TAMALPAIS UNION HIGH SCHOOL DISTRICT

Regular Board Meeting
05/20/2025 - 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/94430401636?pwd=247uaceVw9HEIfVGahnYVVMqagfiSW.1
Webinar ID: 944 3040 1636 Passcode: 701339

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

Tara Taupier, Ed. D, Superintendent

Attendance

Voting Members
Cynthia Roenisch, Board President
Kevin Saavedra, Board Clerk
Emily Uhlhorn, Board Member
Ida Green, Board Member
Jennifer Holden, Board Member

1. Call Meeting to Order

A regular meeting of the Board of Trustees was called to order at 6:00 p.m. in the Kreps Conference Room. A quorum was declared present.

2. Approval of Closed Session Agenda

M/S/C (Saavedra/Green), 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 Ed Code §35146: Confidential Student Matter

C. With Respect to Every Item of Business to be Discussed in Closed Session Pursuant to Gov Code §54957: Public Employee Appointment / Discussion

D. 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

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

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

G. 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 took the following actions in closed session:

- By a unanimous vote, the Board accepted the resignation of classified employee 106-821 per agreement.
- By a unanimous vote, the Board accepted the resignation of a certificated employee at Redwood High School per agreement.

7. Approve Agenda and Review Norms

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

Trustee Holden read the board norms.

8. Public Comment on the Consent Agenda

There was no public comment.

9. Approval of Consent Agenda

Items 14 D and 14E were pulled from the consent agenda for discussion.

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

10. Public Comment for Items Not on the Agenda

Public comment:

- One public comment stated that when you hurt someone's feelings, you apologize - the public is still waiting for an apology for the racist comments made by a Spanish teacher.
- One public comment stated they felt unsafe and unwelcome after the Spanish teacher's comment.
- One public comment stated unit 2 feedback was supposed to be provided at the May 6th Board meeting, but that has not happened and will not be until June 17th, asked why the community has to wait 45 days for this information.
- Eleven public comments criticized the ethnic studies course, stating unit 2 is not fact-based, goes too far and is identity politics.
- One public comment expressed concern about oppressed vs. oppressor and stated it is not fact based at all. They argued students are too young to reason with this curriculum.
- One public comment stated injustice anywhere is injustice everywhere. They accused the District of dividing communities into groups of those they protect and those they do not.
- One public comment regarding the racist comment made by the Spanish teacher questioned the credibility of the investigation and criticized the District's response.
- Three public comments praised the work of Paul Austin and Tenisha Tate at THS, stating they have created a family, provided support, representation and empowerment.
- Two public comments stated Jews in Marin have to go through a metal detector in Marin. How could Jews be categorized as the oppressors?
- Four public comments stated they were offended by the Spanish teacher's comment and stated the Jewish community is owed an apology.
- Six public comments expressed gratitude for the work to support black and brown students in Marin City. They stated this is the first time in a number of years they have seen improvements in academics, attendance and hope. They urged the Board to keep Paul Austin and Tenisha Tate.
- One public comment stated racism should be taught through facts and should focus on empathy and multicultural appreciation.
- One public comment accused a teacher of attending racist professional development which was then incorporated into their lessons.
- One public comment asked the Board why they think so many Jewish parents are scrutinizing the ethnic studies courses? Asked the Board to imagine what it is like to worry about the safety of their children and if they are accepted by friends and teachers.
- Two public comments were emailed to praise and support the work of Tenisha Tate and urged the Board to renew her contract.
- Four public comments were emailed in support of Tenisha Tate, Paul Austin, the Black Student Success Team and the Hub and the impact they have on creating a sense of safety, belonging and academic success.

- Two public comments were emailed urging the Board to end all equity classes, arguing they are counterproductive to harmony and unity.
- One public comment was emailed expressing disappointment over the accessibility of the Ethnic Studies curriculum and the false narrative of oppressor and oppressed based on ethnicity, gender and/or skin color.
- Four public comments were emailed criticizing the ethnic studies curriculum, urging the District to prioritize critical thinking, promote understanding of complex social dynamics and inspire collaborative efforts towards inclusivity and equity.
- Twelve public comments were emailed expressing frustration, hurt and disappointment over an anti-Semitic comment made in the classroom and asking the District and Board to stand against antisemitism and let it be known there is no place for this rhetoric in our District.
- One public comment emailed questioning the District's observance of certain religious holidays but not others
- One public comment was emailed questioning how the District plans to fix the currently unsafe environment for Jewish students.

11. Student Trustee Reports

Cecilia Ferris Tamiscal High School Student Trustee, provided the following updates:

- Reported 100% participation in state testing
- Advisory classes watched film on social justice during the Vietnam War.
- Upcoming graduation June 10th at 3 p.m. with 70 graduates expected
- Final projects focusing on social justice issues

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

- Spirit Week currently underway with rally and lip dub scheduled
- The prom on May 10th was successful.
- The drama department completed "Our Town" production.
- Senior Awards Night May 26th
- Peer Resource hosting parent outreach night May 28th
- AP testing concluded
- Jewish Heritage Month celebration planned for Friday
- Pride Month celebration being planned for June

12. Superintendent's Report

Dr. Tara Taupier, Superintendent, addressed antisemitism concerns raised during public comment. She stated anti-Semitism has no place in our schools and announced plans for staff education. Further she apologized for the harm caused and stated schools must be places where all are treated with dignity and respect.

Public Comment:

- One public comment stated it would be nice to know when the HUB will be back on the agenda and if there is an update to the relative contracts.
- One public comment thanked the superintendent for the apology, and requested emails sent to publiccomment@tamdistrict.org be forwarded to student trustees.
- One public comment stated anti-Semitism is a real problem and alleged a mismanagement of funds by JFCS.

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

A. Take Action on Resolution #24-22: Acknowledgment of Retirees and Their Service to the District - ROLL CALL VOTE (7:21 pm)

Wes Cedros, Assistant Superintendent of HR presented a list of retirees totaling 275 years of service:

Classified Staff:

- Richard Blazowitz, Campus Supervisor, Archie Williams (27 years)
- Roberto Cordoba, Custodian, Redwood (26 years)
- John Kreibel, Paraeducator, Redwood (19 years)
- Patrick Lynch, Paraeducator, Archie Williams (8 years)
- Tanya Nelson Jaspering, AP Secretary, Redwood (17 years)
- Kathleen Savastano, Library Specialist, Redwood (8 years)
- Patty Volkoff, Clerk, San Andreas (31 years)

Certificated Staff:

- Marianne Dahl, Special Ed Teacher, Redwood (22 years)
- Tahia Rosenthal-Cox, French, Archie Williams (29 years)
- Jeff Ryan, English, Redwood (20 years)
- Kathy Sarkeesian, English, Archie Williams (22 years)
- Van Silin, Applied Tech, Tam (8 years)
- Dr. Tara Taupier, Superintendent (23 years)
- Michael Wing, Science, Archie Williams (27 years)

There was no public comment

Motion made by: Kevin Saavedra
Motion seconded by: Emily Uhlhorn
Voting:
Unanimously Approved

B. Presentation of Chris Anderson Instructional Leadership Award (7:24 pm)

Dr. Tara Taupier, Superintendent presented the award to Alyssa Callahan, teacher at Tamiscal/Pathways program. Chris Anderson, for whom the award is named, attended and

spoke. Ms. Callahan thanked her students and colleagues, noting this was her 14th year in the district.

There was no public comment.

C. Recognition of Parent Leaders (7:32 pm)

Site leaders recognized parent volunteers from each school:

- Archie Williams (Jacob Gran): 20+ parent volunteers recognized
- Redwood (Dr. Barnaby Payne): 40+ parent volunteers recognized, including AP exam proctors
- San Andreas (Cathy Flores): Grandma Carol Thomas and 5 other volunteers recognized
- Tamiscal (Dr. Kim Stiffler): Jennifer Dodge recognized
- Tam High (Dr. Kimberly Clissold): 35+ parent volunteers recognized

There was no public comment.

D. Recognition of 2023-24 Student Trustees (7:42 pm)

The Board recognized Samantha Winslow, AWHS (graduating) and Cecilia Ferris, Tamiscal (returning) for their service. All trustees expressed appreciation for their dedication and encouraged continued public service.

There was no public comment.

E. Presentation of the 2023-24 Athletic Report and Outstanding Coaches and Athletes of the Year (7:49 pm)

Chris McCune, Director of Community Programs and Athletics, presented:

Department Introduction:

- Athletic Directors: Jessica Peisch (Redwood, 16 years), Jet Russell (Archie Williams, 4 years), Nathan Johnson (Tam, 3 years)
- Athletic Clerks: Jenny Green (Redwood), Marla Murphy (Archie Williams), Jillian Rice (Tam)
- Athletic Trainers through Marin Health contract: Americ Alvarado (Redwood), Peyton Rossum (Tam), Mariah Cohn (Archie Williams)

Athletes of the Year:

- Archie Williams: Paige Murphy (softball, committed to Tufts) and Zach Wolf (volleyball, committed to Sacred Heart)
- Redwood: Maya Saibel (field hockey/basketball, attending UCSB) and Semetri Carr (basketball, committed to Cal)

- Tam: Rowan Scobie (field hockey/lacrosse, attending Northwestern) and Wilson Adkins (track/cross country, attending Stanford)

Coaches of the Year:

- Archie Williams: Joe Bell (softball, 6th season, 49 wins over 4 seasons)
- Redwood: Jay DeMaestri (basketball, 6 years, MCAL Champion)
- Tam: Ed Cordes (field hockey, transformed program since 2019)

Athletic Highlights:

- 3,207 student athletes on 140 teams
- New extreme heat policy implementation using wet bulb globe thermometer
- Improved sportsmanship and crowd control measures
- New NCS playoff system based on competitive equity
- Successful first year of Redwood Empire Football League

Public comment:

• One public comment alleged ongoing racism issues at basketball games and more supervision is needed.

F. Take Action on Declaration of Need for Fully Qualified Educators (8:25 pm)

Wes Cedros, Assistant Superintendent of HR, presented the annual declaration required by California law to use emergency permits where credentialed teachers cannot be found.

Board Discussion:

- Question about the need for an emergency permit in English (typically easy to fill)
- Clarification that numbers are overestimated; actual needs reported in fall

There was no public comment.

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

G. Take Action on Contracts for Services (8:28 pm)

Kelly Lara, Assistant Superintendent of Educational Services, presented two contracts:

Northeastern Lead by Learning: Provides monthly professional development for site administrators on instructional improvement. Positive feedback from principals on progress monitoring and achieving district goals.

BACR (Bay Area Community Resources): Provides 5.4 FTE mental health staff across five schools. As of March 2025, served 300 students, on track for 600+ by year end. 91.3% student satisfaction rate.

Board Discussion:

- Questions about the increase in students served between March and June
- Discussion of grief counseling support following student deaths at Archie Williams and Tam • Additional support from Marin Humane Society therapy dogs
- Board members raised concerns about other contracts not presented (Dynamic Solutions, Dr. Lori Watson, E3, Bridge the Gap, Black Student Success Team). The Superintendent confirmed these contracts would come to next board meeting and stated the district is developing a plan to maintain Black Student Success Team work and Hub at Tam.

Motion made by: Kevin Saavedra
Motion seconded by: Emily Uhlhorn
Voting:
Cynthia Roenisch - Yes
Kevin Saavedra - Yes
Emily Uhlhorn - Yes
Ida Green - No
Jennifer Holden - Yes

H. Take Action on Tentative Agreement, Public Disclosure (in accordance with AB 1200) and associated Salary Schedules between TUHSD and TFT (8:39pm)

Corbett Elsen, Assistant Superintendent of Business and Operations, presented a two-year agreement with teachers and counselors:

- Year 1: 4% total compensation (3.5% salary after health cap increase)
- Year 2: 3.5% total compensation (3.25% salary after health cap increase)
- Includes retroactive 1.5% property tax share for current year
- Common district-wide collaboration period at all five sites
- Total cost: $1.9 million year 1, $3.672 million cumulative year 2
- County Office verified that the district can afford this agreement.

There was no public comment.

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

I. Take Action on Revised Salary Schedules between TUHSD and CSEA (8:43pm)

Corbett Elsen, Assistant Superintendent of Business and Operations, presented the revised schedules incorporating same 1.5% retroactive property tax share.

There was no public comment.

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

J. Take Action on Revised Tentative Agreement and associated Salary Schedules between TUHSD and Confidential Classified Employees (8:45pm)

Corbett Elsen, Assistant Superintendent of Business and Operations, presented the revised schedules incorporating same 1.5% retroactive property tax share for 3 confidential classified employees.

There was no public comment.

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

K. Take Action on Revised Tentative Agreement and associated Salary Schedules between TUHSD and Unrepresented Management Team (8:46pm)

Corbett Elsen, Assistant Superintendent of Business and Operations, presented the revised schedules incorporating same 1.5% retroactive property tax share for unrepresented management team.

There was no public comment.

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

L. Take Action on Tentative Agreement, Public Disclosure (in accordance with AB 1200) and associated Salary Schedules between TUHSD and Unrepresented Assistant Superintendents (8:47pm)

Corbett Elsen, Assistant Superintendent of Business and Operations, presented the revised schedules incorporating same 1.5% retroactive property tax share for assistant superintendents.

There was no public comment.

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

M. Take Action on Tentative Agreement, Public Disclosure (in accordance with AB 1200) and associated Salary Schedules between TUHSD and Superintendent (8:48pm)

Corbett Elsen, Assistant Superintendent of Business and Operations, presented the revised schedules incorporating same 1.5% retroactive property tax share for the superintendent.

There was no public comment.

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

N. Discuss and Take Action on the Extension of the Assistant Superintendent of Educational Services contract for a 3-year term beginning on July 1, 2025 (8:50pm)

Dr. Tara Taupier, Superintendent, presented a three-year contract extension for Kelly Lara beginning July 1, 2025.

Board Discussion:

- Board member praised Ms. Lara's character and commitment to student success
- Noted importance of representation for Black females in leadership positions

Public comment:

- Mary Campano supported the need for more diverse role models in the district

Motion made by: Ida Green
Motion seconded by: Emily Uhlhorn
Voting:
Cynthia Roenisch - Yes
Kevin Saavedra - No
Emily Uhlhorn - Yes
Ida Green - Yes
Jennifer Holden - Yes

O. Take Action on Resolution No. 24-19 Approving the Phase 2 (Increments 1 & 2) Guaranteed Maximum Price (GMP) Amount in the Lease-Leaseback (LLB) Agreement with Wright Contracting, LLC (Wright) for the Redwood HS FASCD Building Replacement Project (8:56 pm)

Mike Woolard, Senior Director of Facilities Planning presented

Phase 2: building a new music and arts building at Redwood HS. The guaranteed maximum price of $38.8 million, showing $540,000 in savings from $39.5 million budget.

There was no public comment.

Motion made by: Kevin Saavedra
Motion seconded by: Emily Uhlhorn
Voting:
Unanimously Approved

P. Take Action on Resolution No. 24-20 Approving the Phase 2 (Increments 1 & 2) Guaranteed Maximum Price (GMP) Amount in the Lease-Leaseback (LLB) Agreement with Lathrop Construction Associates, Inc. (Lathrop) for the Tamalpais HS STEAM Building Replacement Project (8:59 pm)

Mike Woolard, Senior Director of Facilities Planning presented

Phase 2 STEAM project at THS for $6.244 million GMP for phase 2 work. Waiting for DSA approval for increment 3 (actual construction). Construction is still on schedule.

Board Discussion:

- Appreciation for the phased approach preventing DSA delays
- Timeline questions
- Confirmation work stays on schedule despite DSA

There was no public comment.

Motion made by: Emily Uhlhorn
Motion seconded by: Ida Green
Voting:
Unanimously Approved

Q. Take Action on Appointment of Members to the Measure B Bond Citizens' Oversight Committee (9:04 pm)

Mike Woolard, Senior Director of Facilities Planning presented

Seven appointees for the inaugural citizens oversight committee, which will meet quarterly with an annual report to the board.

There was no public comment.

M/S/C (Uhlhorn/Holden) unanimously.

R. Discuss the Development of Girls Flag Football (9:06 pm)

Chris McCune, Director of Community Education, presented an update on flag football development:

- Interest meetings at Redwood had 24 students initially, fewer at the second meeting.
- 13 interested students currently play other fall sports
- Plan to hold interest meetings at all three schools in fall 2025
- Target implementation fall 2026
- Following a similar process used for field hockey

Public Comments:

- Sixteen public comments encouraging the District to create a girls flag football team at Redwood starting Fall 2025 and expanding districtwide. Stating there is plenty of interest and arguments made regarding Title IX compliance.
- Two public comments were emailed urging the District to create a girls flag football team at Redwood High School for Fall 2025.

14. Consent Agenda

Items 14D and 14E were pulled for discussion.

Corbett Elsen, Assistant Superintendent of Business and Operations, explained the funding mechanisms for the Japan and New York trips, including:

- Parent contributions
- Foundation support
- Scholarship funds for students with financial need
- Ability to adjust trip length based on available funding

M/S/C (Uhlhorn/Saavedra), unanimously to approve both field trips.

A. Approve Personnel Summary for May 20, 2025

B. Approve Integrated Math Pilot Course of Study

C. Approve Purchase Orders over $40,000 List No. 16

D. Approve Global Studies Field Trip - Japan, Tokyo, Kyoto, Utsonomia - Tamalpais High School

E. Approve Out of State Field Trip - New York, New York - Tamalpais High School

F. Approve Contracts over $40,000 - May 20, 2025

G. Ratify Contracts under $40,000- May 20, 2025

H. Approve Notice of Completion (NOC) for the Phase 1 Underground Electrical Utility Relocation Work of the FASCD Building Replacement Project with Wright Contracting, LLC at Redwood HS

I. Declare as Surplus and Authorize - Obsolete books - Tamalpais High School

15. Trustee Reports

Trustee Reported

- Special Board meeting to be held June 3, 2025
- Updates on E2 and JLAC meetings
- Just Dinner event in Marin City praised
- Introduction of incoming superintendent to Marin City leaders
- Recognition of financial literacy program at Redwood

16. Conclusion

The Board discussed

- Scheduling a special meeting for June 3, 2025, at 5:00 p.m. to address remaining contracts
- Graduation attendance assignments made for June 10 and June 13, 2025

Future Agenda Items requested:

- Options for Black Student Success Team support
- Various models for continuing the work
- Contracts will not be brought back for consideration

Trustee Holden reflected on the Board norms.

17. Adjournment

The meeting adjourned at 10:00 p.m.