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**[admin\_super] Administrator Staffing News 7/01/2022**

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**From :** Andy Dey <dey\_a@4j.lane.edu> Fri, Jul 01, 2022 07:20 PM  
**Sender :** admin\_super <admin\_super-bounces@4j.lane.edu>  
**Subject :** [admin\_super] Administrator Staffing News 7/01/2022  
**To :** admin super <admin\_super@4j.lane.edu>

Hello Team,

As we begin the 2022–23 school year, I wanted to let you know how excited I am to work with you all as the incoming Superintendent. I look forward to welcoming everyone back after a well deserved summer break from the action. Although more information will be shared in the weeks ahead about the coming school year, I wanted to take a few moments to share some administrative staffing updates. Thank you for taking the time to read the information below.

**Jill Cuadros will lead food services and the warehouse** as nutrition services manager this school year, replacing director Holly Langan who has taken a new position with an education service district in Hillsboro. Jill is a trained chef and has great expertise and experience with our school food program. She came to 4J in 2018 from the University of Oregon, where she was the student dining services manager and executive chef, bringing multifaceted experience with nutrition, production cooking operations, culinary arts, and building sustainable programs through expanding staff capacity. Jill was instrumental in our district's transition to local management of school nutrition services. With her extensive experience and knowledge, she will provide great stability and support for our school meal program in the coming year.

**Morgan Christensen is our permanent Title IX coordinator.** We had a significant amount of Title IX activity this year, and each case requires a significant amount of time and attention. The district asked Morgan to take on this critical role through the spring, temporarily stepping away from Kennedy and Chinese Immersion. He will now continue in the position permanently. Morgan has great experience with secondary schools in his 20 years with 4J—first as a teacher at Roosevelt Middle School, as interim assistant principal of Arts & Technology Academy, and then 5 years as assistant principal of Churchill High School and 5 years as principal of Kennedy Middle School. He earned his doctorate in educational leadership from the University of Oregon. Morgan is the point of contact for Title IX and Oregon sexual harassment law. He stands ready to support you with any Title IX issues, including reports of gender discrimination, sexual harassment, sexual violence and related allegations of sexual misconduct as they impact students or the academic environment.

**Jennifer Hebard will be principal of Kennedy Middle School and Chinese Immersion.** Jen served as principal of Family School and Chinese Immersion at the Crest Drive site starting in 2016 and 2017, after teaching in the Bethel School District for nearly a decade. She moved to the Kennedy site as assistant principal when the Chinese Immersion school relocated there last fall. This winter, when Morgan Christensen moved to the district office to coordinate Title IX work, Jen stepped up from the assistant principal role to serve as interim principal. She has now been named the permanent principal. Jen is a collaborative leader who values the importance of building relationships with staff and families, and supporting the success of students with diverse backgrounds and a wide range of academic and social needs.

We also have another key member of our team who will be leaving the district this summer:

**Kerry Delf, chief of staff and director of district communications,** is leaving 4J to take on new challenges as chief of staff in the Beaverton School District. Kerry has served 4J in an essential role since 2008, coordinating and then directing communications, including serving as 4J's media spokesperson. She has been the face and voice of our district for 14 years and has served as key support to the superintendent as chief of staff for the past four years. She has been a vital presence in a vital role in 4J, serving with skill, integrity and tireless dedication. Her work touches every department, every school, every employee and every family. She will be greatly missed. We congratulate Beaverton on their gain and wish Kerry the best in her new role.

Please join me in congratulations and appreciation to Jill, Jennifer, Morgan and Kerry.

Andy Dey, Ed. D.  
Superintendent  
Eugene School District 4J

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**[admin\_super] Administrator Staffing News 7/22/2022**

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**From :** Andy Dey <dey\_a@4j.lane.edu>

Fri, Jul 22, 2022 06:55 PM

**Sender :** admin\_super <admin\_super-bounces@4j.lane.edu>**Subject :** [admin\_super] Administrator Staffing News 7/22/2022**To :** admin super <admin\_super@4j.lane.edu>

Hello Everyone,

I hope you have all had opportunities to take some time away to enjoy with family and friends, doing the things that you love. I am looking forward to welcoming everyone back in the coming days for another academic year. In the meantime, I have several updates to share regarding our administration team for next year.

**Chief of Staff: Rob Hess**

Dr. Rob Hess will serve as my chief of staff, as Kerry Delf is departing to the same position in Beaverton (we are also recruiting to fill her communications director role). Rob has an extensive background in K–12 public education, having been a teacher, principal, administrator, superintendent and education consultant for more than three decades, with school administration experience spanning the elementary, middle and high school level. He was superintendent of the Lebanon School District for 9 years and previously served as assistant superintendent and student achievement leader in Springfield Public Schools. He also knows 4J and our team, having served as a human resources administrator focused on licensed staff growth and support for the past 4 years. Rob earned his doctorate in educational leadership from the UO and was recognized by COSA as the central office administrator of the year in 2008. I am gratified to have him stepping into this key role.

**Director of High Schools: Greg Borgerding**

Dr. Greg Borgerding has been selected to serve as 4J's director of high school education. Greg has a strong background in secondary school administration spanning both middle and high school levels. He has served as principal of Churchill High School for 6 years and previously spent 5 years as a middle school principal at Spencer Butte and in Washington. Before that, he was focused on the high school level, including overseeing CTE and AVID programs as a district director, serving as a high school assistant principal, and teaching high school English language arts. Greg holds his doctorate in educational leadership from Seattle University. He is dedicated to doing what's best for kids, supporting innovation in the education profession, ensuring high levels of learning for all students, and preparing them for successes beyond high school.

**Human Resources Administrator: Mike Ingman**

Mike Ingman also is taking on a districtwide role as a human resources administrator. Mike has more than two decades of experience as an educator, including time as a high school teacher and football coach before moving into administration. He has been with 4J as principal of Sheldon High School since 2019, and previously served as a principal and assistant principal for a dozen years in the Albany and South Lane school districts, most

recently as principal of Cottage Grove High School. While Mike has worked in other school districts, he grew up and went to school in Eugene, and raised his own children in 4J schools. Mike's broad experience, clear communication, collaboration and thoughtful approach will serve us well in his new role in human resources.

### **Churchill High School Principal: Missy Cole**

Missy Cole will be principal of Churchill High School, replacing Greg Borgerding. Missy has been an assistant principal at Churchill for the past year and previously at Thurston High School for 8 years. Missy is a 4J graduate but began her education career in Washington. Before moving to Oregon and into the administrative realm, she spent 15 years as a high school PE and health teacher, federal PE grant coordinator, middle school athletic director and dean of students. Missy makes it a priority to build trust with each student, staff member and community member she encounters. Her leadership will serve Churchill staff, students and families well next year.

### **Sheldon High School Interim Principal: Kay Graham**

Kay Graham will serve as Sheldon High School's interim principal this school year, replacing Mike Ingman. Kay has been an assistant principal at Sheldon since 2020. She served for the prior decade as a high school, secondary school and K–12 principal in Cottage Grove and Lowell, and previously spent several years in 4J as an assistant principal and small school principal at North Eugene High School. She taught high school science for 15 years before becoming a school administrator. Kay brings to her new role a wealth of knowledge and experience as well as a commitment to learning at high levels for all students at Sheldon. We appreciate her stepping up to the principal's office this year before she retires.

### **Eugene Education Options Administrator: Scott Mayers**

Scott Mayers has been named 4J's alternative education administrator, replacing Paula Nolan who will be principal of Spencer Butte. Scott will now oversee ECCO and other Eugene Education Options programs, as well as Eugene Online Academy. For 20 years, Scott has focused on serving non-traditional students, helping them find success. Scott has been assistant administrator for EOA for the past year. He was an assistant principal at North Eugene High School for 7 years and also served as an interim assistant administrator at ECCO for part of a school year. Prior to becoming an administrator, Scott was dean of students at Gateways alternative high school in Springfield, and taught in Springfield and Bethel schools. He looks forward to furthering the successes EEO's passionate educators have helped our students achieve.

### **Eugene Education Options Assistant Administrator: Beth Kruziki**

Beth Kruziki has been hired as 4J's alternative education assistant administrator. Beth has worked with the Oakridge School District for the past 2 years as director of student growth and achievement, including overseeing the creation of a new K–12 online program and implementing a new GED program. Beth also is currently working with 4J as a summer school administrator. She served as an administrative intern at Churchill High School, Kennedy Middle School and Eugene Online Academy during the 2020–21 school year. Before becoming an administrator, Beth taught CTE, art and language arts at schools including ECCO and EOA. Beth believes that all students have a powerful story and voice. She aims to make school welcoming and exciting for students and to help teachers meet every student's needs.

Please join me in congratulating me Rob, Greg, Mike, Missy, Kay, Scott and Beth on their new roles! Stay tuned for news about other key positions—we are recruiting for our general counsel and communications director roles, and aim to name a new finance director soon.

See you soon!

Andy Dey, Ed. D.  
Superintendent  
Eugene School District 4J  
541.790.7706

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