Secondary Education Act and the No Child Left Behind Act of 2001.
VOTE: The motion passed unanimously; 6-0.

Approve a Resolution Supporting the Lane Community College Bond Measure 20-142

Mr. Smith urged approval of the resolution because of the direct impact LCC had on district students.

Mr. Torrey agreed with Mr. Smith and said it was important to recognize LCC’s contributions to career and vocational endeavors.

Mr. Forrest concurred with the need to support LCC and its important relationship to 4J students.

MOTION: Mr. Smith, seconded by Mr. Torrey, moved to approve the Resolution Supporting the Lane Community College Bond Measure 20-142.
VOTE: The motion passed unanimously; 6-0.

Approve a Resolution Opposing Measure 60 Regarding Statewide Teacher Merit Pay

Ms. Gerot stressed the need to clarify the board’s opposition to the specific ballot measure and not to other ways of looking at teacher compensation. She said the measure did not include good definitions and had the potential for tests becoming the measure of teacher performance. She was concerned with the possibility of discouraging teachers from teaching in schools that had the greatest need for highly competent teachers because they would not be able to achieve the test scores tied to pay.

Mr. Smith noted that three districts were already experimenting with new approaches to teacher compensation and that was a better method than imposing a statewide mandate.
Mr. Forrest commented that his major objection was that the ballot measure took away local control in determining how teachers were compensated.

Mr. Torrey said it would be unacceptable for teachers to incur a cut in pay for working with students who needed extra help.

Dr. Martinez agreed with the points raised by previous speakers. He said that opposing the ballot measure did not mean the board was not interested in novel ways to create incentives for quality teaching.

**MOTION:** Ms. Gerot, seconded by Ms. Hays, moved to approve the Resolution Opposing Measure 60 Regarding Statewide Teacher Merit Pay.

**VOTE:** The motion passed unanimously; 6-0.

### Approve Proposed 2008-2011 Addendum to the Superintendent's Contract

The contract between the superintendent and the board provides that the board will evaluate the superintendent at least once each year based on the goals and objectives agreed upon by the board and the superintendent, and the terms of their contract. The board conducted the evaluation in executive session on September 17, 2008 under the provisions of ORS 192.610-192-690. The board requested the board chair and vice-chair meet with the superintendent to develop a proposed addendum to the contract for consideration at a future meeting. The proposed 2008-2011 addendum was included in the board packet.

The proposed contract addendum provides the following for 2008-09:

- **Effective July 1, 2008,** a COLA increase will be applied to the salary schedule commensurate with that applied to the salary schedule for other administrators (3%).
- **Effective January 1, 2009,** the superintendent's TSA shall be increased by an additional $100 per month.

The superintendent's contract addendum provides for consideration of a performance bonus. The language is as follows:

**Performance Bonus:**

The board recognizes that the superintendent's salary is considerably below market for superintendents in comparable school districts. To address this disparity, the board may from time to time consider performance bonuses for exceptional performance. The amount of the bonus shall be determined by the board following the superintendent's annual evaluation. The performance bonus shall not exceed 5% of annual salary. The superintendent shall have the option of receiving the amount of the bonus as a tax-sheltered annuity or other form of non-taxable compensation. The amount shall not be added to the superintendent's annual salary. The payment shall be made available to the superintendent within sixty (60) days of the date of the superintendent's annual evaluation.

The board's evaluation determined that the superintendent's performance exceeded expectations. The board chair and vice chair recommend approval of the addendum to the superintendent's contract for 2008-11, and that the superintendent be provided a performance bonus for 2007-08 in the amount of 5% of annual salary to be paid into the tax-sheltered annuity of the superintendent.

Dr. Martinez reviewed the provisions of the contract addendum and proposed new language.
MOTION: Ms. Gerot, seconded by Mr. Smith, moved to approve the 2008-2011 Addendum to the Superintendent’s Contract.
VOTE: The motion passed unanimously; 6-0.

ITEMS FOR ACTION AT A FUTURE MEETING

Approve Zone Change Request for the Kinney Loop Property

Mr. Lauch noted that annexation of the property was approved by the City Council on October 15, 2008, and a zone change request was the next step in order for future development of a school to be considered for the site. He said a zone change from Agricultural (AG) to Low Density Residential (R-1) was consistent with the Metropolitan Area General Plan and the Willakenzie Area Refinement Plan and would allow a school on the property under a conditional use permit. He asked for direction from the board on moving forward with a zone change request to R-1.

Hearing no objections, Mr. Lauch said the superintendent would recommend approval of a zone change request at the board’s next meeting.

COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Mr. Torrey asked for a status report on the Chalkboard Project review at a future meeting. He felt the district’s willingness to have an outside group assess its operations sent a good message to the community.

Ms. Gerot related that she spoke to the Eugene Education Association representative council about the local option election and encouraged board members to use the association’s talking points and participate in the phone banks. She encouraged people to participate in canvassing neighborhoods to deliver literature and talk to voters in order to raise awareness of the local option. She reported that the Superintendent of Public Instruction’s Professional Educators Advisory Team was organizing a summit on diploma implementation in March 2009 to support successful implementation of the Oregon diploma. She said the advisory team also discussed the state budget and legislative issues, including autism, virtual online charter schools, mentoring and professional development, school lunch funding, background checks, full day kindergarten and the School Improvement Fund.

Mr. Smith reminded the board that the Eugene Education Gala was October 16 and encouraged members to attend and discuss the local option election.

Ms. Hays thanked Superintendent Russell for bringing forward the diversity and human rights memorandum of understanding and reminding everyone that the work was ongoing. She listed several activities in support of the local option levy.

Dr. Martinez expressed his appreciation for the community and board member participants in “Principal for a Day.” He said the event was very successful and guest principals were impressed by the skills of district administrators.

ADJOURN

Minutes – Board of Directors – October 15, 2008
Dr. Martinez adjourned the meeting at 8:20 p.m.

George Russell
District Clerk

Charles Martinez, Jr.
Board Chair

(Recorded by Lynn Taylor)

**Attachments to Official Minutes:**
1. XXX