TAMALPAIS UNION HIGH
SCHOOL DISTRICT

Regular Board Meeting
08/06/2024 - 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/94783912141?pwd=CRj5MDmarFKFqcb25alfhwwcjEHqz5.1
Webinar ID 94783912141; Passcode 724989
Trustee Uhlhorn attending by video conference from
Carrer de Marqués de Comillas 26, 07660 Cala Dor, Spain

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 4:58 p.m. A quorum was declared present.

2. Approval of Closed Session Agenda

M/S/C (Roenisch/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 Gov Code

54956.9(a): Existing Litigation

B. With Respect to Every Item of Business to be discussed in Closed Session Pursuant to Gov Code Section 54956.9(b): Conference with Legal Counsel - Anticipated Litigation

C. With Respect to Every Item of Business to be discussed in Closed Session Pursuant to Gov Code §54957: Public Employee Discipline/Dismissal/Release and/or Reassignment

D. With Respect to Every Item of Business to be discussed in Closed Session Pursuant to Gov Code §54957(b)(1): Evaluation- Superintendent

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

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

Ms. Loebbaka 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

The consent agenda was approved except for the following items:
13A, 13D, 13F, 13I, 13J and 13K

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

10. Public Comment for Items Not on the Agenda

There were no public comments on items not on the agenda.

11. Superintendent's Report

Dr. Taupier welcomed everyone back for the start of the 2024-25 school year. She provided some quick updates.

- The annual parent notification was sent out this morning which included information on policies & procedures, specifically acknowledging receipt of attendance policies, response to use of the n word, e-bike notification along with the request to update information.
    - This year is slightly different as students' schedules will not be released in Synergy until parents complete this task in an effort to increase compliance.
- The District held a two-day certificated management retreat-welcoming new members to the admin team. This year TUHSD will continue to focus on implementing the Tam Forward Plan.

- On August 19, TUHSD is hosting a staff development day at Redwood High School including

a welcome back coffee, years of service recognition and workshop. Staff will return to sites for continued professional development, including Google training.
    - This is the first in-person Opening Day since COVID, which is exciting.
- Students return on August 21.
- The Board was encouraged to attend if possible.

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

A. Take Action on Proposed Facilities Bond Resolution No. 24-02 for November 2024 Election - ROLL CALL VOTE (6:20 p.m.)

Corbett Elsen, Assistant Superintendent of Business & Operations, presented Resolution 24-02 Bond resolution to place an election ballot on the November 2024 ballot.

Corbett provided a quick recap/will not go over the resolution in detail:

- Measure A was a $517 million bond that was placed on the March 2024 ballot to provide necessary facilities improvements identified by TUHSD's Facilities Master Plan. This bond fell short by 564 votes needed to achieve the 55% voter threshold.
- TUHSD staff and the Board worked quickly to reduce the bond to $440 million.
    - Pursuing further state facilities matching funds. TUHSD is eligible for $21 million
    - A community survey was conducted to gauge the likelihood of passing, which showed 55.7% support for the bond measure which is right on the threshold for passage and also within the margin of error.
    - The Board and staff further scaled back the bond to $289 million focused on the critical safety and compliance needs in order to prevent major budget cuts
        - Facilities Master Plan identified critical safety projects as:
            - Roofs & HVAC replacements cost $80 million (some replacements needed immediately)
            - ADA code-particularly at Tamalpais High School - 110 years old
            - Classroom replacements that were never meant to last this long in this environment
            - IT: safety component that we learned during COVID
            - Plumbing and bathrooms
            - Synthetic field replacement to maintain G-max testing to keep students safe from concussions
            - Pool replastering: this lasts about a decade to prevent the shell from collapsing-both a school and community issue
            - Redwood High School does not have enough covered space for all students to eat or kitchen space to meet the requirements of universal meals.
        - Reducing the bond from $517 to $289 is significant and will not address all the District's needs; just the most significant ones.
            - Distribution of funds align roughly with each school's percentage of enrollment in the District:
                - Archie Williams High School: 20.8%
                - Redwood High School: 35.6 %
                - Tamalpais High School: 41.6%
                - San Andreas & Tamiscal High Schools: 1.9%
            - TUHSD has AAA credit rating to access capital at the lowest

interest rates, which saves taxpayers money.

- The tax rate is $17.60 per $100k of assessed value
- Corbett provided a brief review of the ballot language and text including specific projects included in this measure.

The Board thanked Corbett and his team for his tremendous work scaling this measure back in such a short timeframe. Corbett emphasized that the District listened to the community and zeroed in on the most critical safety needs.

There was no public comment.

Post roll call vote, Corbett provided information on the next steps:
Corbettt shared that given the board's action approving this resolution, all process will now transition to an official campaign. Corbett stated he would deliver the resolution to the county elections office the next morning. An email will be sent to district staff about what activities are and are not allowed and remind everyone they may not use public resources to advocate. One last informational flyer will be mailed out to the community informing them of this item being on the November 2024 ballot.

Motion made by: Karen Loebbaka
Motion seconded by: Kevin Saavedra
Voting:
Unanimously Approved

B. Discussion on Expanding Restrictions on Cell Phone Usage By Students During the School Day (6:43 p.m.)

Dr. Taupier provided a short recap of the District's cell phone policy. In January 2024 the District moved to a mandatory requirement that all teachers collect cell phones at the start of every class and return them at the end. Cell phone violations increased in the Spring, which demonstrated students were being held accountable. Dr. Taupier spoke with teachers directly about the positive impact of this policy on their classrooms. Research continues to emerge regarding the negative impact social media and cellphones have on adolescents and learning. Dr. Taupier was asked to explore a cellphone pouch system which led to a presentation from Yondr.

Adina Trager, from Yondr, stated there is a major decrease in academic performance, increased behavioral issues, cyberbullying and lack of social connection all related to cell phone usage. The Yondr Program helps schools create a phone free environment by not just providing the equipment but helping to update board policies, parent communication and revised board policy regulations. Those using Yondr see increased student success rates across the board.

Adina further explained the logistics: each student has their own Yondr pouch in which they place their phone in and lock it at the start of the day. The phone remains with them and at the end of the day, they unlock it using devices which can be placed strategically around campus. Adina further elaborated on any concerns about students not having their cellphones:

- Medical needs: Yondr does offer similar pouches that are sealed with velcro to allow medical use of cellphones as needed.
- Emergency: The best way to get in contact with a student is to go through the office to ensure the student has any necessary support
- Evacuation: the best thing is to give undivided attention to staff who are trained to handle

these situations

Yondr aims to create an explicit learning environment. Even if students are getting around using the pouches they likely will not be on their phones as they will stand out which still achieves the goal of a phone-free environment. The cost varies but is estimated at $25-30 per student.

Principal's Thoughts:

- Cathy Flores, Principal at San Andreas, said they have been collecting cell phones for the last 4-5 years and most turn them in. For some, their phone is their safety net/access to their friends and maybe connected to racialized trauma and fear of something taking place against them. There is a lot of trust assumed in handing over their phone, and we are working on building trust which takes more care and consideration.
- Barnaby Payne, Principal at Redwood High School, implemented phone sleeves last year. In those classrooms where this is the expectation, they have seen a significant improvement in the learning environment. There will always be ways around the policy, but the message is we are building a culture where cell phones are put away. This is definitely a step in the right direction.

Public Comment:

- Damian Morgan, Tamalpais High School graduate, expressed frustration about inequities in Marin and concerns that Black students will be targeted over White students for violations of this policy.
- Unknown: what happens if a student forgets to unlock their phone? Adina said this rarely happens- but there are options.
    - you can leave an unlocking device on campus that is outside
    - can have a phone free weekend
    - can cut the pouch and schools will have a replacement cost

C. Update on Next Steps for English Ethnic Studies (7:23 p.m.)

Dr. Taupier provided a timeline for further developing the English Ethnic Studies course.
The District must have all materials ready by December to have the course available for selection come January. This course will count as an upper division English class and will be UC A-G approved.

Ideally, the team will be formed once teachers return. Cathy Flores will be team lead and will have representation from each of the sites.

Public Comment:

LoRayne Ortega, Archie Williams High School teacher, voiced what she believes should be included in an ethnic studies course. At its core, it should be anti-racist and teach students to be agents of change and not just a course on multiculturalism.

Damian Morgan, a graduate of Tamalpais High School, stated Marin County is the most racially harsh county in CA. Urged the District to add Black history of Marin City to the curriculum. He further criticized the District.

Eva Chrysanthe, a Tamalpais High School graduate, stated the District needs to provide a richer education. Need to provide students with a critical understanding of how things work.

D. Update on E-bike Registration Program (7:38 p.m.)

Dr. Taupier presented an update on the e-bike registration program.

In the spring, Dr. Taupier co-presented on e-bikes with Central Marin Police and Mill Valley Police. Both authorities have declared super 73 e-bikes as illegal. Students will need to register their e-bikes through a Google form in order to be able to park their bikes on campus - ensuring they are legal. The hope is to reduce the number of kids riding illegal e-bikes, with the real impetus behind this being student safety. The District is coordinating efforts with our feeder schools as well.

This will launch in the fall, spearheaded by Dr. Robinson, Senior Director of Student Services.

The Board expressed gratitude for the update and further elaborated that the District is in a position to communicate with the public about this issue. Health and safety of our students and our school's neighborhoods is the core of this, and they hope health and safety efforts do not stop at registration.

Public Comment:

Bob Mittelstaedt commended Tara and thanked Leslie Harlander for her work on E-bike issues. He stated this was the culmination of the work that started back in March. The illegal ones should be referred to as e-motorcycles if they have a throttle. Suggested it may be helpful to communicate with parents on how they can obtain a refund should they purchase an illegal e-motorcycle and emphasize they may have liability.

Damian Morgan, a Tamalpais High School graduate, stated Black individuals were pulled over far more often than their White counterparts in Marin County.

E. Board Discussion of the Music Program (7:53 pm)

Dr. Taupier presented information on the Music Program district wide and specifically at Tamalpais High School. Music is part of a larger visual and performing arts program in the District.

Dr. Taupier stated student to staff ratios are determined by the bargaining agreement with District teachers. The total enrollment is declining district wide; students did not enroll in music classes at the same rate they did in previous years. If there is an increased interest in music, the District will increase the number of classes offered. Currently, at Tamalpais High School there is 1 teacher for all 6 classes, which is not ideal; we will continue to look for a separate teacher for Jazz Band. Dr. Taupier also discussed the other visual and performing arts offerings in the District. She spoke to the idea that most middle schools do not have the breadth of art classes as high schools, so some middle school music students may choose a different performing art class.

There was further discussion regarding the District coordinating with feeder schools within the District to encourage collaboration and interest.

Public Comment:

Carlos Montalvan, parent of incoming freshman and alumni of Tamalpais High School. He wanted to know why the resources for the music program at Tamalpais High School have been cut. He is concerned by stretching the music teacher thin he will not be able to also engage in these collaborative efforts to support the music program as a whole.

- Dr. Taupier clarified: the full-time music teacher at Tamalpais High School is contractually owed 5 classes. Next year he will cover 6 classes as there were only 6 classes worth of

enrollment. There is not enough enrollment to warrant hiring another teacher.

Aaron Lewis, parent of two rising 8th graders in Mill Valley, emphasized the importance of music in the lives of his children and questioned how/why all classes are taught by one teacher.

Susanna, parent of Mill Valley middle school students, spoke in favor of expanding the music program at Tamalpais High School. Expressed having one teacher leading 6 classes at Tamalpais High School is too much.

Damian Morgan, a Tamalpais High School graduate, stated that jazz and blues music was founded by Black people. Asked what is the District doing to reach out to Black students?

- Kevin Saavedra commented that he had been working to help create a volunteer music program in Sausalito Marin City. and also asked whether or choral program in the evening could be a pilot program to build momentum. Dr. Taupier responded she would be open to discussing the idea with Turstee Saavedra.

Dr. Taupier commented that there were 168 students enrolled in music at Tamalpais High School last year, and 130 students enrolled this year. Staffing is driven by enrollment completed in the Spring; the District cannot hire teachers for classes that do not exist.

F. Discussion of Boards Priorities for 2024/2025 School Year (8:35 p.m.)

The Board Discussed Priorities:

- Self evaluation
- Goals for the board and Superintendent will be developed after receiving presentations from each Principal about their specific vision and goals for their sites.
- Governance workshop and priorities of the Board
- Rotate meetings at each site with each principal presenting their vision for the year
    - 8/27/24 @ Redwood High School, Tamiscal and San Andreas
    - 9/10/24 @ Tamalpais High School
    - 9/24/24 @ Archie Williams High School

G. Second Reading and Global Adoption of the revised TUHSD Board Policies - 0000 Series: Philosophy, Goals, Objectives, and Comprehensive Plans, 1000 Series: Community Relations, 2000 Series: Administration, 3000 Series: Business and Noninstructional Operations, 4000 Series: Personnel, 7000 Series: Facilities, 9000 Series: Board Bylaws (8:46 p.m.)

Dr. Taupier stated this agenda item is related to the update to all Board Policies. She inquired if there were questions or clarifications needed and if the Board would agree to bring it to the August 27, 2024, meeting for adoption.

No Public Comment.

H. Take Action on the Local Assignment Option for the 2024-2025 School Year (8:48 p.m.)

Wes Cedros, Assistant Superintendent of Human Resources presented on the Local Assignment Option for 2024-25. This process allows the assessment of adequacy of subject knowledge in accordance with Ed Code to ensure teachers are prepared to teach classes in a subject in which they do not currently hold credentials in current subject matters. This year the District is petitioning for 9

veteran teachers who will teach in the areas of science.

No Public Comment

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

13. Consent Agenda

A. Approve Personnel Summary for August 6, 2024

There was a brief discussion regarding the items pulled from the Personnel Summary. The Board asked what a provisional intern permit is?

- Wes Cedros, Assistant Superintendent of Human Resources stated it is a one-time use/valid for one year only. Applicants must have a bachelors degree and are entering training programs while teaching full-time.
- Dr. Taupier, Superintendent, stated these teachers are paired with a mentor at the county level and within the District they are offered a new teacher program, including instructional coaches who work with all new teachers in our District.
- Dr. Taupier further elaborated that science teachers are difficult to find across the board, which is why all the permits were connected to science.

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

B. Accept Williams Quarterly Report - No Complaints Filed (Quarter Ending June 30, 2024)

C. Approve Purchase Orders Over $40,000 List No. 19

D. Approve Purchase Orders over $40,000- List No 2

The Board discussion regarding items pulled - approve Purchase Orders over $40,000 - List No 2 items 22, 23, 24 and 41

- The Board requested more information regarding scope, overlap and justification of the continued cost of 4 purchase orders/contracts.
    - Specifically, items 22, 23, 24, 41
- The Board emphasized they are not saying we should not do it, but is mandated to be fiscally mindful.

Dr. Taupier stated the District is not winding down the Racial Justice Taskforce, Olas will be working to organize parent engagement events to bring parents together around issues of racial equity. Lisa Jiminez worked on the Racial Justice Taskforce for 3 years and will co-facilitate the planning of community table events district wide. The idea is to start with commonalities and progress to more challenging conversations.

Generally, the Board asked if any of the work in these contracts are duplicative of current staff work and requested more information and clarification on the purpose and scope of work for these contracts. The Board requested these items be brought back at a subsequent meeting and would like more information on costs, proposed work, hourly rate and an evaluation of the work.

M/S/C (Roenisch/Saavedra), unanimously, with the exception of items 22, 23, 24, 41

Public Comment:

Tenisha Tate, expressed that while she can appreciate the Board wanting to understand these contracts in more detail and hopes the same scrutiny is applied to all contracts. However, school starts in two weeks and African American students have had a hard time. The goal is to increase academic achievement-how can we expedite this?

The Board expressed frustration at not having the necessary information beforehand as part of the agenda packet to make an informed decision. The Board also expressed concern that the items were placed on the consent agenda. The Board proposed a special meeting to be held on 8/9/24 to evaluate the contracts.

E. Ratify Contracts under $40,000 - August 2024

F. Approve Contracts over $40,000 - August 2024

The Board requested more details on the following contracts: Olas Equity, Dynamic Solutions for Youth, Paul Austin and Tenisha Tate.

- The information they requested included:
    - How long do we intend on contracting with each?
    - Were goals met last year?
    - What is the proposed scope going forward?
    - Is there overlap with existing services provided in the District and between contracts?
    - Could any of this work be absorbed by district staff?

The Board expressed frustration at not having the necessary information beforehand as part of the agenda packet to make an informed decision. The Board also expressed concern that the items were placed on the consent agenda. The Board proposed a special meeting to be held on 8/9/24 to evaluate the contracts.

Public Comment:

Cathy Flores, Principal at San Andreas expressed that the District needs multiple people to carry out this work and leverage our collaborations. She expressed the importance of repetition and overlap. Need to see and hear it from differing people in their capacities.

Dr. Taupier clarified that there is a plan Kelly Lara, Assistant Superintendent of Educational Services, put together in Spring called the Strategic Plan for Tam High. We will bring these items back to the special board meeting on Friday.

Kimberly Clisshold, Tamalpais High School Principal, addressed the Board stating this plan will help students who need the most support. She stated that she knows this plan looks different, but we need to get it moving as quickly as possible.

Damian Morgan, Tamalpais High School Graduate, encouraged hosting meetings throughout the District, not just Mill Valley or Marin City. He stated training will not work and urged the District to think outside the box.

M/S/C (Roenisch/Loebbaka), unanimously, except for the following contracts: Olas Equity, Dynamic Solutions for Youth, Paul Austin and Tenisha Tate.

G. Ratify Batch and Warrant Details - June 2024

H. Ratify Batch and Warrant Details- July 2024

I. Approve Change Order (CO) #7 to Construction Contract with Engie Services U.S. (Engie) to Construct Solar Canopy Structures at Archie Williams HS, Redwood HS & Tamalpais HS

The Board requested clarification on change order #7

- Corbett Elsen, Assistant Superintendent of Business and Operations, said the specifics of why this was not bid out is due to the very specific granularity of the acceptable grade of an ADA parking spots must be within 2% of the threshold; moving those spots created this unforeseen change.

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

J. Declare as Surplus and Authorize - Art Furniture- Redwood High School

K. Declare as Surplus and Authorize- Book Disposal - Tamiscal High

The Board expressed interested in some of the books up for disposal.

Corbett Elsen, Assistant Superintendent, explained that, once approved for disposal, they can be donated or disposed of.

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

L. Declare as Surplus and Authorize - Large Cabinets- Tamiscal

M. Declare as Surplus and Authorize- Book Disposal- Tam Adult School

14. Trustee Reports

No Trustee Report

15. Conclusion

Kevin Saavedra reflected on the Board Norms

16. Adjournment

The meeting adjourned at 9:53 p.m.

Superintendent