TAMALPAIS UNION HIGH SCHOOL DISTRICT

Regular Board Meeting
04/16/2024 - 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 4:55 p.m.;
Closed Session 5:00 p.m.;
Regular Board Meeting 6:00 p.m.
Zoom Link: https://tamdistrict-org.zoom.us/j/96447596854?
pwd=a3NJQzR3Y3h5b3BmYUNJMFRibE0zQT09(https://simbli.eboardsolutions.com//SU/U8rRUK7nYcoB9j0lpoPNSA==)
Webinar ID: 964 4759 6854; Passcode: 982555

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

Tara Taupier, Ed. D, Superintendent

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 5:01 p.m. A quorum was declared present.

2. Approval of Closed Session Agenda

M/S/C (Roenisch/Loebbaka), 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. Request for Waiver of Graduation Requirement - Student A

B. With respect to every item of business to be discussed in closed session pursuant to Gov Code §54956.95

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

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

E. With respect to every item of business to be discussed in closed session pursuant to Gov. Code § 54956.9, subd. (d)(2) or (3)

5. Reconvene Into Open Session

The meeting reconvened into open session at 6:14 p.m.

6. Announcement of Reportable Action Taken in Closed Session

There was no reportable action taken in closed session.

7. Approve Agenda and Review Norms

Ms. Harlander requested that item 13.G. be moved after item 13.C. With this change, the agenda was approved.

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

Ms. Harlander read the board norms.

8. Public Comment on the Consent Agenda

There was no public comment on the consent agenda.

9. Approval of Consent Agenda

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

10. Public Comment for Items Not on the Agenda

The following public comments were submitted to the board via email period to the board meeting regarding Measure A:

- Carolyn Shadan, a Tiburon resident, said that the 3/28/24 Marin IJ article showed a lack of understanding of voter demographics. She claimed that listing the final cost of the bond measure with interest is honest, and not including interest is dishonest. She stated that, in addition to the high total cost figure, the primary issue with her and her neighbors was that with enrollment predicted to decline, there is no need for a newer/expanded cafeteria. She said the second-biggest factor was the inability to have a senior exemption (which is state law). She suggested that some other type of full or partial funding source should be pursued.
- Anne McClain, a Forest Knolls resident, said that damaging, misleading information was circulating in her community that Archie Williams High School wouldn't be getting a fair share of the bond money. Also, there was a perception that it was too expensive or funding unnecessary frills. She encouraged the district to mount a new campaign taking these things into account. She concluded by saying that she voted for the measure, as she believes we don't spend enough on our schools.
- Amy and Tom Valens, Forest Knolls residents, stated that they voted in favor of the bond measure, but that messaging that the projects were frivolous caused the bond measure to fail. They said that the opponents of the bond struck a chord with their description of Redwood's state-of-the-art cafeteria. They suggested that the district be more specific about how the money will be spent, and that all communities will reap the benefit, as they contemplate a new bond measure.

The following public comments were provided at the board meeting:

Jonathan Frieman, Co-Founder of E-Bike Access, spoke about Dr. Taupier's letter to the community dated 4/3/2024. Mr. Frieman said he was horrified about the young woman who was violated and was concerned about her well-being. He suggested using restorative justice to address the situation and offered the services of the Youth Corps (Youth Transforming Justice), which he said the district had used before. He said that he is sad that the Jewish are chosen and wished that something could be done to end the offenses.

Damian, a Tamalpais High School graduate, said that the latest incident at Tam was not new, and this has been happening for decades. He stated that kids think they can do and say what they want, and that black students are harassed by teachers and police. He referred to his own experiences at Tam and claimed that his high school principal suspended black students at a higher rate than white students. He argued that the district and Superintendent showed no accountability and didn't want to change, as evidenced by J.C. Farr (former Tamalpais High School principal) being "run out of the district". He said that white people want it all, and have it all, and will cheat for white privilege. He said that he is advocating for people to file lawsuits against the district.

Susannah Kussmaul, a Tamalpais High School parent, said she was grateful that the district expanded support for the band program at Tamalpais by hiring Eric Allen as a part-time music teacher at Tam. She stated that she had noticed significant changes under Eric Allen's leadership, and reported that her son was more engaged, motivated, and challenged. Ms. Kussmaul further said that Mr. Allen knows the instruments, has high expectations, and is overall a good teacher. She thanked Mr. Allen and the district for their support of his position, and hoped that he would continue in the role.

Abigail Maher, a Tamalpais High School parent, said that her son plays music in all the bands, and the extra support provided by Eric Allen is fantastic. She said that the band program has a more reliable schedule, the concert band is able

to separate strings from the rest of the band, and that students are more engaged and challenged. Ms. Maher thanked the district and hopes that there is funding for Mr. Allen's part-time position next year. She said that students deserve a challenging program.

There was no other public comment.

11. Student Trustee Reports

Gia Debok, Archie Williams High School, reported on ASB elections, prom, the prom pop-up shop, improved participation in CAASPP testing - saying that there were fewer opt-outs and make-ups will continue to bring up participation, CAST testing, SLC events for freshmen and sophomores during testing, MCAL standings for tennis, boys volleyball and softball.

Kiera Lansing, Redwood High School, reported on prom, prom Olympics during lunch, CAASPP testing - saying that the timing before spring break was much better this year and Redwood had good participation, grad preparation, and the Mother Lode play.

Mikayla Guerrero, San Andreas High School, reported on CAASPP testing, open house - with a student panel and teacher/staff scavenger hunt, career and job fair, field trips to the Marin City historical presentation and the Senior celebration.

Mila Mincy, Tamiscal High School, reported on completion of the yearbook, counseling for seniors on graduation and next steps, a Dr. Lori Watson visit, and openings for the pathways program next year.

12. Superintendent's Report

Dr. Taupier reported on the following:

- April is Arab American Heritage Month and events at each school site, as shown on the Cultural Heritage Events calendar, maintained by Dr. Jeanine Evains-Robinson and the Deans of Student Success.
- National Teacher Appreciation Week is May 6-10, 2024 and National Teacher Day is on May 7, 2024.
- Classified School Staff Appreciation Week is May 19-25, 2024.
- Student highlight - The Tamalpais High School Mock Trial team placed 3rd in the state competition.
- Tamalpais High School PTSA Diversity Day on April 28, 2024 from 1:00-4:00 p.m. in the Tam Student Center

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

A. Announce Selection of the Sr. Director of Human Resources (approx. 6:15 p.m.)

Wesley Cedros, Assistant Superintendent of Human Resources, announced LaSandra White as the new Sr. Director of Human Resources, effective July 1, 2024.

Mr. Cedros started by acknowledging Karin Hatton, Assistant Principal of Redwood High School, for her years of service and wished her the best in her new role as Principal at American Canyon High School, and said that he was sad to see her go but was excited about her new leadership position.

Mr. Cedros said that Ms. White has 28 years of experience in the district, including 24 years of admin experience. He described her exceptional intelligence, integrity, emotional intelligence, wit, humor and compassion. He said that he is happy to work with her again in the small Human Resources department of 3 people, which is smaller than the average department size of 7 in similar districts.

Principal Cathy Flores, who spoke on behalf of herself and Principals Kimberly Clissold, Barnaby Payne and Kimberly Stiffler, said that Ms. White will improve the ability for the district to support and recruit staff.

Ms. White said that the promotion was bittersweet, and that she would miss working with the students, but looks forward to supporting administration and staff at the other sites. She said that she is excited and fortunate to work in the district.

Ms. Roenisch said that Ms. White will use her expertise to help students and improve the district.

There was no public comment.

B. San Andreas High School Model Continuation School Showcase (approx. 6:25 p.m.)

Cathy Flores, Principal of San Andreas High School, showcased the programs and resources that earned San Andreas a Model Continuation School distinction from the California Department of Education (CDE). She discussed the definition and criteria of a model continuation school, and the guiding principles that drive all decisions and programs for students. Ms. Flores described the school management, grading periods, teacher efficacy, scaffolding strategies, shared spaces, partnerships with families, and behavior interventions at San Andreas, and said that student voice is centered - both formally and informally. She also described students' Personal Growth Plans (PGPs) and the attendance interventions used to keep students on track towards graduation. She then shared feedback from parents and students, including a speech by Mikayla Guerrero, San Andreas Student Trustee, who described how San Andreas changed her life and put her on track to graduate early. Ms. Flores concluded her presentation by sharing photos of students with signs that described why they love San Andreas, and pictures of staff members, who she credited with making the school what it is.

One trustee thanked Ms. Flores for building a community at San Andreas where students feel at home and feel like they belong, and said that it's what every kid deserves.

There was no public comment.

C. E-bike and E-motorcyle Information and Discussion with Law Enforcement Partners (approx. 6:45 p.m.)

Dr. Taupier, Superintendent, Chief Michael Norton of the Central Marin Police Authority, and Lieutenant Shaun McKracken of the Mill Valley Police Department, shared a safety update and proposed response plan for e-bikes and e-motorcycles on district campuses. Dr. Taupier shared the e-bike and e-motorcycle classifications, policies and laws. She also described safety concerns that have been reported to the district and a proposed safety response plan and timeline that is being discussed with law enforcement partners and other school districts.

Chief Norton said that the e-bike / e-motorcycle situation is dynamic, and laws and enforcement practices are behind the curve. He clarified that some bikes that are being sold as e-bikes are actually motorcycles, which can't be ridden unless they are registered with the DMV and the driver has a motorcycle license and a motorcycle helmet. In particular, he said that Super73 models R and S have motor outputs greater than 750 Watts, which makes them mopeds, not bikes. He said that he feels badly for parents who were misled by manufacturers into thinking they were e-bikes and spent $2,000 to $5,000 on them. He said that after some additional education and a grace period, the police will start enforcement. He said that the goal is to educate parents and, hopefully, they won't let their kids ride these types of motor vehicles.

Lieutenant McKracken said that Mill Valley PD is reviewing information and considering how to approach the Super73 bike models that are greater than 750 watts. He said that Mill Valley created an ordinance based on community input, and developed an inter-department process for issuing citations. He said that juvenile offenders must attend a Marin Bicycle Coalition e-bike safety class and parents must attend a class through the police department. He said that they take an educational approach and, as a result, have seen few repeat offenders.

One board member asked if the police plan to communicate why students should ride with helmets and focus on the safety concerns, particularly the number of injuries happening. Chief Norton said that there is an increase in the severity of injuries and that the message is that these bikes are not safe, and they're not legal.

Chief Norton added that he's not against e-Bikes, and there are several legal options that go under 20 MPH, which is plenty of speed.

Board members asked questions about previous issues with inadequate braking on e-bikes, and indicated that they are pleased that the district is working together with law enforcement to keep everyone in the community safe, using an education focus.

Bob Mittelstaedt, Co-Founder of e-Bike Access, said that he is delighted that the district responded to his public comment at the last board meeting and put the e-Bike topic on the agenda. He apologized for his email to trustees and said he initially overreacted to the content in the presentation attached to the meeting agenda. He said that he wanted to clear up a misconception - legality doesn't depend on changing the settings on an app, it is on the size and capability of a motor, which can't be capable of going more than 20 MPH. He claimed that every expert agrees that any e-Bikes capable of going more than 20 PMH are illegal for children. He provided a printed flayer to the trustees that depicted the differences between e-Bikes and motor vehicles.

Jonathan Frieman, Co-Founder of e-Bike Access, said that the e-Bike issue is complex and there's a lot of information out there. He stated that he and Bob Mittelstaedt had reviewed all aspects of the issue with parents, schools, manufacturers, retailers, community members, police departments and non-profits. He stated that Bob worked to influence Sports Basement to stop selling Super73 e-Bikes and also went to Sacramento to discuss legislation to move away from multi-classification of e-Bikes. He said that there are more bills on the horizon to address these issues.

Chief Norton added that the Marin Bicycle Coalition is working on a bike guide that will clarify which bikes are legal, which should help everyone in the community. Alos, and the PD is also working with middle schools, so that students don't bring it

There was no other public comment.

The meeting adjourned for a recess at 8:08 p.m. and readjourned at 8:10 p.m.

D. Semester 1 2023-24 Student Achievement Update (approx. 7:15 p.m.)

Kelly Lara, Assistant Superintendent of Educational Services, provided an update on student achievement for Semester 1. She presented D, F and I (incomplete) grades and UC a-g completion rates by district, school site and disaggregated based on ethnicity and category (ELL, IEP and 504). Ms. Kelly summarized the data and the steps the district is taking to address deficiencies, including continuing racial equity work at Tamalpais High School, comprehensive PD for teachers on ELL instructional strategies, expansion of peer tutoring offerings, and continuation of the Algebra Project for math. Ms. Kelly noted that overall, UC a-g completion rates are very high across the district, so the actual number of students who are not passing a-g courses is very low.

One board member shared her concerns that students are struggling in English and social studies due to low reading skills, which weren't addressed in the DFI summary. Ms. Lara stated that deficiencies in all subjects are being addressed through Tam4Ward interventions, in addition to pilots of literacy assessments, executive functioning tutorials and intervention coordinator tutorials, which they hope to expand across the district, if successful.

There was no public comment.

E. Update on Credit Recovery Options During the School Year (approx. 7:45 p.m.)

Kelly Lara, Assistant Superintendent of Educational Services, presented an overview of credit recovery options offered to students during the school year and summer. She also discussed the process by which students with credit deficiencies are identified, how credit recovery methods are determined, and how families are notified.

Some board members asked questions about whether parents are notified about deficiencies in foreign language credits and UC a-g credit requirements. Ms. Lara said that counselors review student transcripts and reports to analyze credits and academic process, but there was no specific notification about UC a-g progress. She said she would look into those things further and report back to the board. One board member asked if there was a conversation about aligning district graduation requirements to the UC a-g requirements, and Ms. Lara said that the idea of aligning graduation requirements to a-g comes up often, but isn't currently under discussion.

There was no public comment.

F. Update on Student Attendance (approx. 8:15 p.m.)

Dr. Jeanine Evains-Robinson, Sr. Director of Student Services, presented an update on student attendance and an attendance intervention update provided by the Deans of Student Success. Dr. Evains-Robinson shared average daily attendance (ADA) and chronic absentee rates by school, grade and student ethnicity, as well as interventions in place on each campus. She said that while attendance is generally high across the district (94% ADA), the Deans of Student Success shared that seniors only attend classes they need for graduation, and students across all grade levels skip tutorials (SMART periods). She explained that chronic absenteeism is defined as missing 10% of the school year (18 or more days of school) without a valid reason. She stated that while a very small number of students are chronically absent, the district is working on reducing the number of excused and unexcused absences through system coding changes, scrubbing data for students who transfer out of the site or are going to Tamiscal, and interventions. She siad that unexcused absences are dropping due to the Deans of Students interventions and daily phone calls, but that next year, they will focus on reducing excused absences and tardies.

One board member asked how many excused absences are allowed, and shared that Alameda High School only allows

14 excused absences, after which all additional absences are considered unexcused. Dr. Evains-Robinson said that families are notified after 10 excused absences, but that there's no maximum at this time.

There was no public comment.

G. Discussion on 2024-2027 Local Control Accountability Plan (LCAP) Draft Goals (approx. 8:45 p.m.)

Dr. Tara Taupier, Superintendent, shared the draft 2024-27 Local Control Accountability Plan (LCAP) goals that were designed by the district's Racial Justice Task Force (RJTF). Dr. Taupier stated that an invitation to join the RJTF was opened to everyone in the district at the beginning of the year, which yielded approximately 25 members, who represent a broad cross-section of the community and provide the district with multiple perspectives. She said that the LCAP goals align with the TUHSD Equity Vision, missing statement and graduate profile, and were based on data from the Youth Truth Survey, CA Dashboard and school DFI data. Dr. Taupier shared the primary goal and members of the RJTF provided an overview of the four focus and subgoals. Dr. Taupier added that the district held two community input sessions and will seek feedback from many more stakeholder groups, including TFT & CSEA leadership, District Equity Team, DELAC the Marin City Coalition and school site councils. She also displayed a QR code for a Google form to share additional feedback on the goals. The next steps for the LCAP is to identify action steps for each focus and subgoal, present the completed LCAP to the Board on 6/11/24, and get final approval at the 6/25/24 board meeting.

One board member noted that she didn't see socioeconomic status broken out by category in the data, which Dr. Taupier noted.

There was no public comment.

H. Discuss Measure A Post-election Voter Analysis

Corbett Elsen, Assistant Superintendent of Business & Operations, and Charles Heath, Partner of Team CivX, presented the Measure A post-election voter data analysis. Mr. Heath explained that due to voter privacy, there is no demographic information on yes/no votes, only voter information for those who voted or not. He stated that the smallest unit available is at the precinct level, so he was only provided a geographic analysis, not a demographic analysis of voting results. Mr. Heath went on to share the overall election results, which revealed a shortage of 564 votes needed to pass the measure, and a comparison of pre-election to election results. He concluded that the only difference between the polling sample and actual voter turnout was that the average age of actual voters was about 7% higher than the sample. Mr. Heath further analyzed voter turnout by party, age, TUHSD parents, high school attendance area and geography. In his conclusion, Mr. Heath stated that voter turnout may have had a marginal impact on the outcome, but the persuasion of voters likely had a greater impact.

Mr. Elsen updated the board on bond exploratory meetings and asked the board to provide guidance on the number of funding options and parameters for associated project reductions (if any) to bring back for polling consideration at the April 30th board meeting.

Mr. Heath explained that there wasn't time to do two polls, but said they could target voters in one step rather than two separate polls.

Mr. Elsen responded to a board member's request for "street data", saying that the district wants to get as much qualitative and quantitative data as possible from the school community and the broader community for consideration. He stated that the values and needs are the same since the Facilities Master Plan (FMP) committee was formed three years ago, but they would reconsider and validate the data, based on building code changes.

Board members discussed the analysis and debated whether to pursue different funding options for polling. Several board members emphasized the need to educate voters on the FMP process and core values and needs that were addressed in the plan, particularly in the broader (non-school) community. One board member said that they need to assume that they will face the same level of opposition if they go out for a bond again, and should consider scaling down the proposal, so that the district's most critical needs are addressed. Another board member argued that they shouldn't change the proposal based on COST's opposition, and argued that the money should be spent based on needs at each site, versus equal funding for each site. One board member asked the district to include questions about what voters would be willing to lose in a scaled-down plan.

Board members ultimately agreed that the district should ask the engineers and architects to review the proposal for optimization and potential savings, using the same values and approach that were used in the FMP.

Mr. Elsen confirmed that, in addition to the original $517M proposal (plus inflation), the board requested one additional funding option based on a needs-driven analysis to consider for polling. One board member asked that the polling focus on specific needs, not general information.

Michael Ardito, Drake High School graduate, commented on the Measure A voter analysis, and claimed that voters in the Archie Williams / Drake attendance area helped to "sink" the measure. He said he hoped the board and district read the news reports, editorials and letters printed in the Marin IJ. He pointed out that only 47.6% of voters in Fairfax and San Anselmo voted yes on Measure A. He stated that in addition to the "appalling, harmful administrative abuse of power and messy dishonest renaming of the school", the district printed misleading information in a "Yes on A" mailer, listing the opening date of Archie Williams as 1950, not 2021. He also pointed out that the mailer misspelled "Devonshire Hall". He requested that all district administrators, faculty, staff and board members take annual online training to avoid "waste, fraud and abuse".

There was no other public comment.

I. Approve Change Order (CO) #5 to Construction Contract with Engie Services U.S. (Engie) to Construct Solar Canopy Structures at Archie Williams HS, Redwood HS & Tamalpais HS (approx. 9:15 p.m.)

Corbett Elsen, Assistant Superintendent of Business & Operations, presented change order #5 to the solar canopy construction contract with Engie Services.

One board member thanked Mr. Elsen for clarifying the difference between unforeseen circumstances and district requests. She asked him to further explain why the district requested changes weren't considered prior to construction in future presentations.

There was no public comment.

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

J. Governance Handbook Discussion (approx. 9:30 p.m.)

This agenda item was tabled.

K. Discussion and Update on Previous Agenda Requests from Board Members (approx. 9:45 p.m.)

This agenda item was tabled.

14. Consent Agenda

A. Approve Draft Minutes of the March 26, 2024 BOT Meeting

B. Approve Personnel Summary for April 16, 2024

C. Ratify Batch and Warrant Details - March 2024

D. Ratify Contracts under $40,000 - April 2024

E. Approve Contracts over $40,000 - April 2024

F. Approve Purchase Orders over $40,000 List No. 15

G. Approve Classified Seniority List for 2023-24

H. Approve Waiver of Graduation Requirement - Student A

I. Declare as Surplus and Authorize Disposal of Fitness Room Machines- Redwood High School

J. Declare as Surplus and Authorize Disposal of Cart and Shelf - Redwood High School

K. Declare as Surplus and Authorize Disposal of Sandblaster - Redwood High School

15. Trustee Reports

Ms. Harlander and Ms. Loebbaka requested a future agenda item to discuss strategic ways to get district messaging out to the community, specifically those in the broader community (outside of the school community).

Ms. Roenisch reported on a talk by Jonathan Haidt on his book, "The Anxious Generation", and requested that they have a conversation in the future about cell phones and technology in classrooms. She stated that she's happy they changed the cell phone policy.

Ms. Uhlhorn reported on the two district meetings with the Marin City Coalition and said that they were positive and productive meetings, and they're starting to talk about things they can collaborate on to improve outcomes for Black students in the district.

Ms. Harlander asked if they needed to appoint a board member to discuss potentially amending the racial equity policy. Dr. Taupier said that they could discuss it at the next meeting.

16. Conclusion

Ms. Harlander reflected on the board norms.

17. Adjournment

The meeting adjourned at 10:47 p.m.

Superintendent