

## MEETING MINUTES

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Call to Order at 4:45 p.m.;

Closed Session 4:50 p.m.;

Regular Board Meeting 6:00 p.m.

Zoom Link: [https://tamdistrict-org.zoom.us/j/97089157746?](https://tamdistrict-org.zoom.us/j/97089157746?pwd=UFFpVEt4ejNFRHhWRU9ndFFiZ1dEZz09)

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Webinar ID 970 8915 7746; Passcode 990750

### Board of Trustees

Karen Loebbaka, President

Leslie Harlander, Clerk

Cynthia Roenisch

Kevin Saavedra

Emily Uhlhorn

Tara Taupier, Ed. D, Superintendent

### Attendees

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#### Voting Members

Karen Loebbaka, Board President

Leslie Harlander, Board Member

Kevin Saavedra, Board Member

Emily Uhlhorn, Board Member

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#### 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 4:45 p.m. A quorum was declared present.

#### 2. Approval of Closed Session Agenda

M/S/C (Saavedra/Harlander), 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 §54956.95

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

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

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

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

#### 5. Reconvene Into Open Session

The meeting reconvened into open session at 6:09 p.m.

**6. Announcement of Reportable Action Taken in Closed Session**

The Board approved a confidential settlement agreement for case #OAH 2023 07 0018 in the amount of \$159,000.

Who motioned? Seconded?

Motion made by: Kevin Saavedra

Motion seconded by: Emily Uhlhorn

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

**7. Approve Agenda and Review Norms**

Mr. Saavedra read the board norms.

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

**8. Public Comment on the Consent Agenda**

There was no public comment on the consent agenda.

**9. Approval of Consent Agenda- ROLL CALL VOTE**

Motion made by: Leslie Harlander

Motion seconded by: Emily Uhlhorn

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

Item 13.I. was considered and approved separately, because the 2023-2024 and 2024-2025 Management Salary Schedules were provided at the Board meeting, after the agenda was posted. Wes Cedros, Assistant Superintendent of Human Resources, explained that the Director of Bond Programming was added under Level B as "Director - Classified (225 days)".

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

**10. Public Comment for Items Not on the Agenda**

Clifford Waldeck, Substitute Teacher, emailed a public comment asking why the daily substitute pay rate was reduced from \$250 to \$220 per day.

Michael Ardito, Sir Francis Drake High School Graduate, emailed a public comment with an attached presentation that the Coalition for Restoration of Drake History delivered at the Archie Williams High School Site Council meeting on September 27, 2023. In the presentation, Mr. Ardito, Marcie Miller and Kevin Courtz requested that the District preserve the school's history and correct alleged inaccurate accounts of Sir Francis Drake at the school and elsewhere.

Clayton Smith said that middle schools are moving away from offering advanced math courses. He said "detracking" reduces the degree to which students are offered advanced classes. He said that he hopes TUHSD doesn't comply with this, as it prioritizes equality over excellence.

Dr. Taupier clarified that the Tamalpais High School District has no authority over middle school math offerings.

Lynette Egenlauf, a Tamalpais High School parent and Marin City Community Services Board Member, spoke about the viral racist video that was recently circulating at Tam. She stated that the video was unacceptable, and that the

District should have a zero-tolerance policy. She said that the video brought harm to students in their learning environment. She suggested that, in addition to the consequences already administered, the school should focus on anti-racism classes or student talks to address racism. She said that the Black Student Union wants to take action.

Angela Carter, the Teacher Advisor for the Black Student Union at Tam, said that the viral video impacted and harmed students and staff. She stated that the anti-racist curriculum and harm repair is lacking. She would like the Administration to follow-up with anti-racist learning and work to repair relationships at the school.

A member of the Board thanked the public for their comments and said that the District has a zero-tolerance policy on hate speech.

There was no other public comment.

## 11. Student Trustee Reports

Kiera Lensing, Redwood High School, gave an update on recent school events, including "Lawnchair Fridays", a spikeball tournament, the Friday night lights game at San Marin, volleyball and water polo "Game Night", the end of the R1 grading period, and the drama department's fall musical, "Peter and the Starcatcher". She highlighted the Tobacco Use Prevention Education's (TUPE's) important work presenting to MCOE, Redwood's social issues classes and local middle schools. She also reported on members of the Redwood class of 1973 touring Redwood, upcoming homecoming week activities, and the girls golf and tennis teams being undefeated.

Mila Mincy, Tamiscal High School, reported that there is a good feeling on campus, and the student body is larger than ever before. She talked about the wellness program and how it has been really beneficial for students. She said that the Wellness Coordinator, Jennifer Kenny-Baum, has been checking in with every student and has been providing one on one support. She also said that Dr. Lori Watson visited the school and worked with the racial equity team to help them with ways to have difficult conversations to address racism.

Gia Debok, Archie Williams High School, updated the Board on upcoming homecoming week activities, including having "safe leaders" at the homecoming dance, the fall athletic season coming to an end, and the completion of the R1 grading period. She also talked about the challenging loss of a student in the community, and how the wellness team has taken initiative to provide a healthy space for students to process the loss, including activities such as rock painting.

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

### A. Update on School Openings at Tamalpais, San Andreas and Tamiscal High Schools (approx. 6:20 p.m.)

Principals Dr. Kimberly Clissold (Tamalpais High School), Cathy Flores (San Andreas High School) and Dr. Kim Stiffler (Tamiscal High School) presented an update on the first weeks of school on their campuses:

Cathy Flores (San Andreas High School) shared that she is starting to see signs of healing in the San Andreas community after the loss of a student. She thanked school and District staff, parents and students for the outpouring of support, and said that ed services were instrumental in helping them make it through. Ms. Flores explained the different supports and interventions that are being implemented at San Andreas to improve attendance and credit recovery, including tying attendance to course credits, weekly academic check-ins, weekly attendance checks, make-up work/time at "The Hub", and revoking work permits for poor attendance. As a result of these interventions, students showed improved attendance and credit completion in R1.

Dr. Kimberly Clissold (Tamalpais High School) used the clock tower at Tamalpais as a visual representation of how the staff are working to become one cohesive unit to support students through MTSS, like the gears in a clock. She shared that the coordinated services team (COST) and learning leadership team (LLT) integrate the gears on the clock by coordinating and communicating student needs. Dr. Clissold said that they would begin looking at R1 data to identify needed tier 1- tier 3 interventions, emphasizing that learning is unique to each student. She also shared that she appreciates getting daily and weekly student feedback and wants to make sure that all students have access and feel comfortable having conversations with her.

Dr. Kim Stiffler (Tamiscal High School) said that Tamiscal currently has 140 students across three programs. She said that the Tamiscal student body is a racially, ethnically and socio-economically diverse population with different mental and physical health needs. Dr. Stiffler also said that many Tamiscal students have mental health and anxiety challenges, and are looking for a smaller setting, different learning experience and a more flexible schedule. In the implementation of MTSS, she said that they have a laser focus on equity work and improvements to teaching and learning to support the student population, including staff professional development around instruction. She said that they are fortunate to have a dedicated instructional coach to support teacher development, and an intervention coordinator, who teaches English Learner Development (ELD) and Advancement Via Individual Determination (AVID) courses, and has implemented school-wide AVID strategies to help students with organizational and time management strategies.

Board members asked questions about the schools, including how they allocate credits, some key learnings/insights from the beginning of the year, and what "Alternative Teacher Evaluations" entail. The Board thanked the Principals individually and collectively for their love, care and consideration of all students and their tireless work on behalf of the students' academic and social-emotional well-being.

There was no public comment.

#### **B. Annual Wellness Update and Service Data Summary for 2022-23 (approx. 6:40 p.m.)**

John Shields, PhD, MSW, Research Consultant, presented a service data summary for the District Wellness Centers in 2022-23. He said that the systems used to track wellness services have changed three times in the past three years, so there is some variation in how data is grouped from prior years. He pointed out that the number of "Group Sessions Provided" on slide 3 were actually the number of service minutes provided, not the sessions. He also said that 9th graders were likely undercounted in the total number of unique students served by approximately 100 students.

Due to technical difficulties, there was no sound for the video at the end of the presentation.

Jessica Colvin, Sr. Director of Wellness Services, thanked the Board for believing in wellness and said that TUHSD has become the leader in teen wellness and mental health services in our community and state. She said that the video was made with a TUPE grant, and was created to thank the Board and District community for their support, and to reduce the number of wellness center tours requested from Districts all over the country.

Board members asked questions about how group sessions are promoted, how privacy is maintained for students, the number of students served at each site, the status of student backlogs after Covid, teacher feedback from wellness centers, and what is next on the horizon for wellness services.

Ms. Colvin described the marketing and outreach for group sessions, privacy and confidentiality considerations at the school, and pointed out that group sessions are largely provided by peer resource students (not managed by Wellness), who are a key partner of wellness.

One student trustee described her experiences being on the peer resource team and said that the wellness center has helped her, and students advocate wellness services to their friends. Another student trustee said there is no social stigma associated with seeking wellness help or group sessions and agreed that students advocate for one another.

There was no public comment.

#### **C. TUHSD 9th Grade Mathematics Course Placement, Algebra Project and Math Intervention 2023-24 (approx. 7:10 p.m.)**

Paula Berry, Sr. Director of Curriculum and Instruction, provided the 9th grade mathematics course placement data for the 2023-24 school year, in response to Senate Bill SB359, which addresses equity concerns in math placement. Ms. Berry said that by using TUHSD's three indicators for placement, 98% of TUHSD 9th grade students were properly placed in their math classes. She shared that there is an over representation of Latine and African American students in Algebra Foundations, and an under representation of those students in geometry and advanced algebra. Ms. Berry introduced the Algebra Project, which is a cohort of nine algebra teachers who collaborate across the district to develop instructional practices and interventions to improve student engagement

and success. In addition to the Algebra Project, Ms. Berry discussed Tier 1 through Tier 3 interventions at the comprehensive sites and alternative high schools.

The board asked questions about the impact of the Algebra Project, teachers who are not involved in the Algebra Project, the "no zeros" grading approach and math placement by gender.

Ms. Berry said that it's too soon to know if it's working, but that other teachers are hearing about it and are trying the strategies.

There was no public comment.

**D. Accept Tam Federation of Teachers (TFT) Initial Proposal of Sunshine Articles for 2023-24 Negotiations (approx. 7:40 p.m.)**

There was no public comment.

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

**E. Take Action on TUHSD Initial Proposal of Sunshine Articles for 2023-24 Negotiations (approx. 7:45 p.m.)**

There was no public comment.

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

**F. Take Action on 2022-23 Parcel Tax Oversight Committee Annual Report for Measure M (approx. 7:50 p.m.)**

Jennifer Ginsburg, Chairperson of the Parcel Tax Oversight Committee (PTOC), delivered the PTOC Annual Report for the 2022-23 fiscal year. Ms. Ginsburg reviewed the PTOC review and findings, which confirmed that the District allocations were consistent with the voter-approved ballot measure language and that these allocations were expended as authorized.

There was no public comment.

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

**G. General School Facilities Construction Process Overview & TUHSD Next Steps (approx. 8:10 p.m.)**

Mike Woolard, Sr. Director of Facilities Planning, presented an overview of the general school facilities construction process as a reference and resource for the Board. He reviewed a standard project budget, DSA fee calculations, CA Geological Survey (CGS) and CA Department of Education (CDE) filing fees, and Board decision points on projects. Mr. Woolard also shared a CEQA flowchart and discussed change orders. Corbett Elsen shared the next steps for the proposed TUHSD bond measure, which includes evaluating community survey results at the October 24, 2023 meeting and potentially taking action to place the bond measure on the ballot at the November 14, 2023 meeting. He also explained what will happen if the Board approves the bond resolution and if the bond is approved and passed on the March 5, 2024 ballot.

There was no public comment.

**H. Take Action on Resolution No. 23-05: Adopting Best Value Procedures and Guidelines Pursuant to Education Code Section 17406 - ROLL CALL VOTE (approx. 8:35 p.m.)**

Mike Woolard, Sr. Director of Facilities Planning, Stephen Cali, facilities legal counsel, described how to apply best value procedures and guidelines to TUHSD facilities projects as follows:

- 1) The Board approves resolution No. 23-05 Adopting Best Value Procedures and Guidelines (details will be determined by District staff),
- 2) Staff creates a prequalification process for contractors and mechanical, engineering and plumbing subcontractors,
- 3) Bids from prequalified contractors are selected using the best value method, and
- 4) The Board takes action on the best value bids.

There was no public comment.

Motion made by: Kevin Saavedra

Motion seconded by: Emily Uhlhorn

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

**I. Approve Juul Settlement Agreement - ROLL CALL VOTE (approx. 8:45 p.m.)**

Dr. Tara Taupier presented the Juul Settlement Agreement, which is the monetary settlement of the Juul lawsuit that was approved at the April 4, 2023 meeting. Dr. Taupier said that the \$38,430 settlement will be used for student tobacco and vaping mitigation.

There was no public comment.

Motion made by: Leslie Harlander

Motion seconded by: Emily Uhlhorn

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

**J. Board of Trustees Government Workshop Focus Check-in (approx. 8:50 p.m.)**

The Board reflected on the four focus areas identified at the Governance Workshop on August 21, 2023. The Board agreed that they are focusing on the agreed upon topics and are including them in agenda items. Ms. Harlander said that she sees positive changes and appreciates the governance calendar for organizing meetings and adding Board requested agenda topics to meetings. Ms. Uhlhorn said that she likes how the Tam4Ward plan and Multi-Tiered Systems of Support (MTSS) are embedded in many of the presentations. Ms. Loebbaka reminded board members that they can send ideas and topics to her or Dr. Taupier between meetings.

There was no public comment.

**13. Consent Agenda**

**A. Approve Draft Minutes of the 9/19/2023 BOT Meeting**

**B. Approve Personnel Summary for 10/10/23**

**C. Approve Purchase Orders over \$40,000 - List #06**

**D. Ratify Contracts under \$40,000- October 2023**

**E. Ratify Contracts over \$40,000- October 2023**

**F. Ratify Batch and Warrant Details - September 2023**

**G. Accept Williams Quarterly Report - No Complaints Filed (Quarter Ending September 30, 2023)**

**H. Adopt Resolution No. 23-6: Authorization to Sign on Behalf of the Governing Board 2023-2024**

**I. Approve Update to the 2023-24 and 2024-25 Management Salary Schedules to Add Director of Bond Programming**

J. Approve Global Studies Field Trip- Havana, Cuba- Tamalpais High School

K. Approve High Risk Field Trip- Rescheduled TEAM trip - Archie Williams High School

14. Board Communications

15. Superintendent's Report

Dr. Tara Taupier discussed a New York Times article titled "Heat, High Water, Hurricanes: Schools are Not Ready for Climate Change" that was published on October 9, 2023. She said that the article highlights the importance of upgrading school buildings to support student learning through extreme weather changes.

16. Trustee Reports

Ms. Loebbaka re-addressed the incidents of racism and hate speech referenced in public comment, and said that we have zero tolerance as a district and community. She said this is especially hard when grieving the loss of two students, and we should teach people to do better.

17. Conclusion

Kevin Saavedra reflected on the board norms.

18. Adjournment

The meeting adjourned at 9:32 p.m.



Superintendent