TAMALPAIS UNION HIGH
SCHOOL DISTRICT

Regular Board Meeting
03/12/2024 - 06:00 PM
Kreps Conference Room
395 Doherty Drive, Larkspur, California, 94939
Phone (415) 945-1020; www.tamdistrict.org

MEETING MINUTES

Call to Order at 4:30 p.m.;
Closed Session 4:35 p.m.;
Regular Board Meeting 6:00 p.m.
Zoom Link: https://tamdistrict-org.zoom.us/j/99297732165?pwd=cENCTmRpU3ZFMXFOSFkreTZnWWluUT09(https://simbli.eboardsolutions.com//SU/jgV3NKKzMu8pmxHm82SHmA==)
Webinar ID: 992 9773 2165; Passcode: 249204

Board of Trustees
Leslie Harlander, President
Emily Uhlhorn, Clerk
Karen Loebbaka
Cynthia Roenisch
Kevin Saavedra

Tara Taupier, Ed. D, Superintendent

Attendees

Voting Members
Karen Loebbaka, Board Member
Leslie Harlander, Board President
Cynthia Roenisch, Board Member
Kevin Saavedra, Board Member
Emily Uhlhorn, Board Clerk

1. Call Meeting to Order

   A regular meeting of the Board of Trustees of the Tamalpais Union High School District (District) was called to order in the Kreps Conference Room at 4:36 p.m. A quorum was declared present.

2. Approval of Closed Session Agenda

   M/S/C (Loebbaka/Saavedra), unanimously.

3. Public Comments on Closed Session Agenda

   There were no public comments on the closed session agenda.

4. Recess to Closed Session in the Superintendent's Office

   A. With respect to every item of business to be discussed in closed session pursuant to Ed Code §35146

      1. Review Request for Waiver of Graduation Requirement - Student A

      2. Review Request for Waiver of Graduation Requirement - Student B

      3. Review Request for Waiver of Graduation Requirement - Student C

   B. With respect to every item of business to be discussed in closed session pursuant to Ed Code §54957(b)(1)

   C. Conference with Legal Counsel Regarding Existing Litigation pursuant to Government Code Section 54956.9(a)

   D. With Respect to Every Item of Business to be discussed in Closed Session Pursuant to Gov Code §54957

E. With respect to every item of business to be discussed in closed session pursuant to Gov Code §54957.6

5. Reconvene Into Open Session

The meeting reconvened into open session at 6:05 p.m.

6. Announcement of Reportable Action Taken in Closed Session

Item 4.B. - Appeal of Complaint Against a Public Employee was tabled.

There was no reportable action taken in closed session.

7. Approve Agenda and Review Norms

Ms. Roenisch read the board norms.

Ms. Harlander stated that item 13.I. was being pulled from the agenda.

M/S/C (Uhlhorn/Loebbaka), unanimously.

8. Public Comment on the Consent Agenda

9. Approval of Consent Agenda

10. Public Comment for Items Not on the Agenda

Michael Ardito, Drake High School Class of 1971 Vice President, emailed a public comment claiming that many teachers at Archie Williams fail to teach or include local history about Sir Francis Drake, specifically the "geo-spriritual blessing of June 24, 1579", when the "first Christian worship service in the Bay Area was held by Francis Drake". In his email, Mr. Ardito explained the importance of this and other religious events related to Drake, and said that the school committed "apostasy and 21st century crucifixions".

Bob Mittelstaedt, Co-Founder of E-bike Access, stated that he was concerned about children's use of electric throttle e-bikes, specifically the Super73's which have a top speed of 30-35 MPH. He said that these bikes are mislabeled as Class 2 e-bikes, but they should be classified motor vehicles, which require a license and turn signal. He emphasized that it is a matter of life and death, claiming that children ages 10-19 year old have 7-9 times the accident rate on e-bikes. He asked the district to work with local law enforcement to educate parents and issue a ban or advisory and enforce it.

Jonathan Frieman, Co-Founder of E-Bike Access, stated that he too is concerned about E-bike use by students, and said that he is involved with a non-profit called "Inspirit", which raises money for quadriplegics. He stated that most people become quadriplegics due to injuries. He said that he and Mr. Mittelstaedt would like to work with the district to see what they can do before the summer.

There was no other public comment.

11. Student Trustee Reports

Kiera Lensing, Redwood High School, reported on Pi Day activities, including a baking and team math competition, the upcoming Night of Blues, the Avenue of Giants event, Redwood vs. Marin Catholic baseball game at Oracle Park, Prom Boutique - free prom attire for students from all schools, Game Night - featuring 6 athletic games on one night, and the TUPE team presenting at a UC Berkeley conference.

Gia Debok, Archie Williams High School, reported on the spirit week celebrations of Archie Williams' birthday, and said that the community was "bursting with life", an upcoming Black History Month celebration, Peer Resource passion projects, Prom Pop-up Shop, AVID class visit to CSU Long Beach, MPWAC Elected Women's Luncheon and spring sports.

12. Superintendent's Report

Dr. Taupier reported on the following:

- San Andreas was named a Model Continuation School
- LCAP Development cycle - the district sent a draft of the proposed LCAP to the community and will hold community input meetings on March 21 and April 3 to get feedback on goals and actions.

- March is Women's History Month - a celebration and elevation of women's history; events are posted on the cultural events calendar (on the homepage of the district website).

13. Trustee Considerations (Please note that times listed for each item are estimated and actual times will vary)

A. Update on School CAASPP Testing Participation Strategies (6:21 p.m.)

Dr. Barnaby Payne, Redwood High School Principal, discussed the urgency around the district's CAASPP scores and ratings on the CA Schools Dashboard. He said that last year's low participation rate created a call to action because the results were not authentic and didn't accurately reflect student achievement. Dr. Payne said that principals at all sites are collaborating on strategies to improve testing participation, including the following:

- Change the opt-out process - the new multi-step process will require filling out a form and meeting with an assistant principal.
- Create bell schedules that support optimal testing conditions for students
- Solicit ideas from students, including Leadership, to create rewards and incentives for participation
- Hold staff meetings focused on CAASPP, so that teachers understand the importance of testing
- Educate parents through presentations to parent groups, including the PTSA, Site Council, Foundations - to get the message out
- Educate students - Classroom presentations to 11th graders
- Move the testing window forward (before Spring Break) to avoid conflicts with AP exams

Board members asked questions about feedback from 11th grade students and parents, changes to the opt-out process, bell schedules, timing of testing and the plan for make-ups. Dr. Payne said students should know that, individually, CAASPP tests can be used for placement at CSUs, and collectively, we want our schools to show well to the community and reflect the ability of our teachers and students. He also said that testing schedules vary site by site and make-ups will be tracked student by student until all have taken the exam.

One board member pointed out that opponents to Measure A used this inaccurate representation in the CA Schools Dashboard as talking points about the District.

One student trustee said that a lot of students opted out last year, and it would be hard to get through to them. She said that school admin should get leadership to help with the message and find ways to motivate students. Another student trustee said that moving the testing dates to before Spring break is huge and should help a lot.

Laura Erickson, a teacher at Tamalpais High School, said that she proctored the exams last year, and found that most students had no idea what the purpose of CAASPP testing was. She stated that once they learn how it impacts them, it will help. Also, she claimed that messages home from the staff and at the PTSA breakfast would make it clear "why". Also, she said she hopes students don't get anxiety about their individual scores.

There were no other public comments.

B. Review the TUHSD 2023-24 Local Control Accountability Plan (LCAP) Mid-Year Update & Parent Budget Overview (6:40 p.m.)

Dr. Taupier provided an overview of the Local Control Accountability Plan (LCAP) Mid-Year update. She stated that the LCAP is designed to ensure educational equity, specifically for unduplicated students (students in foster care and ELL) and that it aligns with the TUHSD equity vision and goals. She reminded the board that we are a basic aid district, but we still have to create an LCAP that satisfies the 8 state priority areas.

Dr. Taupier highlighted the Tam4Ward Plan and multi-tiered system of student support. She reviewed the specific and comprehensive actions the district is taking, such as utilizing the Deans of Student Success and Intervention Coordinators at each site to support student needs, Learning Leadership Teams to focus on Tier 1 teaching strategies, addressing school culture and climate through cultural celebrations and campus-wide Stop and Learn lessons, developing additional SEL modules for all grade levels, diversification of curriculum, and the Algebra Project to support students under-performing in math upon entering high school. Dr. Taupier stated that the district uses data to inform its practices and determine where it needs to focus. She said that there is currently a disconnect between students' lived experience and what is being taught in the classrooms. To address this, the district is using Focal Students and Learning Partnerships to get to know students on a personal level.

Dr. Taupier stated that the district's goal is to ensure that every student graduates from high school college ready, because college and job readiness require the same skills, and being college ready is being career ready.

Board members asked questions about the goal percentages, a-g eligibility, deficiencies and remediation, and credit recoveries. Some board members praised Dr. Taupier for her presentation and high-level approach.

One member of the public said that she liked the break-down of the data but would like the district to push harder on a-g eligibility. She said that if there aren't that many students of color, there is an opportunity to dig down further and raise the percentage of a-g readiness. She claimed that there is an assumption that TUHSD students are well-prepared for college, but college is hard, and many students struggled after Covid. She asked the district to be more transparent to students as to what college looks like and to work to prepare them. She said that if students aren't passing a class, teachers shouldn't wait until the end of the reporting period, but remediate it during the semester. She said that we have a great group of people and a great district who can elevate students of color, and she hopes that we will keep pushing.

There was no other public comment.

C. Review the Racial Equity Board Policy (BP 0415) Implementation (7:10 p.m.)

Dr. Tara Taupier, Superintendent, Kelly Lara, Assistant Superintendent of Educational Services, Dr. Jeanine Evains-Robinson, Sr. Director of Student Services, and Cathy Flores, Sr. Director of Diversity, Equity, Inclusion and Belonging, presented the district's implementation of the district's Equity Policy (BP 0415). Dr. Taupier presented the DARE framework for achieving racial equity in TUHSD, and said that the Equity Policy falls under "a clear, ambitious vision for district-wide racial equity". The presenters covered action items, progress and feedback on the elements outlined in the Racial Equity Policy, including hiring and retention, reporting racial incidents, professional learning, curricular and programmatic changes, and community outreach and engagement. They also discussed areas of strength and growth, and why racial equity work matters.

Board members asked questions about changes in student outcomes since 2018, how the district can engage the community more, and what's happening in the classrooms. One board member praised the Tamalpais high school parent education meeting regarding the stop and learn on microaggressions and suggested that more parents might come if they invited one another. Another board member said that at Alameda High School, black students are helping lower classmen with course sign-ups, and suggested that TUHSD schools consider that idea.

Dr. Taupier stated that this is a nationwide problem, and it's hard to get immediate results. She said that the district has an urgency to improve outcomes and is being relentless in its push towards equity.

A member of the public said that equity should be an "all hands on deck" mentality, similar to "no one eats alone". They said that the district should do more, and there are not many students of color. She claimed that the same students who are selected as leaders in middle school take leadership roles in high school. She said that everyone should be expected to be a leader, and that the district should set higher expectations for diverse students, including taking AP classes. She asked that the district change the mindset that students of color aren't going to college. She said that all students should graduate UC a-g eligible and that the high schools need to work with middle schools to start the change.

There was no other public comment.

D. Discuss District Response to Marin City Coalition and Tam High Black Student Union Feedback (8:10 p.m.)

Board members asked Dr. Taupier and Kelly Lara to address the October 2023 letter from the Tamalpais High School Black Student Union (BSU) and discuss what has been done to address their requests, which included an apology from the offenders, a new policy on hate speech, restorative justice and a community education event featuring a well-known speaker (Ta-Nehisi Coates). Dr. Taupier and Ms. Lara addressed board questions about the feedback and said that the district has added an "N-Word" policy to the parent/student handbook, is in the process of implementing restorative justice, and are working on planning a speaking event before the end of the year.

One board member suggested that learning opportunities should be a consequence of hate speech, and that students need to know the district is taking it seriously. She said that there should be no leeway at different schools. Other board members asked clarifying questions about the speaking event, when it would occur, who would be the featured presenter, and who would be invited. Ms. Lara said that she is in correspondence with Ta-Nehisi Coates), but did not have a firm update at that time.

Dr. Taupier, Ms. Lara, Dr. Evains-Robinson and Ms. Flores presented the Tamalpais High School Anti-Racism Strategic Plan. Dr. Taupier explained the DARE tool and said that the purpose of the Anti-Racist plan is "to create safe, healthy and inclusive school environments". Dr. Taupier presented a summary of community feedback from the October 2023 board meeting that has served as a basis of the plan, and said that they have followed-up with students and community members to get more information and clarity on their requests and suggestions. Presenters then detailed the three priorities of the plan, including action steps to improve student engagement, parent engagement, and staff education and engagement.

There was no public comment.

E. Take Action on Resolution #23-16: Eliminate/Reduce the Number of Certificated Employees Due to a Reduction in Particular Kinds of Service - ROLL CALL VOTE (9:15 p.m.)

Wes Cedros, Assistant Superintendent of Human Resources, presented Resolution No. 23-16: Eliminate/Reduce the Number of Certificated Employees Due to a Reduction in Particular Kinds of Service. He said that upon approval, impacted employees will be notified of the potential reduction, and the final determination will be made by May 14, 2024. He said that the district is working on site master schedules to see if a reduction will be necessary, and added that they had already reduced staff by more than 0.4 FTE due to employee attrition.

There was no public comment.

Motion made by: Karen Loebbaka
Motion seconded by: Emily Uhlhorn
Voting:
Karen Loebbaka - Yes
Leslie Harlander - Yes
Cynthia Roenisch - Yes
Kevin Saavedra - Yes
Emily Uhlhorn - Yes

F. Discuss and Take Action on the 2023-24 Second Interim Budget Report with Positive Certification Recommendation (9:20 p.m.)

Corbett Elsen, Assistant Superintendent of Business & Operations, presented the 2023-24 Second Interim Budget Report. He discussed the budget reporting cycle, changes in multi-year projections (MYPs) since December, revenues, expenditures and prudence and next steps. Mr. Elsen said that the estimated budget deficit is projected to be slightly higher than the December report, but that reserves would still be above the required district minimum. He concluded his report by saying that TUHSD is projecting balanced budgets in the official 3-year multi-year plan and is self-certified as "positive", but warned that there are "major, imminent facilities needs that, without dedicated funding, would divert funding from the General Fund". As an example, he cited failing roofs across the district that are estimated to cost $80M to repair.

There was no public comment.

G. Take Action on Resolution No. 23-15 Acknowledging Five Certifications Required to Submit Modernization and New Construction Funding Applications to the Office of Public School Construction (OPSC) and that the State of California Received Requests that Exceed Available Bond Authority for the School Facilities (SFP) Program - ROLL CALL VOTE (9:34 p.m.)

Melissa Duggan, Director of Bond Programming, presented Resolution No. 23-15: Acknowledging Five Certifications Required to Submit Modernization and New Construction Funding Applications to the Office of Public School Construction (OPSC) and that the State of California Received Requests that Exceed Available Bond Authority for the School Facilities (SFP) Program. Ms. Duggan said that the Prop 51 funding program is currently beyond funding capacity, but new legislation is being considered for state facilities funding (AB 247), and that TUHSD could be eligible for approximately $21M in district funding if it is passed. The five certifications allow the district to apply for this funding if it is passed.

There was no public comment.

Motion made by: Karen Loebbaka
Motion seconded by: Emily Uhlhorn
Voting:
Karen Loebbaka - Yes
Leslie Harlander - Yes
Cynthia Roenisch - Yes
Kevin Saavedra - Yes
Emily Uhlhorn - Yes

H. Award of Bid and Take Action on Contract for the Red Hill Community Sports Park Renovation Project - Rebid for Site Improvements (9:38 p.m.)

Corbett Elsen, Assistant Superintendent of Business & Operations, presented the contract for site improvements for the Red Hill Community Sports Park Renovation Project. He reminded the board that they had gone out for bid on this project in May 2023, but the bids were rejected because they were deemed to be too high. The district went out for rebid on the site improvements and received a better, responsive bid from CWS Construction Group for $475,000, which will be

funded by the Capital Facilities Fund (Fund 40).

There was no public comment.

M/S/C (Uhlhorn/Saavedra), unanimously.

I. Take Action on Design Contract with Carducci Associates to Design the Re-Turf of Ghilotti Field at Redwood HS

This item was tabled.

J. Take Action on Lease Agreements with Mobile Modular for Portable Classrooms at Redwood HS and Tamalpais HS, and Approval of Temporary Housing Project Budget for Both Sites (9:40 p.m.)

Mike Woolard, Sr. Director of Facilities Planning, presented for board approval a lease agreement of $1.7M with Mobil Modular for portable classrooms at Redwood and Tamalpais High Schools, a purchase order of $15,192 to Mobile Modular for long-lead time materials for the leased portable classrooms, and requested a temporary housing budget of $4.5M. He explained that the portables require a lot of customization, so they need to be ordered now in order to keep the summer installation schedule. However, he stated that if Measure A does not pass, all items can be canceled at no cost to the district.

There was no public comment.

M/S/C (Loebbaka/Saavedra), unanimously.

K. Board Governance Handbook Discussion (approx. 9:47 p.m.)

Leslie Harlander read the governance policy on board members visiting school sites, and asked for feedback from the board. One board member asked if the policy applied to other school events and Dr. Taupier said that it did.

There was no public comment.

14. Consent Agenda

A. Approve Draft Minutes of the February 27, 2024 BOT Meeting

B. Approve Personnel Summary for March 12, 2024

C. Ratify Batch and Warrant Details - February 2024

D. Approve Contracts over $40,000 - March 12,2024

E. Ratify Contracts under $40,000 - March 12, 2024

F. Approve Purchase Orders over $40,000 - List No. 14

G. Approve Request for Waiver of Graduation Requirement - Student A

H. Approve Request for Waiver of Graduation Requirement - Student B

I. Approve Request for Waiver of Graduation Requirement - Student C

J. Approval of the 2024-25 School Site Safety Plans

K. Monthly Report of County, Schools, and District Investments as of December 31,2023

L. Declare as Surplus and Authorize - IT Disposal

15. Trustee Reports

Leslie Harlander asked for an update on the district's E-bike policy in response to public comment, and for a presentation on San Andreas High School, to showcase why they were designated a model continuation school.

Cynthia Roenisch asked for an update on S1 a-g eligibility and ongoing credit recovery opportunities, and clarified that she did

not want the district to wait until the end of the school year to notify students of their eligibility status.

16. Conclusion

Ms. Roenisch reflected on the board norms.

17. Adjournment

The meeting adjourned at 9:55 p.m.

Superintendent