MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS
SCHOOL DISTRICT NO. 4J, LANE COUNTY, OREGON

May 16, 2007

Meeting Convened

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an Executive Session at 6 p.m. and a regular meeting at 7 p.m. on May 16, 2007, 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 May 11, 2007, and published in The Register-Guard on May 14, 2007.

ROLL CALL

BOARD MEMBERS:
Tom Herrmann, Chair
Charles Martinez, Jr., Vice Chair
Beth Gerot
Craig Smith
Yvette Webber-Davis

STAFF:
George Russell, Superintendent of Schools and District Clerk
Barbara Bellamy, Director, Communications and Intergovernmental Relations
Ted Heid, Director of Labor Relations
Tom Henry, Assistant Superintendent – Instructional Services & School Services K-8

MEDIA:
Anne Williams, The Register Guard

OTHER:
Joel DeVore, Legal Counsel

EXECUTIVE SESSION: Under provisions of ORS 192.610 – 192.690, Open Meeting Laws, the Board of Directors conducted an Executive Session for the following purpose:

To conduct deliberations with persons designated by the governing body to carry on labor negotiations, pursuant to ORS 192.660 (1) (d), and to consult with counsel concerning litigation likely to be filed, pursuant to ORS 192.660 (1) (h).

A reception was held in the auditorium for student representatives to the board prior to the start of the regular board meeting.

REGULAR MEETING: The Executive Session recessed and the regular meeting convened with the above board members present, along with the following:

BOARD:
Alicia Hays
Call to Order, Roll Call, and Flag Salute

Tom Herrmann, Board Chair, called the meeting of the 4J School Board to order.

Those present saluted the flag.

Agenda Review

Mr. Hermann reviewed the agenda. There were no changes to the agenda.

Introduction of Guests and Superintendent’s Report

Superintendent Russell congratulated board members who were recently re-elected. He expressed disappointment in voters’ failure to approve a county income tax proposal and predicted severe consequences down the road that would affect schools and social services.

Mr. Russell called board members’ attention to a notice in their packets from Lane Council of Governments regarding training for public officials, especially for new board members.

Mr. Russell said the board was planning to pursue the Oregon School Activities Association (OSAA) lawsuit and file a petition for review by the state Supreme Court.

The superintendent said he had an opportunity to spend a couple of hours at the summit put on May 9 by students of North Eugene and Churchill High Schools and Portland’s Roosevelt High School in wake of an incident that took place at a Churchill High/Roosevelt basketball game earlier this year. Mr. Russell had found it very stimulating to see the young people coming together. He commented that one of the wisest things they did was to kick out the adults after the first few minutes to let the students set the agenda, which he felt had led to a progressive, fruitful dialogue and positive relationship-building.
Mr. Russell presented certificates of appreciation to the student board representatives who were present.

**Comments by Student Representatives**

**Antonio Salgado** of North Eugene High School reported that the following week would be Pride Week, including different activities each day and a barbecue at the end of the week. The week after would be Respect Week, which would involve cleaning up around the school and community service projects.

He reported that the summit was a very different experience for him. He said the students had fun together playing basketball and dancing, and talked very little about the basketball game incident that prompted the gathering.

Mr. Salgado said because students who did not attend the summit did not believe there was no conflict during the summit, a slideshow from the meeting was in the works.

**Caitlin Monroe** of South Eugene High School reported that the prom was scheduled the next weekend at The Shedd, and class elections would be the following week. The Associated Student Body elections were a few weeks earlier. Ms. Monroe said she was involved in organizing a new school recycling program for next year that would be modeled after the school’s substance abuse program.

**Joseph Dombrosky** of Churchill High School said Spring Fest took place last week, and the prom was held last weekend. Class elections would be the next day. He said the larger leadership group that planned the summit held a debriefing last week. He thought the summit helped Churchill realize the similarities among the schools. He said it stimulated discussion about stereotypes that existed even within the same district about people who go to different schools, adding that there was discussion about doing more interschool events like barbecues before football games.

Mr. Herrmann thanked all of the student board representatives, noting that their reports were very important.

**Items Raised by the Audience**

**Lucy Dennis** gave a report about Youth Visions, a project she was inspired to create in a meeting on school funding, when she realized there were too many people who do not have kids in their lives. Since 2002, she said Youth Visions has been an all-volunteer organization with the goal of bringing the insights of youth to the public through video. She said the organization hosted an annual festival, and students were invited to submit short videos in any genre on topics selected by a group of students. The topics for this year’s festival, to be held at Churchill High School May 18, were Desire and Labyrinths.

Ms. Dennis stressed that this project was designed to see what students would do when given free rein. The films are reviewed by a panel from the University of Oregon and Lane Community College and some local people involved in the film industry. Each of the six panelists does a full evaluation of each video. In the best cases, she said, students will rework the video and send it to a more prestigious festival. All of the young filmmakers get the opportunity to have their videos seen publicly. Winning videos receive cash prizes and are shown at Maude Kerns Art Center, the Mayor’s Art Show, Downtown Initiative for the Visual Arts (DIVA) and at the Eugene Celebration. The big prize is that the winning videos appear before
the feature films at the Bijou Art Cinema. She said the goal was to have the videos underwritten and shown at the commercial theaters so more of the public gets to see what young people have to say.

She said the festival grew this year because two teachers, Greg Thompson, who has been teaching a video production class at Churchill High School, and Gwen O’Connell, art teacher at South Eugene High School, incorporated Youth Visions into their curriculum. Five teams from Churchill and eleven teams with ten students each from South Eugene have submitted films. Ms. Dennis invited the board members to attend the festival and gave each a video copy of last year’s winning films.

Board member Beth Gerot commented that she had been to a couple of the festivals and they were really great.

**Comments by Employee Groups**

**Merri Steele and Paul Duchin**, Eugene Education Association representatives, presented a statement about teachers’ contract negotiations. Ms. Steele recalled that the last time they appeared before the board concerning bargaining was when the district was considering the current contract with administrators. She said the first year of that agreement resulted in administrators receiving increases between 13 and 18 percent, plus additional adjustments based on a market survey. That same year, she said, specialists received a 2.5 percent increase. Because of the large discrepancy in compensation packages, she said, the district and EEA agreed to conduct a joint market survey. She said after reviewing the data compiled, the administration made a unilateral decision to include districts not on the jointly agreed-to survey list. In addition, she said, the district unilaterally decided to include a tax-sheltered annuity received by about 10 percent of EEA members. She said this skewing of the data immediately created an atmosphere of distrust which continued to this day. Adding insult to injury, she said the district portrayed the administrators’ supplement as a 5 percent total cost to the district, which the EEA clearly did not see as 5 percent.

Mr. Duchin said as the EEA and 4J began to exchange proposals this year, it became apparent to the EEA that the district was not interested in reaching a fair, equitable settlement. He said the district’s first offer was a 2.1 percent salary increase for both years of a two-year contract. He said workload for teachers was not addressed, retiree benefits were rolled back, and personal needs questioned.

Ms. Steele said a subsequent district counter-proposal increased year one to 2.5 percent. At the highest level on the salary schedule, she said, the .15 percent increase means an additional $7.50 per month. She stated that the district had offered increases that amounted to less than a cost-of-living salary increase against the backdrop of about 20 percent increase in general fund revenues and a $17 million cash carryover. She said the EEA had heard repeatedly in bargaining sessions that if the money were only available, teachers and specialists would receive a reasonable salary increase. She remarked that money was now definitely available.

Mr. Duchin said Eugene members were seeking a reasonable compensation increase, workload relief, class size and caseload reduction. He added that the district’s response to the EEA proposal was that class size and caseload reductions were very costly and could not be sustained. In response, he said, the EEA modified its proposal to reduce the staffing ratio by 10 percent, to provide flexibility in class-size issues raised by the district. He said that while the EEA appreciated the district’s efforts to propose three possible add-back scenarios, in light of the 20 percent increase in the general fund, those efforts were insufficient.
Ms. Steele said the district’s increasing emphasis on professional development had not been well-received by members. She noted that empirical studies had proven that smaller class sizes improved reading performance and added that no instructional program substituted for smaller class sizes and caseloads. She stressed that the money was now available, and it was time for the district to step forward and focus on smaller classes and caseloads.

Mr. Duchin said the next evening, EEA would present a counter-proposal that would withdraw its proposal to increase the staffing ratio and create a caseload cap. He said the EEA was withdrawing the proposal because it did not believe teachers and specialists should have to be the driving force in reducing class size and caseload. He urged the administrators and school board to lower staffing ratios, reducing class size and caseloads, adding that teachers, parents and students deserved nothing less.

**Items for Information**

**Receive an Update on the Arts & Technology Academy**

This school year was the final year of both Jefferson Middle School and Magnet Arts Elementary School. In the 2005-06 school year, the school was designated as an academy school. With the academy school resources, the school has been reorganized into a K-8 school, The Arts & Technology Academy at Jefferson. The school will have a strong focus on the integration of arts and technology, building community, and project-based learning. The design of the school takes advantage of having grades K-8 in one building, which can be seen initially through program offerings and later through mentoring and leadership opportunities. In the 2007-08 school year, the school will operate on a modified calendar, taking longer breaks throughout the year, extending the school year into early July.

**Receive an Update on Bond Projects**

The district is now completing the fifth year of the May 2002 $116 million capital improvement bond. Major accomplishments to date include the completion of two new elementary schools and two new middle schools; a new science wing at Sheldon High School; a new phase one science wing at Churchill High School; new cafeteria/commons at North and South Eugene High Schools; new classroom additions at Monroe and Kennedy Middle Schools; a new addition at McComack Elementary School; two new multipurpose synthetic athletic fields (and synthetic tracks); reader card access at three of the high schools; and major renovations at Willagillespie Elementary School, Jefferson Middle School, Crest Drive Elementary School, Twin Oaks Elementary School, Awbrey Park Elementary School, Spring Creek Elementary School, Howard Elementary School and River Road Elementary School. The program has also completed significant restroom upgrades, roofing replacements, seismic upgrades, HVAC and electrical upgrades, fire alarm and security upgrades, and plumbing and mechanical upgrades throughout the district. With one exception, all projects were completed on time (the one exception being the new Madison Middle School opening three (3) days after the projected start for school). All projects were completed within budget, and some generated substantial savings. For example, the new elementary schools, using a CM/GC contracting methodology, were completed with well over $2 million in total savings.

In addition to the $116 million bond sale, the district will have accrued nearly $7.9 million in interest earnings and bond premium rebates by the end of the bond (a total of approximately $123.9 million). To date, $107.4 million has been spent or obligated, leaving $16.5 million to be spent over the next two summers. A list of the projects planned for these funds is attached to
the board report. (For state budgeting purposes, the bond is listed as fund 410). Capital projects funded by non-bond accounts (funds 400 and 450) are listed as well.

There were about $2 million in unobligated savings remaining in the bond. There was also a list of nearly $18 million in projects that are unfunded at this point, and which have been identified by facilities, the district, and/or schools as high priorities. The district will shortly prioritize the list for inclusion of a few additional items within this bond program.

Ms. Gerot asked about parking at Madison Middle School. Bill Hirsh, Director of Facilities and Transportation, said there was not enough parking built there and there were plans to add more. He said none of the schools had enough space for people picking up children to queue. Mr. Russell noted that this issue was a two-edged sword and he believed in the future the district needed to look at ways to discourage people from driving cars, sitting in line, and adding to environmental problems.

Mr. Russell noted that this was Mr. Hirsh’s last official board meeting before retirement and thanked him for his great work in completing capital projects on time and within budget.

Receive a Legislative Update

Barbara Bellamy, Director of Communications and Intergovernmental Relations, briefed the board members about legislative issues and board and staff communications with legislators. Ms. Bellamy said the big, good news was the state’s improved revenue forecast. She noted that a large number of people attended a public hearing held by the Ways and Means Committee in Eugene and most of the testimony was about community college funding.

Ms. Bellamy said she expected one of two bills intended to help schools facilitate capital construction to pass, and indicated the resulting legislation would allow for local control.

Ms. Bellamy noted that the farm cafeteria bills had been referred to the Ways and Means Committee due to budgetary implications.

Items for Action at this Meeting

Approve Revisions to Board Policy IKF, Graduation Requirements

Board Policy IKF, Graduation Requirements, was last updated and revised on April 15, 1998. This current board policy does not include the changes to Oregon’s new graduation requirements that resulted from the passing of House Bill 3129 in 2005 and signed into law in 2006. The new proposed policy brings 4J into compliance with current graduation requirements for the 2006-07 school year, which requires 223 units of credits for graduation, and for students to meet the additional requirements for an Education Plan and Profile, Career-related Learning Standards, Career-related Learning Experiences, and Extended Application.

The proposed policy aims to establish additional new graduation requirements for students graduating in the years beginning 2009-10. Students in grades 9 through 13 must complete a minimum 24 credits, three years of mathematics, and four years of English. Students receiving their diploma in 2012 will need to complete three credits of science, three credits in either the arts, a second language, or career and technical education, and six credits of electives and a portfolio of essential skills. Students who receive their diploma in 2014 must complete their math credits at the Algebra I level or higher.
The superintendent recommended the revisions to Board Policy IKF, as presented.

**MOTION:** Ms. Gerot, seconded by board member Craig Smith, moved to adopt the revisions to Board Policy IKF.

**VOTE:** The motion passed unanimously, 6:0.

## Consent Group—Items for Action

### Approve Expenditures for April 2007

ORS 332.255 requires that the district school board approve all expenditures for funds. A summary of the expenditures for April 2007, totaling $17,218,163.27, was included in the board packet.

The superintendent recommended approval of the April 2007 expenditures.

### Approve Grant Application: Eugene New Teacher Mentoring Project

Staff in the Instruction Department submitted a $20,000 grant application to the Oregon Department of Education/Title II. Eugene School District 4J, together with partners Eugene Education Association, Oregon Education Association, University of Oregon College of Education, Pacific University College of Education, and Northwest Christian College Teacher Education Program are proposing to expand and enhance the current new teacher mentoring program. The groups plan to work together to provide longer and more in-depth workshop sessions on topics requested by participants, including enhancing student achievement, classroom management, special needs students, licensure, professional issues and district technology programs.

Induction Academy 1, attended by newly hired teachers and mentors, will include a session on licensure requirements and professional obligations related to being an NCLB “highly qualified teacher.” Presenters include professionals from the OEA, UO College of Education, Pacific University College of Education and NCC Teacher Education Program. Other workshops include Positive Behavior Support, a research-based method for eliciting student behavior, using technology programs specific to reporting needs (e.g. eSIS) and a special education IEP reporting system, and a workshop on working with special needs students. The orientation will repeat last year’s successful visitation to a model classroom and simulated first day, where new teachers observe and ask questions of experienced teachers about how to set up a classroom. Academy 2, a one-day orientation for newly hired experienced and inexperienced teachers, will include fewer but more in-depth sessions on licensure and professional issues including information on NCLB and being “highly qualified,” and district technology for record and report writing used by both general education teachers and special education teachers.

The district-supported component of the program during the school year will provide structured ongoing mentor/mentee meetings with one mentor to four to five teachers rather than 1:1, which allows mentors the opportunity for peer interaction and support.

The superintendent recommended approval of the grant application. A copy of the grant description form was included in the board packet.
Approve Grant Application: Creative and Performing Arts, Music & Technology

SCHEDULE D

Staff at Churchill High School submitted a $7,000 grant to the Chintimini Fund for a grant to support creative and performing arts, music, and technology programs at Churchill High School.

The program will focus on enriching and providing opportunities in the area of creative and performing arts, music, technology and creative writing in the high schools. This creative program will focus on the different learning styles, performance abilities and different ways that students are gifted. The selection process will be multi-dimensional with strong consideration given to consistency, behavior, scholarship, leadership, citizenship, and community service.

The superintendent recommended approval of the grant application. A copy of the grant description form was included in the board packet.

Approve Grant Application: TAG After School Enrichment Class

SCHEDULE E

Staff at River Road/El Camino Del Rio Elementary submitted a $7,000 grant application to Chintimini TAG Grant for the purpose of building upon and strengthening the current services that the school has in place for its talented and gifted students.

Some of the class offerings will be the physics of rockets and flight, robot construction, acting and Shakespeare plays, and art and literature circles. The classes will be taught in such a way as to provide students with the maximum opportunity to be engaged in the projects in which they are working.

The superintendent recommended approval of the grant application. A copy of the grant description form was included in the board packet.

Approve Grant Application: Churchill Japanese Program Expansion

SCHEDULE F

Staff at Churchill High School submitted a $7,000 grant application to the Japan Foundation. The grant would provide additional teaching time so that Churchill’s Japanese teacher can better serve upper level Japanese students, who are now combined into a multi-level class that includes level III, level IV, AP and IB.

The superintendent recommended approval of the grant application. A copy of the grant description form was included in the board packet.

Approve Grant Application: Accelerated French III

SCHEDULE G

Staff at Churchill High School submitted a $7,000 grant application to Chintimini. The grant would allow the school to offer an after-school program to meet the needs of TAG students in French. The main goal would be to accelerate and enrich learning for second-year students who wish to skip the third year in the French sequence and go from second year directly to fourth year. This is especially interesting for students who begin their world language studies as sophomores, but wish to complete the full four-year curriculum.

Staff has chosen to propose this program for second year students because experience has shown that the third year of the program is the easiest to accelerate. In addition, students benefit from a solid foundation in French I and II.
The superintendent recommended approval of the grant application. A copy of the grant description form was included in the board packet.

**Approve Ratification of CIP Contract Awards**

On September 18, 2002, the Board of Directors affirmed the 1993 district policy for delegating Contract Award authority for Bond Funded CIP contracts of $500,000 or less to the superintendent, or designee, subject to subsequent ratification by the board. The designee is Bill Hirsh. Contracts in excess of $500,000 will continue to require board approval. The purpose of the board item is to summarize all CIP contract award activity requiring a formal bid or formal competitive selection and for the board to ratify those awards that have been made by authorized staff since the last ratification.

The summary sheet in the board packet identifies all contracts that have been awarded as of the status date indicated in accordance with delegated authority. The summary also identifies who awarded the project and will indicate board ratification data of said award, as applicable.

The CIP management staff will continue to provide the board with Contract Award Status updates for ratification, pursuant to School Board Policy DI (Capital Improvement Contracts Financed by Bond Levy Funds—previously Policy 6610.5).

The superintendent recommended ratification of awards for CIP GO Bond funded projects as indicated on the summary sheet.

**Approve Personnel Items**

The superintendent recommended approval of the personnel items included in the packet. These cover employment, resignations, and other routine personnel matters. The board may adjourn to executive session for matters dealing with employment if it desires to do so. ORS 192.660 (1) (a). (See attached)

**MOTION:** Ms. Gerot, seconded by board member Alicia Hays, moved to adopt the Consent Calendar.

**VOTE:** The motion passed unanimously, 6:0.

**Items for Action at a Future Meeting**

**Approve Revisions to Policy JB, Discrimination, Harassment, Intimidation, Bullying, and Retaliation**

Laurie Moses, Director of High School Services, outlined some of the history behind the revision of board Policy JB, Discrimination, Harassment, Intimidation, Bullying, and Retaliation, last updated on April 30, 2003, to address the issue of hazing. She noted that an alleged hazing incident had come to the superintendent’s attention earlier this year. Ms. Moses was asked to discuss the issue with high school principals, who agreed when they met in October that it would be helpful to add language about hazing to the board policy.

Since then, Ms. Moses said she had been researching policy language on hazing from other districts in Oregon as well as from other resources. She said the most useful information came from national Panhellenic organizations, which had done considerable research on hazing. She
indicated there also had been many conversations at meetings of high school principals and assistant principals about the policy language. She and Dennis Biggerstaff, principal of Churchill High School, appeared as part of a panel at Lane Community College and KLCC, which addressed the issue of hazing over the air.

Ms. Moses went over the proposed revisions that added a definition of hazing and descriptors to the current policy. Copies of the proposed revisions and the current policy were in the board packet.

Randy Bernstein, principal of South Eugene High School, said the principals all agreed the language would help with the types of incidents that had occurred, such as shaving heads to be part of a sports team. He said a couple of years ago, freshmen members of a team had to line up and have balls thrown and kicked at them in front of others, what he termed basic group public humiliation. He said some kids might not be bothered by these practices, but others would.

Mr. Bernstein said hazing practices spill over in a variety of ways, and it was difficult to cultivate good sportsmanship in a team culture of power plays and harassment. He said the practices also spilled over into hallways and became part of a bullying mentality in the schools.

Board member Yvette Webber-Davis expressed concern about the way students would be informed about the new policy. Ms. Moses said each school would handle it in a different way.

Mr. Bernstein added that athletic directors would go over all the policies in meetings with coaches and assistant coaches and that the rules would be highlighted with both parents and students in athletic registration meetings.

**Approve Policy GBNAA/JFCFA, Cyberbullying**

Les Moore, Director of Computing and Information Services, reported that this policy was a two-sentence attachment to the previous policy. The policy would prohibit using electronic communication devices such as email, web sites, voice mail and text messaging in a way that violated Policy JB or prevented a positive, safe educational environment or placed a person in fear of harm or damage. He added that cyberbullying provisions would be added to both faculty and student codes.

Mr. Moore noted that the Oregon Legislature was considering legislation that would require all school districts to have a cyberbullying policy and if that passed, the district would be careful to ensure that the district’s policy complied.

**Comments and Committee Reports by Individual Board Members**

Ms. Webber-Davis thanked voters who re-elected her and congratulated her colleagues Ms. Hays and Mr. Smith, who were also re-elected, and Jim Torrey, who was elected. Ms. Hays also thanked voters.

Mr. Russell asked Ms. Hays about information discussed at a Success by Six meeting the previous day in a report about the state Commission on Children and Families budget. Ms. Hays said the State still had not put any money into programs for runaway homeless teens. She noted that homeless teens were a big issue in Eugene and had very little support from the State.
Ms. Gerot announced that Sen. Ron Wyden would hold a public hearing on the No Child Left Behind program at 10:30 a.m. on June 1 at Adams Elementary School. She encouraged fellow board members to attend.

**Adjourn**

Mr. Herrmann adjourned the meeting at 8:20 p.m.

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George Russell                   Tom Herrmann
District Clerk                   Board Chair

(Recorded by Susan Wulfekuhler)