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

October 27, 2010

The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held an Executive Session at 7 p.m. and a regular board meeting at 7:30 p.m. on October 27, 2010, 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 22, 2010, and published in The Register-Guard on October 25, 2010.

ROLL CALL

BOARD MEMBERS:
Craig Smith, Chair
Beth Gerot, Vice Chair
Alicia Hays (arrived at 7:20 p.m.)
Jim Torrey
Mary Walston
Ann Marie Levis
Jennifer Geller

STAFF:
George Russell, Superintendent of Schools and District Clerk
Barbara Bellamy, Chief of Staff and Communications Director
Susan Fahey, Chief Financial Officer
Carl Hermanns, Assistant Superintendent/Chief Operating Officer
Christine Nesbit, Associate Director of Human Resources

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 consider records that are exempt by law from public inspection, pursuant to PRS 192.660 (2) (f), and to conduct deliberations with persons designated by the governing body to carry on labor negotiations, pursuant to ORS 192.660 (2) (d).

The regular meeting convened with the above people present along with the following:

STUDENT REPRESENTATIVES:
Sun Sun Gan, Lydia Tam, Churchill High School
Jenny Koh, South Eugene High School
Karen McGhehey, IHS, All Campuses
Eric Davis, Sheldon High School

MEDIA:
KRVM
KMTR

Minutes – Board of Directors – October 27, 2010
CALL TO ORDER, ROLL CALL, AND FLAG SALUTE

Mr. Smith called the meeting of the Eugene School District 4J Board of Directors to order, called the roll, and led the flag salute.

AGENDA REVIEW

There were no changes to the agenda.

INTRODUCTION OF GUESTS AND SUPERINTENDENT’S REPORT

Superintendent Russell reviewed the agenda materials provided to Board members including an amended agenda, a letter to Superintendent Castillo and the Oregon State Board of Education, an Oregonian Editorial Board article entitled A higher bar = lower math scores and student success ahead, a graph entitled Historical Perspective: K-12 Education Funding, two articles from the Oregonian entitled Hard choices: Oregon governor, Legislature face grim choices on worker pay and Hard choices: Oregon state worker pay is pivot point for budget showdown, and a National Alliance of Black School Educators press release saluting urban educators.

COMMENTS BY STUDENT REPRESENTATIVES

Jenny Koh reported the South Eugene High School students had observed Breast Cancer Awareness Day on October 22 by wearing pink. The students would present the play Blithe Spirit October 27 through October 30, and the musical West Side Story November 4 through November 7.

Lydia Tam reported the Churchill High School students had their club fair on October 26. She displayed new school tee-shirts that had been designed by a Churchill student. The Air Force Band was performing a concert with the Churchill High School Band this evening. The school’s football team would be playing in the playoffs. Staff continued to work on the school improvement program to insure the success of all students.

Karen McGhehey reported the IHS students were concluding a successful tee-shirt sale.

ITEMS RAISED BY THE AUDIENCE

Juan Carlos Valle said he was Board president of Centro LatinoAmericano, a member of United Communities of Color, and was speaking as a parent. He continued to be concerned about the process for the selection of the superintendent search committee. He emphasized the need for greater inclusion of Latino and African-American community members on the committee to work in partnership with the district.

Stephanie Cannon, speaking on behalf of South Eugene High School, explained an alternative program had been implemented for at-risk students using funding formerly allocated for night school. The program which began last week currently had an enrollment of nine students. The program consisted of two periods per day, was focused on sustainability and project based. The participants were enthusiastic and had demonstrated significant attendance improvement. She expressed confidence that the program would retain students and grow in enrollment.
COMMENTS BY EMPLOYEE GROUPS

Dayna Mitchell of the Eugene Education Association (EEA) offered a resolution to the current disagreement regarding layoffs and furlough days. She and Tom DiLiberto of the EEA reviewed the specific proposals of the resolution.

Mr. Smith said although the board did not generally respond to comments expressed at board meetings, he had received several emails with a similar focus of direct negotiations on behalf of the board and he had no authority to do so. He added EEA members had previously asked the board to negotiate in public session with the EEA leadership, which was not the board’s process. He expressed confidence in the district’s negotiators adding that the board would not vary from its standard practice. He requested that the EEA continue to negotiate through the district’s representatives.

ITEMS FOR ACTION AT THIS MEETING

Approve the Superintendent Search Process, Timeline, and Budget

Ms. Bellamy introduced Jim Mabbott, with Ray and Associates, the consulting firm that had been retained to manage the Superintendent Search Process, and Virginia Thompson, a member of the search committee. Ms. Bellamy provided a presentation on the proposed budget for 2010-11 for the search process.

Board members briefly discussed the process and offered suggestions.

**Motion:** Ms. Walston, seconded by Ms. Hays, moved that the board approve the Superintendent Search Process including the role of the Search Committee, Timeline and Budget, as described in the recommendation.

In response to a question from Ms. Geller, Ms. Levis stated the leadership of the Search Committee had taken the feedback about inclusiveness and opening up the process seriously. It was working hard to listen to what the community wanted in the next superintendent. The Search Committee leadership had discussed doing additional outreach to groups and gathering additional input.

**Vote:** The motion passed unanimously, 7:0.

Approve the Superintendent Position Description, Leadership Profile and the Recruitment Brochure

Ms. Bellamy provided the staff report. She invited Mr. Mabbott and Ms. Thompson to join the board at the table. Board members offered suggestions for the Leadership Profile, which were documented by staff.

Mr. Mabbott agreed the process of gathering data throughout the community was valuable. He added the committee had undertaken lengthy conversations to thoughtfully develop the position description. He said the brochure would serve as a starting point for conversations with candidates, and stated the committee would communicate the importance of what the board and community was looking for in a successful candidate.
Motion: Ms. Hays, seconded by Mr. Torrey, moved that the Board approve the Leadership Profile, with modifications offered by the Board related to community engagement, evaluation, and Board relationship, and deleting item 12.

Vote: The motion passed unanimously, 7:0.

Ms. Bellamy presented the Superintendent Position Description. In response to a question from Mr. Smith, she recalled that the Position Description was part of the basis for evaluating the Superintendent. Board members offered suggestions for the Position Description which were documented by staff.

Mr. Smith requested that Ms. Bellamy bring a revised Position Description back to the board at a future date for review and possible changes, as the description is part of board policy.

Ms. Bellamy noted Ms. Levis currently had a college intern who was working on the recruitment brochure at no cost to the board.

COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Hays said there was no easy answer to the Superintendent Search Committee composition. She did not want one person to sit on the committee and “carry the water” for a particular community. She thought the board had done the right thing in ensuring that all communities were heard, noting the board had changed some of its process as a result of that community input. It would be important to ensure that all of the communities and the applicants understood that the board would be making the decision.

Ms. Gerot reported that as a member of the OSBA, she had sent a letter to the State board expressing concerns of the School District 4J Board of Directors regarding increasing the benchmark for math test scores, supporting the concept, and asking for delay of a year, primarily due to financial issues and concern about the district having the resources to provide support and the timing mid-year. The education reform work group had a presentation by George Naughton, the State budget director, at its October 26 meeting. He had given a presentation regarding State funding and school funding in the next biennium, and suggested there would be reductions of between 18 to 25 percent. He said there would be no closing of the gap between revenues and expenditures through the 2017-2019 biennium. Ms. Gerot reported the group had reviewed the Superintendent vision policy. She would send electronic copies to board members. The focus of the group would be on ESD reform. The group had reached consensus that ESD’s should not be consolidated but sharing of services would be considered.

Ms. Levis thanked the Board for adding tonight’s meeting to discuss the Superintendent search process. She thanked Mr. Valle for raising his concerns about inclusion of people of color in the process. She appreciated having Ms. Thompson, a former board member, and Celia Feres-Johnson for their assistance on the search process. She reported that Jennifer Kerfoot a former high school representative on the board, had been working with ODE, and would be entering the U.S. Navy next month.

Mr. Torrey commended Superintendent Russell and the staff for their work communicating with the public about the extent of the financial challenges faced by the board. He thanked Mr. Valle for expressing his point of view this evening, adding that he and Ms. Geller had attended an Equity Committee meeting earlier today where Centro LatinoAmerican had made an excellent
presentation on the organization’s work in the community. He assured Mr. Valle that the Latino community would not be forgotten in the search process.

Ms. Geller encouraged board members to see the Waiting for Superman movie. She said it was powerful and made people care that every child deserved an excellent education, while she acknowledged that the problems and the solutions were presented in a simplistic way.

Ms. Walston had seen the Superman movie and echoed Ms. Geller’s comments. She added that schools are still using a 19th century model in 21st century times, and this may present an opportunity to review that model. She recently attended a meeting at Kelly Middle School for the north region which had been well attended. She was glad to hear the good news about the South Eugene Alternative High School. She encouraged the board to revisit the recent report on the North Eugene Small Schools to examine how the board could perpetuate that successful program.

Mr. Smith acknowledged Superintendent Russell had received the First Annual State of Civil Rights Award. He noted the compression of property taxes was evident on the property tax statement he recently received, noting there was compression because of the reduced fair market value compared to the assessed value. He opined the district’s local option revenue would decline next year due to this. He too had seen Superman which reinforced the importance of the board’s work.

**ADJOURN**

Mr. Smith adjourned the meeting at 8:30 p.m.

_________________________________________   _____________________________
George Russell     Craig Smith.
District Clerk      Board Chair

(Recorded by Linda Henry)

**Attachments to Official Minutes**
1. Superintendent’s Search Process, Timeline and Budget
2. Superintendent Position Description and Leadership Profile
3. Recruitment Brochure