

## 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/99285614295?](https://tamdistrict-org.zoom.us/j/99285614295?pwd=SDQxOUU5Q0hJdFpmT1g1dDVERIZzQT09)  
<https://simbli.eboardsolutions.com//SU/WFXplusogA5VzHfdLcTXgv0Bg==>  
Webinar ID 992 8561 4295; Passcode 404888

### Board of Trustees

Karen Loebbaka, President

Leslie Harlander, Clerk

Cynthia Roenisch

Kevin Saavedra

Emily Uhlhorn

Tara Taupier, Ed. D, Superintendent

### Attendees

#### Voting Members

Karen Loebbaka, Board President

Leslie Harlander, Board Member

Cynthia Roenisch, Board Member

Kevin Saavedra, Board Member

Emily Uhlhorn, Board Member

#### 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 4:57 p.m. A quorum was declared present.

#### 2. Approval of Closed Session Agenda

M/S/C (Harlander/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 §54956.95

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. 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 6:10 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. Roenisch read the board norms.

M/S/C (Harlander/Saavedra), 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: Cynthia Roenisch

Motion seconded by: Emily Uhlhorn

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Cynthia Roenisch - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

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

More than 50 people attended the board meeting in person and virtually, including students, parents and teachers from Tamalpais High School and the surrounding community, who spoke out about a racist video that was circulating at the school and ongoing racial issues at Tamalpais and in the District. Here is a summary of the public comments on this issue:

- Auvin Cole, a student at Tamalpais High School and Co-President of the Black Student Union (BSU), speaking on behalf of the BSU, stated that the racist incident at Tamalpais caused pain for many students and asked that the District to stand up against racism and discrimination, address the situation head-on, and to foster a culture of respect, passion and belonging. He requested that the school board take immediate action to address the issue by implementing the following measures: the involved students should issue a formal apology to the student body, revise the the parent-student handbook, with student and parent input, to clearly define consequences for hate-motivated behavior, offer restorative justice and counseling for the perpetrators of the incident and counseling services for the victims, and host a community education event with Ta-Nehisi Coates.
- Ida Times-Green and Bishop Johnathan Logan read a letter dated October 23, 2023, that was addressed to Superintendent Tara Taupier and Board President Karen Loebbaka, from Marin City clergy, parents and non-profit leaders. The letter was a follow-up to preliminary discussions with Tamalpais administration. The letter asked clarifying questions about the actions of school administration in reaction to the racial incident and claimed that there is a permissive attitude on the Tamalpais campus, with no consequences for hate speech, which creates a hostile environment for students of color. They shared that there is a need for the community to be engaged in creating a safe and supportive environment for all students. They requested that the District be more transparent and conduct an autopsy of what happened, centralize documentation and reporting of all hate-motivated incidents, create a zero-tolerance policy for hate speech with mandatory penalties, find ways to foster acceptance and belonging, celebrate tolerance and cultural appreciation, expand the use of restorative circles to have difficult conversations about race, institute professional development training for faculty and coaches to identify and address microaggressions and race-related issues, include training on how to create inclusive and culturally accepting classroom and team environments, hold affinity space discussions to air feelings and grievances, address the stigmatization and devaluation of Marin City community, create seminars or workshops for students and parents to advance understanding of black history and contributions to US History, with emphasis on the struggle for racial justice in Marin City and other Bay Area communities, and convene a taskforce of students, staff, administration and community members to review this incident and uncover strategies that would strengthen the school community. They suggested that the taskforce could produce a written report on accountability, make policy and procedure recommendations, and act as an ongoing thought partner to help integrate more culturally responsive policies, practices and activities in the Tam District. Bishop Logan read the names of the people who signed the letter.
- Shaniya Valentine, a student at Tamalpais High School, reiterated everything her peers said.
- Christine, a Tamalpais High School parent, discussed past racial incidents that impacted her children and implored the board to help (us) avoid being in this situation repeatedly. She asked for clarity that the situation has been sufficiently addressed so that there is not another incident, and consequences/tactics are employed to change student behavior. She echoed the suggestion of using restorative justice to have a dialogue about race, with adults who are competent and comfortable having these conversations, to ensure that all of the harms are addressed and

repaired for the families and larger community. She closed by saying that black students are entitled to the same public school experience as other students in the District, and should not have to look over their shoulders or worry about how they should respond to these incidents.

- Bettie Hodges, a Tamalpais graduate and Executive Director of the Hannah Project Partnership for Academic Achievement, stated that there have been continued racist incidents at Tamalpais High School and the District, and it's a community and national problem. She said that there needs to be a permanent community relations taskforce that will engage with the school on an ongoing basis to mitigate these situations. She felt that there is enough positive goodwill in the Tam District to overturn these issues that they have been struggling with for a long time. She said that when she was in high school, the students came together in solidarity and created an inclusive school culture, and she hopes that the same positive action can happen at all Tam District campuses.
- Tammy Edmonson, a Tamalpais graduate and member of MV Free, echoed the comments from the Marin City Coalition and the student from BSU, and claimed that these sorts of incidents have been going on for a long time and that racial equity is a huge issue in Mill Valley. She stated that there needs to be an ongoing, proactive approach to building a community of belonging. She said that the whole district needs to stand together to make it clear that this type of behavior is unacceptable and we need to learn from it.
- Lester Parron claimed that this is an ongoing situation that's been happening since the 1960's and it should not be a surprise. He stated that kids from Marin City left a desegregated school district (grades K-8), in a system that was pushed against them, and claimed that the Tam District was not prepared for them and also failed them. He said he expects the District to do great things for these kids and the kids of the future.
- Lea Mixon, a Tamalpais High School graduate and Middle School Site Coordinator for Bridge the Gap, stated that she is sad that we're going through this again. She reported that in high school, she had friends from different backgrounds and areas at school, but felt that she could not be part of their community. She referenced other racial incidents that occurred at Tamalpais after she graduated, and said that nothing has changed. She claimed that students are being failed academically, socially and spiritually because they don't feel safe at school. She said students are fighting for their lives because that's the only thing they know how to do.
- Sherri Yoshizu, voiced her support for the comments made by the student from the BSU and Marin City Coalition and said that she hopes the District supports requests made by those groups.
- Sandra Pula, Counselor at Tamalpais and black educator, stated that there was a lack of urgency from the school board and District on this issue, and that student needs and wants aren't being met. She claimed that the few meetings that school administrators have had with the BSU have caused additional layers of harm. She said that the school board needs to start providing services that help students navigate institutional and community racism. She described the daunting task of supporting students and asked for professional support to help with restorative justice circles and additional curriculum for white students to understand the consequences of racial slurs. She closed by saying that the District needs to do more.
- Hilary Heaven, a parent and former Tamalpais High PTSA DEI Chair, reported that she was deeply saddened by the events at Tamalpais, and the District took too long to speak about the incident. She said that the District has a lot to do, and claimed that no District representatives and few white parents or students attended the Tamalpais Diversity Day last year because they don't care about what happens to students of color. She stated that the District needs to do better, listen to what's being said, and make changes, because families are hurt and don't feel safe.
- Alexis Wise, Executive Director of Wise Choices for Girls, stated that the students' comfort level with hate speech is a conditioned, learned behavior, and the fact that the District hid the incident reinforces this behavior. She said that if the board did not show up for Diversity Day, that speaks volumes to all students. She said they should start treating human beings as human beings and not color. Later, Ms. Wise also suggested that the District teach black and white students the true history and contributions of black Americans in order to reduce or eliminate the number of incidents. She agreed that the District should partner with the Marin City Coalition to address the situation and teach students "who we really are". She said that things need to change and "we're tired of being stepped on".
- Angela Carter, Special Education teacher and BSU Advisor at Tamalpais, shared that since the incident, students of color have not been accessing their education and do not feel safe on campus or in classrooms. She claimed that students from the BSU came out of meetings with administrators feeling angry and were unable to focus in class. She said that she doesn't want to keep pulling the students out of class to meet with them. She stated that the students who caused this harm, and those who continue to use racial slurs, are going on with their lives and education, while the black students and staff are taking all the harm. She wants to see what reparations look like to resolve this situation.
- Paul Austin, Founder of Play Marin and community advocate, reported that he spoke to several kids and staff after the incident, and the pain that they're feeling has happened over and over again within the District. He reflected on a meeting that he attended with the BSU and administrators, and said that students were more harmed, because they felt that their solutions would not be met. He said that this is an opportunity for the District to set a stricter policy against racism that will help prevent these situations from reoccurring. He suggested that there needs to be ongoing work with white students and parents that is built into the system, because collectively, everyone needs to feel safe. He said that something needs to change, and wants to see what steps will be taken, year after year, so

that this pain won't continue to be felt by different classes of students.

- Stephanie Farin, a parent and paraprofessional at Tamalpais, claimed that the meetings with black students have caused more harm than good, and said that this issue wouldn't have come up if she and a few other people hadn't brought it to the District's attention.
- Celamine Pastor, a Tamalpais parent, applauded the student from BSU for courageously speaking up, but said that he shouldn't have to. She said that the District has a long way to go and claimed that the lack of black representation on the board and on the teaching staff does black and white kids a disservice. She said racism is insidious and the situation is not safe for black kids. She stated that she looks forward to hearing what the District plans to do to make Tamalpais a safe environment for black students so they can learn.
- Emma Keenan-Grice, art teacher at Tamalpais, voiced her support for the BSU and Marin City Coalition.
- Another member of the public who attended the meeting said that she supported the idea of creating events to bring together the community, across different generations, and agreed with the suggestion of having speakers come to educate our children and leaders.
- Grace Backer, a Science and AVID Teacher at Tamalpais, stated that she felt isolated from the incident, was confused by the communication from Tamalpais admin, and it took her awhile to understand what happened. She said that she took a poll of her students and reported that the incident significantly impacted her black students' ability to learn on a daily basis, because they feel unwelcome at school. She said she wants students to have a safe space to learn and that this situation has made it impossible for some.

Board members thanked the public for their comments and apologized that they had to come speak out. They said that they are not taking the situation lightly, agreed that they have a lot to do, and reiterated that they do not tolerate this behavior.

Dr. Taupier stated that the District will follow-up on all recommendations and thanked the public for taking the time and being willing to share their thoughts with them.

There was no other public comment.

#### 11. Student Trustee Reports

Kiera Lensing, Redwood High School, reported on the homecoming spirit week, rally, games, court and dance, the Redwood Drama's annual improv show called "Micetro", and the Peer Resources "Find Your Way" event. She also said that girls tennis and field hockey teams have their MCAL finals this week and winter sports start next week.

Mikayla Guerrero, San Andreas High School, reported on back to school night, which was attended by over 45 parents and students, the student hub, where students can get 1:1 support from teachers, and fun Fridays.

Mila Mincy, Tamiscal High School, read a statement from the Tamiscal Students Action Against Racism (STAAR) group about the racist incident at Tamalpais High School, and how it appalled and impacted students and staff at Tamiscal High School. She claimed that by not making the issue public, the District minimized the trust and protection of Black staff and students. The group provided the following recommendations for their school site: select a series of books to read as an entire school community (students, parents and staff) that support voices of color and their perspectives, in order to continue the dialogue against racism, hold classroom discussions with staff and students about why racism exists in schools and how to interrupt it, create an ongoing newsletter that actively raises awareness of this issue for the school community, continue hosting workshops with Dr. Lori Watson for students, continued support of Deborah McKnight's racial equity work. Ms. Mincy closed by asking what the District can do to support the equity mission and repair the harm.

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

##### A. Discuss 2nd Community Polling Results for Potential Facilities Bond Measure (approx. 6:15 p.m.)

Corbett Elsen, Assistant Superintendent of Business and Operation, Bryan Godbe of Godbe Research and Charles Heath of Team CivX, presented the community polling results from the October 2023 survey of local voters. The survey results revealed that an average of 59.3% of the voters polled over two surveys support the bond, so the recommendation is to move forward with the bond measure. The next steps include bringing the bond resolution to the board for approval at the November 14, 2023 board meeting, and if approved, submitting the bond to the Marin County Elections office by December 9, 2023.

Board members commented that voters have demonstrated that they value public education, but it's important that they understand the differences between the working budget of the District and infrastructure spending, which is not covered by regular property taxes. Also, they emphasized the state of disrepair of certain buildings and portables on the campuses, and how important it is to focus on student safety, update classrooms, create gathering spaces to build community, and improve ADA access.

There was no public comment.

**B. Discuss Facilities Bond Resolution 23-07 (approx. 6:45 p.m.)**

Janet Mueller, Legal counsel, presented a first reading of a draft Resolution 23-07 - TUHSD Calling Bond Election. Ms. Mueller stated that the resolution tells voters what the District wants to say on the ballot, including accountability measures and a bond project list, that details what we're going to do with the funds at all of the school sites. She said that it lays a foundation of what the District has done up to this point and grants legal authority to the registrar of voters to put the measure on the ballot. She also pointed out that Exhibit C is a tax rate statement, which includes the total estimated debt service of \$1.04B.

Board members commended the work that has been done by facilities planning to be "shovel ready", and said that it helps to include the annual cost per voter spelled out in the ballot label. One board member suggested that they include a median cost per year for voters, and Ms. Mueller said that they could include it in the information section.

There were no public comments.

**C. Student Achievement Report for Semester 2 (S2) 2022-23 and Reporting Period 1 (R1) 2023-24 (approx. 7:15 p.m.)**

Kelly Lara, Assistant Superintendent, and Paula Berry, Sr. Director of Curriculum & Instruction, presented an overview of student academic achievement at the comprehensive schools for S2 2022-23 and R1 2023-24. Ms. Lara said that the grading report was a follow-up from the May 23, 2023 board meeting, in which they presented Reporting Period 5 (R5) data. The R5 versus S2 2022-23 data showed that students significantly improved their grades between R5 and S2, but that a disproportionate percentage of students of color received D, F or Incomplete (I) grades in those grading periods. Additionally, students with the highest needs, including English Language Learners (ELLs), students with Individualized Education Plans (IEPs) and students with 504 plans, had a disproportionate percentage of D, F and I's. Ms. Lara also presented the Reporting Period 1 (R1) 2023-24 data, which she said is skewed, because there are fewer assignments in R1 than any other grading period.

Ms. Berry presented the California Assessment of the District's Student Performance and Progress (CAASPP) results for 2023. She said that the results are not accurate, because a significant number of students opted out of testing. The board discussed ways to increase participation and concluded that parent education and incentives should be implemented to encourage students to take state tests. The CAASPP testing results showed that there is significant work to do, but students in the District are performing well above California state levels. Similar to the grading data, students of color, ELLs and students with IEP and 504 plans are under achieving compared to their peers. When discussing the Science exam results, Ms. Berry reported that since the implementation of new NGSS standards in 2019-20, science teachers have had a hard time adjusting their teaching from two to three dimensions, so the District is committing 3 release days this school year to professional development for science teachers.

Ms. Lara explained that students are struggling to access core content and need more support, which indicates a need for more teacher development. She said that the District response plan includes continued implementation of the Tam4Ward Plan, which includes Intervention Coordinators at each site, identifying and interviewing "focal students" to learn more about specific student needs, continued work on "The Algebra Project", and additional professional development for all teachers, including Tier 1 instructional strategies for targeted support.

Board members said that they were frustrated to see similar data year after year, and asked what could be done to change the trend. One board member asked for data that shows the connection between chronic absenteeism and D, F, I grades. Another board member asked Ms. Lara and Ms. Berry to share why they're seeing these trends, based on information they learn from focal students. Dr. Taupier and Ms. Lara stated that they shared the Board's frustration and hope to bring back data that shows different results. Dr. Taupier said that, in spite of professional development on Tier 1 interventions, it is hard to get educators to change their instructional practices. They said that they will keep going, continue to make adjustments, and apply focused resources at each school site until they see a different outcome.

There was no public comment.

**D. Take Action and Award Bid on Agreement for Architectural Services for Redwood HS Swimming Pool Resurfacing and Deck Replacement - ROLL CALL VOTE (approx. 7:45 p.m.)**

Corbett Elsen, Assistant Superintendent of Business and Operations, and David O'Connor, Senior Director of Maintenance and Operations, presented the winning qualified architectural services bid from Rogers, Stringer &

McClelland, Inc. (RS+M) for the Redwood High School swimming pool resurfacing and deck replacement project, in the amount of \$236,000. Mr. O'Connor said that the project is part of the District's 5 year Deferred Maintenance Plan, with sourcing from Fund 40. He said that they originally planned to only resurface the pool, but learned that the pool deck and lighting also needed replacement to address safety issues. As part of the project, they also plan to install solar for pool heating. Mr. Elsen said the project timeline is to start in June or July 2024 and hopefully be completed in September 2024. He said that they already have alternate pool sites planned for the Redwood water polo team for the Fall 2024 season. He said that by resurfacing the pool and replacing the deck at the same time, they will reduce the disruption to pool users.

One board member asked for clarification that the bid was only for architectural services, and Mr. O'Connor confirmed. He said that upon Board approval of this contract, they hope to bring the Schematic Design for this project to the December 12, 2023, or January 9, 2024 Board meeting.

There was no public comment.

Motion made by: Leslie Harlander

Motion seconded by: Kevin Saavedra

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Cynthia Roenisch - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

**E. Take Action on Intradistrict Open Enrollment Capacity for 2024-25 (approx. 7:55 p.m.)**

Dr. Tara Taupier, Superintendent, presented the annual TUHSD Intradistrict Open Enrollment Summary Chart for 2023-24 and proposed that the board reduce the open enrollment capacity from 50 to 30 net students per comprehensive school site. Dr. Taupier explained that the net number of students that actually transfer from one comprehensive school site to another has not been more than 15 students since we started recording it in 2017-18, so she said that 30 is a more realistic number.

One board member asked if Dr. Taupier could add net transfers per grade in the next annual report.

There were no public comments.

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

**F. First Reading of Revision to BP 5116.1, AR 5116.1 and Exhibits 5116.1 E(1) & E(2) - Intradistrict Open Enrollment Transfers (approx. 8:05 p.m.)**

Dr. Tara Taupier, Superintendent, presented the first reading of proposed revisions to BP 5116.1 and AR 5116.1 - Intradistrict Open Enrollment Transfers and supporting Exhibits. Dr. Taupier explained that the suggested changes move the Open Enrollment timeline to align with student enrollment and District hiring practices. Therefore, she recommended moving the deadline for submitting open enrollment transfers from June 1 to March 31.

One board member noted that the revision for Compelling Need Transfers, criterion #3, was not consistent on all of the documents, so it needed to be reviewed and revised before the second reading.

There were no public comments.

**G. Take Action on Resolution No. 23-08: Adopting Prequalification Process for Prime Contractors and MEP Subcontractors Pursuant to Public Contract Code Section 20111.6 - ROLL CALL VOTE (approx. 8:15 p.m.)**

Mike Woolard, Sr. Director of Facilities Planning, presented Resolution 23-08 - Adopting Prequalification Process for Prime Contractors and MEP Subcontractors Pursuant to Public Contract Code Section 20111.6, which establishes the application process and grading criteria for contractors and certain subcontractors interested in responding to the

District's larger-scale project RFP/RFQ solicitations. This resolution must be approved for the District to be able to utilize the LLB project delivery method.

There was no public comment.

Motion made by: Leslie Harlander

Motion seconded by: Kevin Saavedra

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Cynthia Roenisch - Yes

Kevin Saavedra - Yes

Emily Uhlhorn - Yes

**H. Discuss the Process and Timeline for Updating and Globally Adopting the TUHSD Board Policy Manual (approx. 8:25 p.m.)**

Dr. Tara Taupier, Superintendent, reported on the District's Board Policy Workshop, hosted by the California School Board Association, over the week of October 16, 2023. She reported that District staff had reviewed and updated more than 70% of all board policies/regulations, and presented a rough timeline for completing the updates. She said that once the updates are submitted to CSBA, it will take about a month to create a fully updated TUHSD Board Policy Manual. She said that they had hoped to complete the process in March, but realistically, it might not happen until April or May. She assured the board that it will be done this calendar year.

There was no public comment.

**13. Consent Agenda**

A. Approve Draft Minutes of the October 10, 2023 BOT Meeting

B. Approve Personnel Summary for October 24, 2023

C. Approve Contracts over \$40,000 - October 24, 2023

D. Ratify Contracts under \$40,000 - October 24, 2023

E. Approve Purchase Orders over \$40,000 - List No. 07

F. Approve the 2023-24 Marin County Office of Education Allocation Amendment Memorandum of Understanding (MOU) with Tamalpais Adult School

G. Approve the Marin Adult Education Program (MAEP) Outreach Coordinator & Data Analyst Position Increase for 2023-24

H. Approve Credentialed Stipend for Home Care Aide Nurse Instructor at Tamalpais Adult School

I. Approve Job Description for Home Care Aide Nurse Instructor at Tamalpais Adult School

J. Approve High Risk Field Trip- Challenge Sonoma Ropes Course - Redwood High School

K. Supplementary Book Approval

**14. Superintendent's Report**

Dr. Tara Taupier discussed the District's initial action steps to address ongoing racial incidents in the District. She said that all schools will receive the same response, starting with Tamalpais High School:

1. District-wide "Stop and Learn", called "Addressing Racism and Dehumanizing Language", which is specific to the "N word" and why it is so damaging.
2. Implementation of the District's response to the use of the "N word", which clearly outlines the expectations and



- consequences of using the word.
3. Follow-up lessons throughout the year to address all kinds of racist, biased language, jokes and slurs, and to build the racial consciousness of the student body and staff.
  4. Hosting community events at all sites.
  5. Ongoing student, teacher and parent outreach.

Additionally, Dr. Taupier said that the District will continue to solicit feedback from all members of the TUHSD community and will consider all suggestions to achieve equity in the District and the surrounding communities (including feeder schools).

#### 15. Trustee Reports

Kevin Saavedra said that he was glad so many people came to share their opinions, feelings, thoughts and suggestions and that he is sorry for their pain.

Emily Uhlhorn spoke about the impact of the video and the ingrained history of racism and violence towards students of color, and said that she's glad there will be a "Stop and Learn" for all students. She asked the District to reach out to all community members and parents, including feeder school districts, to help address this issue before it gets to the high school level. She said that she wants to understand how to elevate student and community voices without putting the responsibility on them. She stated that it was powerful to hear student and community voices and our students need to know that the adults have their backs and there is a zero-tolerance policy. She said it's a call to action at all levels of our district.

Cynthia Roenisch stated that she was horrified by what happened at Tam and said that it was urgent for the District to respond to the suggestions that were made. She said we should allow community members and students to guide community meetings and provide suggestions. She stated that she's a proponent of campus reads, which get campuses to talk about these issues. She hopes that going forward, they will have a frank and transparent conversation about what happened, identify areas of improvement and growth, build the trust of our students and staff, and show them that their concerns (which are all of our concerns) are being taken seriously, particularly given the long history of racism in our schools.

Leslie Harlander said that having frank discussions about racism helps the board advocate for our students and represent the values of the community. She said we need to help the parents, community and council members understand that these issues are systemic. She suggested that they include the topic as a regular agenda item on a monthly basis, so that it doesn't blow over and keep happening again. She asked what they need to do as a board to back them up and be more effective. Ms. Harlander also asked that they talk about the audio/visual issues that keep happening at Board meetings.

Karen Loebbaka agreed that the audio/visual issues are disruptive and need to be talked about. She suggested that they have a community meeting with speakers and/or authors, such as Ta-Nehisi Coates. She agreed that they need to conduct a review of what happened and referenced a prior discussion about the book "Accountable", and said that the situation wasn't handled as well as it could have been. She said we need to learn from this incident and how to do better and be more proactive. She also wants to do a monthly check-in on the District's anti-racist work, which addresses DEIB and student achievement gaps, that the board identified as areas of focus for the school year.

#### 16. Conclusion

Ms. Roenisch reflected on the board norms.

#### 17. Adjournment

The meeting adjourned at 9:39 p.m.

  
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Superintendent