

Zimbra

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**[4j\_priority\_mail] October 18 No-School Day Confirmed**

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**From :** Cydney Vandercar <vandercar\_c@4j.lane.edu> Thu, Oct 07, 2021 11:34 AM  
**Sender :** 4j\_priority\_mail <4j\_priority\_mail-bounces@4j.lane.edu> 1 attachment  
**Subject :** [4j\_priority\_mail] October 18 No-School Day Confirmed  
**To :** 4J Staff <4j\_priority\_mail@4j.lane.edu>

Team,

It is confirmed: All 4J schools will have a non-student day on Monday, October 18. This will be a staff work day and students will not attend school. The school board approved the calendar change in their meeting last night.

The calendar change is for two main purposes:

- The day will provide planning and preparation time for teachers and other staff to catch up on their regular work, and prepare for potential student quarantines and other COVID-specific needs.
- The day will provide some critically needed transition time for schools and departments to address staff vacancies, reassignments, leaves, other accommodations, and possible program shifts related to the statewide vaccine mandate that is effective October 18.

Thank you for all that you do.

Be well,  
Cydney

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**From:** "Cydney Vandercar" <vandercar\_c@4j.lane.edu>  
**To:** "4J Staff" <4j\_priority\_mail@4j.lane.edu>  
**Sent:** Wednesday, October 6, 2021 5:24:13 PM  
**Subject:** Superintendent's Message to Staff: October 6, 2021

Team Eugene,

This fall has been a big lift. We've all been adjusting to new challenges and shifting conditions for a year and a half. Everyone is working hard, working differently, and stress levels are high. I know that one of things you need most right now is time.

Click here for a brief video message:



Video message link: <https://vimeo.com/624879121>

I want you to know that we are looking to make Oct. 18 a staff work day when students will not attend school. This is not yet certain, as changing the school calendar requires the school board's approval. For teachers and licensed staff, the day would include at least 5 and a half hours of planning time. For classified staff, the day may provide time to catch up on work, or may be assigned different duties than your regular day-to-day work. We will let you know if this calendar change is approved by the board.

I also want to let you know that to free up more time and attention, we are pausing PLCs and professional development. Planned PD will be postponed until at least January. We are also suspending teacher evaluation processes for this year, except for licensed staff who are probationary, temporary and on plans of assistance. Professional learning and evaluation are important, but our priorities right now need to be care and connection, and COVID safety.

Finally, soon staff, volunteers, contractors and others in schools will need to be fully vaccinated, following the state mandate. The Governor made this order to protect our staff, students and families, and to help keep our schools open. Still, it is not universally accepted. I recognize that this state mandate has been difficult to accept and a hard decision for some of our staff.

Thank you to all of the 4J staff who got the vaccine when it became available, and thank you to those who chose to be vaccinated more recently so you could keep working in schools. A smaller number of staff have decided not to be vaccinated and as of October 18 will no longer be working, or if they have an approved medical or religious exception they will be undertaking enhanced safety measures, changing roles, or taking unpaid leave. We appreciate their service and wish them the best.

Thank you all for being flexible and understanding as some programs, services and staff assignments will have to shift to adjust for the departure of unvaccinated staff and our ongoing staffing shortages.

I am thankful for ALL of our staff who have dedicated your careers to supporting students and families. Every school, every department and every group of staff is working hard for our kids, and I need you to know how much you and your efforts are appreciated.

I hope that the changes to delay PD, suspend teacher evaluations, and add a non-student work day, if that is approved, will provide some relief by giving back some time to your weeks and days.

Be well,  
Cydney

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Cydney Vandercar  
Interim Superintendent  
Eugene School District 4J

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