TAMALPAIS UNION HIGH SCHOOL DISTRICT

Regular Board Meeting
03/25/2025 - 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 5:00 p.m.
Closed Session 5:05 p.m.
Regular Board Meeting 6:00 p.m.
Zoom Link: https://tamdistrict-org.zoom.us/j/91683629751?pwd=UKiy1YdkUk4ZH1R7wxbqFGKDWIIfpN.1
Webinar ID: 916 8362 9751 Passcode: 399162

Board of Trustees
Cynthia Roenisch, President
Kevin Saavedra, Clerk
Emily Uhlhorn
Ida Green
Jennifer Holden

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 was called to order in the Kreps Conference Room at 5:00 p.m. A quorum was declared present.

2. Approval of Closed Session Agenda

M/S/C (Saavedra/Holden), 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 §54957: Public Employee Discipline/Dismissal/Release and/or Reassignment

C. With respect to every item of business to be discussed in closed session pursuant to Ed Code §35146: Confidential Student Matter

1. **Appeal of Denial of an Interdistrict Transfer Request - Student A**

D. With respect to every item of business to be discussed in closed session pursuant to Gov Code §54956.9(a): Conference with Legal Counsel

1. **Pending Litigation - Confidential Special Education Settlement**

E. With respect to every item of business to be discussed in closed session pursuant to Gov Code §54956.95: Conference with Legal Counsel

F. With respect to every item of business to be discussed in closed session pursuant to Gov Code §54957.6: Conference with Labor Negotiator for TFT & CSEA

5. Reconvene Into Open Session

6. Announcement of Reportable Action Taken in Closed Session

The Board voted unanimously to uphold the denial of the interdistrict transfer request for Student A.

7. Approve Agenda and Review Norms

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

Trustee Holden read the board norms.

8. Public Comment on the Consent Agenda

There was no public comment.

9. Approval of Consent Agenda

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

10. Public Comment for Items Not on the Agenda

Public Comment:

- Two public comments were emailed asking for support for Ross Valley School District's Measure E/parcel tax on the May 6, 2025, ballot.
- One public comment offered tickets to 'October 8' is playing and the Lark Theater.
- One public comment regarding e-bike registration and issues with illegal e-bikes parked on and around campus.
- One public comment criticized the District's unwillingness to share the ethnic studies curriculum and questioned the cited licensing issue.
    - Superintendent Taupier clarified that the District has not denied access to the curriculum; they can schedule an appointment through Ed Services

department.
- One public comment discussed deportation risks rising in the country and certain groups that are being targeted.

11. Student Trustee Reports

Shayne Bella Tacusalme, San Andreas High School Student Trustee, provided the following updates:

- Attended a recent job fair with 23 participating vendors including internships, retail, vocations, and military branches
- Open house event where families choose between presentations on nicotine/vaping misuse or teen mental health
- Two school sites are visiting San Andreas this week: Island High School (Alameda County) and Madrone High School (San Rafael)
- Started CAASPP testing successfully
- Senior government class trip to San Quentin described as "eye-opening"
- Women's History Month project highlighting the contributions of women
- Expressed feeling more supported at San Andreas than any other high

Emily Hitchcock, Redwood High School Student Trustee, provided the following updates:

- Suicide prevention documentary shown to Peer Resource and 5th period
- UC Guaranteed Transfer Admission System info session
- Career conversations ongoing through March 27th
- Redwood High School Foundation scholarship deadline
- Redfest event with $5 snacks and games
- Pi Day celebration on March 12th
- Night of Blues successful performance
- Town of Corte Madera volunteer fair on April 19th
- CAASPP testing scheduled for March 27th, 31st, and into April
- Suggestions for improving CAASPP participation: practice tests, allowing score use for college applications, data breakdown by course enrollment, scheduling away from AP testing week

Samantha Winslow, Archie Williams High School Student Trustee, provided the following updates:

- Successful Archie Music Fundraiser with student bands
- CAASPP testing for juniors begins March 27th with makeup opportunities for seniors
- Archie Williams Scholarship applications available
- College and Career Center holding FAFSA assistance sessions
- Prom pop-up by Peer Resource accepting formal attire donations
- Wellness Center held sexual health clinic on campus
- Peer Resource conducting outreach at White Hill Middle School on healthy relationships and consent

12. Superintendent's Report

Dr. Tara Taupier, Superintendent, provided updates on:

- CAASPP testing beginning this week (students who opt out must remain on campus)
- Spring break April 7-11
- Just Dinner at Redwood on April 2 (6-8 p.m.), fifth event May 14 in Marin City
- Golden Bell winners announcement coming soon
- COM breakfast for school administrators - noted community colleges are no longer allowed to offer remedial courses
- COM has the highest transfer rate in the California community college system.
- Sonoma State has third highest graduation rate in CSU system.
- Assembly Bill 1778 (Damon Connolly) - Marin County pilot program for e-bike safety:
- Prohibits riders under 16 from operating Class 2 e-bikes with throttles
- Requires helmets for all e-bike riders regardless of age
- Effective July 1st, requires individual city/town approval
- Central Marin Police reported a positive impact of the e-bike registration process.
- Clarified district is "not the e-bike police" but has seen a significant decrease in illegal bikes on campus.

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

A. Review and Discuss Current Use of Contracts for Services in the District (6:40 pm)

Kelly Lara, Assistant Superintendent of Educational Services, presented an overview of consultant services organized by categories:

- Mental health services
- Academic support
- Mentoring
- Professional development

Cost breakdown for direct services to students: $964,756 total

- BACR: $506,556
- Bridge the Gap $83,500
- DSY $100,000
- Paul Austin $100,000
- Tenisha Tate/Critical Friends $150,000

Professional development for staff:

- Professional Development $15,750-103,770
- Other Interventions $5,700-$31,680

Key considerations for consultants:

1. Access to specialized expertise
2. Addressing short-term needs
3. Capacity building and sustainable growth

Board Discussion:

• Board members requested additional data including:

- Number of students served per program
- Breakdown by high school
- Per-hour consultant costs
- Performance assessments against stated goals
- Teacher/staff feedback through anonymous surveys
- Discussion about potential federal funding impacts on programs
- Need for structured evaluation of consultant performance
- Questions about overlapping services and when to bring services in-house.

Public comments:

- One public comment suggested categorizing contracts by: specialized services requiring external expertise, short-term needs, and capacity-building initiatives.
- One public comment expressed concern about past consultant contracts with activists for services that should be within staff competence.
- Two public comments were emailed in support of Keith Jackson and urged the District to renew his contract for the 2025/26 school year.

No action taken. This item will return in April and May for further discussion and budget decisions.

B. Update on Community and Consciousness Implementation (7:04 pm)

Paula Berry, Senior Director of Curriculum and Instruction, presented feedback from the first unit (8 weeks) of the Community and Consciousness course:

Participation rates:

- Students: 74% (687 of 935 students)
- Parents: 3.5% (33 responses)
- Teachers: 100% (11 teachers)

Student feedback (scale 1-3):

- Highest score: Classroom space and norms make students feel comfortable learning
- Students reported increased connection to peers and awareness of different perspectives.
- Learned about different ethnic groups and their histories
- Noted teacher enthusiasm
- Challenges identified:
- Repetitive lesson format
- Too much content in a short time period
- Superficial coverage due to time constraints
- Some content overlapped with middle school curriculum.

Parent feedback:

- 76% reported their child shared learning at home
- 79% discussed specific group learning
- Average engagement rating: 1.8/3
- Concerns about need for class, pace, and depth of content
- Teacher feedback:
- Appreciated seeing students connect with their cultures
- Challenges with time constraints and repetitive lessons
- Need for better connections between groups studied

Board Discussion:

- Trustee Green shared positive observations from classroom visits at Tam and Redwood, noting engaged students and skilled teachers handling sensitive topics.
- Discussion about low parent response rate - board divided on significance
- President Roenisch noted this course has received more scrutiny than any other in her seven years on the board.
- Concerns raised about parent access to curriculum materials during work hours
- Request for data on incorporating lived experiences into classroom discussions

Public comments:

- Three parents expressed concerns about: limited access to curriculum materials (one-hour appointments, no photocopies), the need to see instructional materials for Jewish and Arab American units, concerns about themes of colonialism and resistance in the curriculum, referenced stop-and-learn image of Leila Khaled as concerning
- One public commenter encouraged board members to see "October 8th"
- One public commenter questioned trust given sensitive subject matter and the current climate, cited concerns about political bias starting in pre-K, and asked why curriculum access is restricted.
- One public commenter requested digital access to curriculum, questioned copyright claims, and proposed a student panel for Unite Against Hate Week (October 19-25, 2025)
- One public commenter provided context on revolutionary movements and colonialism, criticized the "victimhood" narrative, Leslie Harlander (former board

member, via Zoom): Suggested finding better ways to reach parents given the sensitive nature of the topic.
    - Superintendent Taupier clarified that syllabi are provided to students and parents can access materials through Canvas.
- One public comment emailed requesting the Ethnic Studies curriculum be shared with all parents.
- One public comment emailed criticizing the District for not providing the Ethnic Studies curriculum in a digital format.
- Two public comments were emailed urging the District to digitally post the Ethnic Studies curriculum.
- One public comment criticized in-person access to the Ethnic Studies curriculum.

C. Take Action on Tentative Agreement, Public Disclosure (in accordance with AB 1200) and associated Salary Schedules Between TUHSD and CSEA (7:52 pm)

Corbett Elsen, Assistant Superintendent of Business & Operations, presented a two-year agreement with classified employees (CSEA Chapter 549):

- Year 1 (2025-26): 4% total compensation increase
- 3% on-schedule salary increase
- 1% to increase the health cap by $2,000 (from $20,000 to $22,000)
- Year 2 (2026-27): 3.5% total compensation increase
- 0.7% on-schedule salary increase
- 1.8% for an additional 12th step on salary schedule
- 1% to increase the health cap by $2,000 (to $24,000)

There was no public comment.

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

D. Take Action on Tentative Agreement and Associated Salary Schedule between TUHSD and Unrepresented Confidential Classified Employees (7:56 pm)

Corbett Elsen, Assistant Superintendent of Business & Operations, presented a two-year agreement between TUHSD and Confidential Classified Employees:

- Similar agreement for three unrepresented confidential employees (one each in the Superintendent's office, HR, and Business/Operations):
- Year 1: 4% total compensation with on-schedule increase and $2,000 health cap increase
- Year 2: 3.5% total compensation with 11th salary step addition and $2,000 health cap increase

There was no public comment.

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

The Board took a 5 minute bio-break.

E. Tam Adult School Evening Class Stipend for Staff (8:04 pm)

Jaemi Naish, Director of Tam Adult School and Wes Cedros, Assistant Superintendent of Human Resources presented a request for a one-time evening instructional stipend:

- $1,000 per teacher (14 teachers)
- Total cost: $14,000
- Funded through Workforce Innovation and Opportunity Act, Title II EL Pathway Grants, and the California Adult Education Program
- Future funding contingent on availability
- Purpose: remain competitive and encourage district teachers to join adult school

There was no public comment.

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

F. Discuss Potential Impact of Funding Based on Changes at the Federal Level (8:06 pm)

Corbett Elsen, Assistant Superintendent of Business & Operations presented analysis of potential federal funding impacts:

Current budget context:

- Operating deficit: $2.1 million
- Recent compensation agreements: $1.3 million
- General fund reserves limited

Federal funding at risk:

1. Title I ($135,000): Currently funds Dynamic Solutions for Youth
2. Title II ($296,000): Adult school ESL and teacher induction
3. Title III ($12,000): English language support
4. Title IV ($10,000): Well-rounded education
5. IDEA ($4 million): Special education services
6. Universal Meals ($1.2 million): Most immediate concern

Universal Meals specific concerns:

- Currently serving 1,400 meals/day (vs. 300 pre-COVID)
- If Community Eligibility Provision (CEP) is eliminated, it would return to 1/7 current participation.
- Labor costs: $1.4 million currently, would need to reduce to $435,000
- March 15 deadline for staff reductions if state COLA exceeds 2%
- Current state COLA proposal: 2.4%

Other concerns:

- Potential 25% tariffs on steel/aluminum could increase construction costs by

$500,000 Board Discussion:
- Questions about timing constraints and staff reduction requirements
- Concern about being forced to maintain overstaffing if COLA prevents post-March 15 cuts
- Discussion of contingency planning including natural attrition and temporary employees
- Recognition that any reduction would impact the general fund by approximately $200,000

No action required. Staff will monitor developments and return with updates.

There was no public comment.

G. Update on Redwood HS Solar Array Installation Project and ITC Status (8:24 pm)

Mike Woolard, Senior Director of Facilities Planning presented a project update:

Construction timeline:

- Start: Day after school ends (June 2025)
- Completion target: October 20, 2025
- Six-day work week construction schedule
- Partial parking lot use by end of August

Design changes:

- The original deep pile design changed to five long swimming pool-type foundations
- Arrays consolidated after PG&E electrical line relocation
- Eliminated array near softball field
- Investment Tax Credit (ITC) status:
- 40% refund of eligible project costs expected
- Must achieve Permission to Operate (PTO) by July 1, 2026
- 5% safe harbor already met through equipment procurement
- Physical work test will be met June 16, 2025

Risks:

- PG&E delays for PTO (TAM still waiting after 4 months)
- Potential ITC repeal or reduction in 2026
- Need PTO before April 2026 NEM2 deadline

Board Discussion:

- Concerns about PG&E delays and impact on ITC eligibility
- Questions about contingency plans if federal tax credits eliminated
- Clarification that ITC filing deadline for public entities is November 2025 with extensions available.

There was no public comment.
No action required.

H. Discuss and Take Action on Measure B Bond Program Project List and Prioritization (8:42 pm)

Mike Woolard, Senior Director of Facilities Planning, presented comprehensive project lists:

Measure B funded projects: $289 million total

- Major projects at Redwood and TAM
- Modernization at Archie Williams
- Field replacements at worst-condition sites
- IT district-wide projects
- Roofs and HVAC at all sites
- Program contingency: $10.5 million
- Individual project contingencies: 5% each

Unfunded Priority 1 projects: $57 million

- Systems and utilities (water, irrigation, electrical, asphalt)
- Additional field turfs

Unfunded Priority 2 projects: $81 million

- Items from master plan and original Measure A

Total unfunded needs: Approximately $150 million

Board Discussion:

- Questions about the decision-making process if costs exceed budget
- Clarification that board approval is required for any project changes
- Discussion of using savings to fund priority items from the unfunded list

There was no public comment.

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

I. Discuss Updated Five- Year Deferred Maintenance Facilities Plan Summary (8:53 p.m.)

David O'Connor, Senior Director of Maintenance and Operations, presented:

Current funding sources:

- Fund 01 (M&O Budget): $3.6 million annually
- Fund 14 (Deferred Maintenance): $357,000 annual contribution, $4.4 million

beginning balance • Fund 25 (Developer Fees): $168,600 annually, $794,000 current balance
- Fund 40 (Capital Outlay): $630,000 annual contribution, $2.34 million balance

Current year spending:

- Nearly $1 million on required replacements (exceeding budget)

Future major expenses:

- THS football field: $3 million
- RHS football field: $3 million
- Total 10-year needs: $15 million

Board Discussion:

- Questions about turf vs. natural grass cost-effectiveness
- Clarification that turf fields allow 365-day use vs. limited natural grass usage
- Discussion of increasing facility rental rates to help recoup costs
- Confirmation that deferred items are prioritized based on condition assessments

There was no public comment.
No action required.

J. Contract Award to Vintage Contractors, Inc. for the Tennis Court Maintenance Project at Archie Williams HS (9:06 pm)

Mike Woolard, Senior Director of Facilities Planning, presented bid results:

- Original budget: $400,000 (approved November 2024)
- Single bid received: $448,800
- Request: Increase budget to $500,000
- Unique slip-sheet technique limits bidder pool
- Must complete summer 2025 or face an additional year delay and cost escalation

There was no public comment.

Two separate actions are required:

1. Increase project budget by $100,000 (to $500,000 total)

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

2. Award contract to Vintage Contractors, Inc.

- M/S/C (Green/Holden), unanimously.

K. Discussion of Future Agenda Items (9:10 pm)

The Board requested an update on e-bike enforcement progress, success and challenges.

14. Consent Agenda

A. Approve Personnel Summary for March 25, 2025

B. Approve Draft Minutes of the November 19, 2024 BOT Meeting

C. Approve Draft Minutes of the December 16, 2024 BOT Meeting

D. Tamalpais High School, Redwood High School and Archie Williams School Mountain Biking Club Field Trip Approval for Rescheduled Race

E. Contract Award to Tri -Valley Excavating Company, Inc. for the Interim Parking Project at Redwood HS

F. Declare as Surplus and Authorize - Woodshop Equipment- Tamalpais High School

15. Trustee Reports

Trustee Roenisch:

- Attended Tamalpais High School open house

Trustee Holden:

- Visited San Andreas with Trustee Uhlhorn, toured campus with Principal Kathy Flores
- Attended MCOE presentation "Finding Balance in a Dopamine Overloaded World" by Dr. Lemke
- Reported on countywide e-bike enforcement efforts and new dashboard tracking accidents
- Attended JLAC meeting concerning federal funding updates
- Attended San Andreas job fair
- Sat in on San Andreas staff meeting discussing individualized student support
- Attended Jared Huffman meeting with school representatives
- Participated in TAM coalition meeting discussing D/F/I interventions and grading consistency
- Noted Mill Valley job fair has 465 RSVPs from district students.

Trustee Saavedra:

- Attended Archie music event, praised teacher Mario's work and community enthusiasm
- Exploring opportunities for regular student performances in downtown San Anselmo

Trustee Uhlhorn:

- No additional reports

Trustee Green:

- No additional reports

16. Conclusion

Trustee Holden reflected on the board norms.

17. Adjournment

The meeting adjourned at 9:20 p.m.