

## MEETING MINUTES

Call to Order at 4:00 p.m.;

Closed Session 4:05 p.m.;

Regular Board Meeting 6:00 p.m.

Zoom Link: [https://tamdistrict-org.zoom.us/j/94274103644?](https://tamdistrict-org.zoom.us/j/94274103644?pwd=cjhtR25aNHFKUU9vaVkvQVRjNC9xdz09)

<https://simbli.eboardsolutions.com//SU/fNCZ4RWelc6SBaCvew3WPQ==>)

Webinar ID 942 7410 3644; Passcode 845690

### 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

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 4:02 p.m. A quorum was declared present.

#### 2. Approval of Closed Session Agenda

M/S/C (Harlander/Uhlhorn), 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 Ed Code §35146

1. Approve Stipulated Expulsion - Student A

B. With respect to every item of business to be discussed in closed session pursuant to Gov Code §54956.95

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

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

#### 5. Reconvene Into Open Session

The meeting reconvened into open session at 6:08 p.m.

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

Ms. Loebbaka moved that Student A be expelled from Tamalpais Union High School District for the following:

- §48900 (b) Possessed, sold, or otherwise furnished any firearm, knife, explosive, or other dangerous object;
- §48900 (c) Unlawfully possessed, used, sold, or otherwise furnished, or been under the influence of any controlled substance, listed in Chapter 2 (commencing with §11053) of the Health and Safety Code, an alcoholic beverage, or an intoxicant of any kind;
- §48900(h) Possessed or used tobacco, or any products containing tobacco or nicotine products; does not prohibit use or possession by a pupil of his or her own prescription products;

and pursuant to the terms and conditions of the rehabilitation plan adopted by the Board during closed session, the order of the expulsion is stipulated through the remainder of the 2023-24 school year, until June 13, 2024. Student A shall enroll in Marin Community School to finish the school year. In the event that Student A does not graduate at the end of the 2023-2024 school year, they shall pursue their high school diploma through the Tamalpais Adult School after the completion of the term period of expulsion, June 14, 2024.

There was no other reportable action taken in closed session.

Motion made by: Karen Loebbaka

Motion seconded by: Emily Uhlhorn

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Cynthia Roenisch - Yes

Emily Uhlhorn - Yes

**7. Approve Agenda and Review Norms**

Ms. Uhlhorn read the board norms.

M/S/C (Uhlhorn/Roenisch), 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

Emily Uhlhorn - Yes

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

A group of students from Tamalpais High School emailed a public comment to the board expressing concern about the slow, outdated Chromebooks available to students. They claimed that many students are forced to purchase their own personal computers due to the inadequate devices offered. They requested that there be a change to the technological resources available to students at the school.

Cheryl Longinotti, Coalition of Sensible Taxpayers, emailed a public comment expressing concerns about the proposed bond issue. Specifically, she claimed that the Redwood cafeteria/commons complex is a non-urgent, second tier priority that could use up to 1/5 of the funds raised. She urged the board to slim down the proposal to only include urgent, tier one needs, particularly during these times of high interest rates.

Sadie, Mackey and Kevin, students from Tamalpais High School, emailed a public comment regarding the importance of Home Economics to help high school students prepare for their lives past high school. They claimed that the benefits of life skills training are "enhancing critical thinking abilities, an increase in responsibility in job settings as well as in future planning, an increase in mental and physical health, an increase in prosocial behavior, and a decrease in behavioral/social problems". They referenced studies that support their claims and requested that TUHSD bring back Home Economics as a required course to teach crucial life skills.

Angela Carter, Tamalpais High School teacher and Black Student Union (BSU) advisor, spoke in support of the statement made by the Tamalpais Black Student Union (BSU) at the October 24, 2023 meeting, and restated the BSU's requests to the school board. Ms. Carter presented 89 signatures from Tamalpais staff in support of the BSU's letter, and emphasized that she appreciates the work being done, but has been in the District for 10 years, and has experienced racism herself. She said "enough is enough", and doesn't want this to keep happening, decade after decade.

Greg Wilker, TUHSD Racial Justice Task Force member, said that he has met with students of color from Redwood and Tamalpais High Schools regarding what was heard from the community at the October 24, 2023 meeting, and hopes that District leadership can change the status quo. He said that the status quo has been prevalent for 60 years, and that this is an opportunity for the District to stand bravely and make hard changes. He said that students and parents are hoping for it. He also stated that part of the status quo is the government, and that the public doesn't understand the government systems, and doesn't even know there's a Racial Justice Task Force.

Clayton Smith said that he attended a Protection of Educational Rights of Kids workshop and claimed that the state's transgender agenda has negative educational outcomes for students, particularly for low income students. He maintained that schools are conducting self-reporting surveys on gender identity and are given without parental notification or consent, which causes gender confusion and dysphoria. He further claims that the surveys cause anxiety and depression, undermine the learning process, and lead to unnecessary medical interventions and treatments. He suggested that schools should focus on education.

Heidi, a District parent, said that she does not agree with Clayton Smith and said that he is confusing gender identity and sexual orientation. She also stated that she wished to amplify the requests of the Tamalpais Black Student Union (BSU) and community members who spoke at the October 24, 2023 meeting. She said that the students were amazing and made reasonable requests, which she restated, along with community requests. She encouraged the board to communicate what is happening and to do what's best for the community and students.

Kendra Pollack, parent of Tam District graduates, said that she understands the need for safe, modern facilities so that teachers and staff can provide an excellent, well-rounded education. She said that the facilities are outdated.

## 11. Student Trustee Reports

Mila Mincy, Tamiscal High School, reported that students have been working on completing their R2 work as they near the end of the semester, and seniors are busy with college applications with help from Julie Gannon and Lynne Kennedy. She also shared the Students Taking Action for Anti-Racism (STAAR) group's work with Dr. Lori Watson to address incidents of racism in the district, which includes connecting with anti-racism groups across the District to create a systematized student voice, and coordinating with SLAM (Students Leaders in the Anti Racism Movement) and STAAR leaders to increase student activism and share ideas for the District. She requested that the Board dedicate resources to coordinating student activism across the five schools, inclusive learning for all students, and include student voice and input for curricular revisions for the upcoming mandatory ethnic studies course across the district. She stated that the students want to partner with the board around the implementation of anti-racist work district wide, and would like to see board members be a part of the communities they're making decisions for. She invited board members to visit classes and interact in sessions with Dr. Watson at Tamiscal. She thanked the Board for making it a priority and said that they're looking forward to working on it together.

Gia Debok, Archie Williams High School, reported on the Archie Williams' Homecoming Dance, where there was an issue with girls being touched inappropriately at the dance, and subsequently, the wrong boys were unfairly blamed based on racial profiling. She said that the students took action against the racial profiling, which caused the victims of the sexual assault to feel overlooked. She claimed that Admin is doing the best they can to address both issues, in addition to an earlier incident of hate speech written in bathrooms. She said that there were approximately 20 volunteer Safe Leaders at the dance who wore heart necklaces to identify themselves. In response to a question from a board member, she explained that the role of Safe Leaders is to support students who need help or need to be removed from dangerous or uncomfortable situations. She said that some of the freshman and sophomores were rowdy and a little out of hand, and the Peer Resource class is thinking about creating a safe dance etiquette class. She also reported that the Peer Resource

class presented on unhealthy/healthy relationships, safe sex, body image, gender and sexuality, tobacco usage, Narcan use, are starting depression and anxiety presentations, and will conduct safe driving presentations in tutorial at the end of the month. In sports, girls' volleyball played in the Norcal finals, girls' water polo won MCAL championships, and cross-country boys and girls made it to NCS.

Kiera Lensing, Redwood High School, reported on a seminar and awards ceremony for journalism students in Boston that Redwood Bark students recently attended, the Turkey Bowl staff vs. students basketball game and three-point shooting competition at lunch this week, the success of the fall drama production of the Rocky Horror Picture Show, and the end of the R2 grading period. In Leadership, she said that the freshman leaders put together a great event for the Surfrider charity, leadership classes in all grades donated thanksgiving turkey baskets to low income families, and they are hosting an upcoming blood drive. In sports, she said that Redwood hosted its' first-ever NCS football game, and girls tennis and boys water polo won their NCS championships, and moved onto Norcal finals.

## 12. Superintendent's Report

Dr. Tara Taupier reported that there has been an increase in anti-semitism across the country and said that the District is sending out communications with resources for parents, staff and students to engage in civil discourse and maintain a level of curiosity to continue to learn and grow. She stated that these are difficult times and there is a lot of information coming at us, which can be challenging to discern, so she encouraged the community to use the resources provided and to continue engaging in conversations and asking questions.

Dr. Taupier said that she will address the District's response to racism in agenda item #13C.

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

### A. Take Action on Resolution No. 23-07: School Facilities Bond Election - ROLL CALL VOTE (6:38 p.m.)

Corbett Elsen, Assistant Superintendent of Business and Operations, Charles Heath of Team CivX, and legal counsel Janet Mueller, presented Resolution 23-07: School Facilities Bond Election. Mr. Elsen stated that the purpose of the resolution is to place a facilities bond measure on the March 5, 2024 election ballot, and there were no changes to the resolution since it was presented in draft form at the previous board meeting. Mr. Heath stated that the bond resolution is the culmination of several years of work, including an extensive master facilities planning process, where every facility in the district was evaluated for age and upgrades needed, cost estimates were developed, and community input was collected. Additionally, the District conducted multiple community surveys, which captured community feelings about the state of facilities and priorities and funding for upgrades. He said that the community surveys showed consistent community support for the potential bond measure and informational outreach provided opportunities for community feedback that was incorporated into the bond proposal. He said that upon adoption of the resolution, the district planning effort for the bond measure ends, and the election process begins, and the District will not engage in any advocacy. Ms. Mueller reviewed the proposed bond resolution and said that it calls an election for a bond and transmits what the ballot measure should look like to the County Registrar of Voters. She stated that the details of the ballot measure are in the exhibits, including the wording of the ballot label or ballot question, full ballot text, accountability measures, bond project list and tax rate statement.

The Board had no further questions.

Maeve Rossington, Tamalpais High School parent and realtor, said that she supports the need for repairs and classroom improvements to ensure that all students in Marin have the same state of the art educational facilities. She said, as a realtor and homeowner, it's in everyone's best interest to support the measure, because there's a direct correlation between excellent schools and the value of homes. Additionally, Ms. Rossington is a volunteer manager for the Tamalpais Varsity soccer team, and reported that there is not enough turf field space for 140 players, so players practice before school starting at 7:00 a.m. and after school until dark. Also, she claimed that at least 45 players have to practice on the makeshift muddy grass fields each day, which presents a safety issue.

Annie Sherman, Redwood High School parent, thanked the Board and District for the many hours invested in this endeavor. As the parent of a child with a disability, she is pleased to see that over \$40M will be invested in ADA improvements on the campuses. She stated that it's important for children who have extra challenges not to be limited by access to classrooms. She also said that she appreciates that the tax rate on the bond of \$30 per each \$100,000 of assessed value is the same that was presented and approved in Sausalito and San Rafael.

Brian Prager had questions about the cost of the bond and said that he was concerned about asking for \$500M in addition to the District's \$97M in outstanding debts, and thought that it seemed like a lot of money for facility

upgrades, not replacement. He said he supports upgrading the facilities, but was surprised by the cost.

Erik Berkowitz, Redwood High School teacher and TFT Co-President, encouraged the Board to pursue the bond to fix aging buildings. He claimed that the crumbling portables that have housed the arts department at Redwood for the last 50 years are in such disrepair that he can stick his hand through the side of one of the buildings. He also stated that the design of the new student community space at Redwood is needed for programs that welcome students, and help them find their place in the school community and feel safe and included. He thanked the Board for taking initiative to replace the aging infrastructure across the District.

Benedetti Cico, parent of Redwood High School graduates, urged parents to pay attention to what the District says. He said he was surprised that the District sent out flyers showing how badly maintained the properties are, given the large maintenance budget of the District. He claimed that the proposed cafeteria at Redwood does not improve academics, and the students are already way too spoiled - stating that they don't deserve a \$100M cafeteria. Mr. Cico suggested that the District should spend all their time on education and academics, not as a real estate development company. He asked how \$1B is needed to fix portables and fields, and how much money would be paid to consultants and architects versus construction. He claimed that the District ran out of funds during the last bond, because of consultants.

Greg Wilkner, TUHSD Racial Justice Taskforce member, stated that he is excited about the bond, and said the new structures will be an opportunity to bring diverse cultures and students of color together in a space that speaks to their heritage and celebrates them.

Aaron Pribble, Tamalpais High School teacher, supports the facility improvements. He said that buildings have aged since the last bond 17 years ago, and although the Tamalpais campus is beautiful, it needs upgrades. As an example, he said that the roof of the Gus gym leaks and is a safety concern for athletes. Also, he said that the weather is getting warmer, and on hot days, the temperature in classrooms regularly rises above the 80's to the low 90's, making it tough for students to learn. He said that HVAC upgrades are necessary and that COVID taught us the importance of fresh, clean air for the health of students and staff.

James Holmes, Redwood High School Class of '71, claimed that the funds raised for past measures have been used for things that are tangential to Tam's educational mission, such as Redwood's solar parking lot structure. He alleged that there is a credibility gap between the projects shown in Tam District literature and those described in local newspaper articles. He stated that the resolution's wording downplays the scope of the project, referring mostly to repairs and updating facilities, and the word "rebuild" is used only in connection with portables. He claimed that there is "a staggering list of luxury rebuild proposals", like the solar parking structures, shade structures and Redwood CEA. He said that these items are "nice to have, not need to have". He suggested that the project list should be rejected by the board and voters, and a more modest, "need to have" list should be compiled.

Abbey Levine Picus, Tamalpais High School teacher, said that she has taught for 19 years, and from a teacher's perspective, these upgrades directly impact how students perform academically. She asserted that students need spaces to connect, build relationships with peers and feel safe, and they require more than just curriculum to learn. In reference to the public comment made by Aaron Pribble, she said that the temperature in her classroom sometimes exceeds 80 or 90 degrees, and students cannot learn. She also stated that the Tam campus is beautiful but extremely hard to navigate, so the ADA upgrades are essential for all students, especially students with physical disabilities.

Stephanie Young, Tamalpais High School parent, and former volunteer for the Tamalpais PTSA Board, Parent Facilities Focus Group and Beautification Committee, said that the District has vast facilities needs, and that the work being prioritized is necessary and overdue. She said that safe, modern and updated high schools benefit us all. She claimed that the District has a strong, well-managed budget, but the state does not provide funding for facility improvements. She said the bond is well-thought-out and will enable the District to provide the facilities to match the teaching and learning expected for students in our community. Ms. Young also stated that the proposed upgraded athletic facilities will increase opportunities for students to participate in sports, prepare for games, and play on safe fields and facilities.

Mimi Willard, Coalition of Sensible Taxpayers, advocated for including the estimated full cost of the bond, including interest, of \$1B in the 75-word ballot question. She also suggested that the length of time the tax will be in place (up to 30 years) and the largest use of the bond, which is the CEA/Fine Arts building at Redwood for \$104M, should be included in the ballot question. Also, she stated that it is helpful for people to know that the assessed home value goes up 2% per year, so the estimated tax in terms of dollar value becomes larger over time.

Jennifer Durkee, a Mill Valley resident, said that it is important to support the facilities improvement bond for the good of the school district and the community. She said that Marin's reputation for having a strong public education system was the main reason her family moved here. She claimed that a key element of a good education is learning in an

environment that is safe, functions well, and maximizes learning opportunities, and the overdue upgrades need to be addressed now to provide that environment. Ms. Durkee stated that these repairs are fundamental needs that address this century's science, technology, math, career training needs and more. She said that money being spent on upgrading the facilities is money well spent on the community and future generations. She appreciates the district's due diligence, thoughtful and proactive approach to researching the needs and plans with architects and consultants in order to begin the upgrades as soon as possible to save taxpayer money. In closing, she asserted that a strong public educational system with well functioning facilities is a core value and a driver that brings people into our community and significantly boosts our property values.

In response to public comments regarding the proposed CEA at Redwood, Mr. Elsen said that since the advent of universal meals in the state of CA, the District has seen a 250% increase in the number of students who pick up those meals. As a result, the CEA has turned from an eating area to a queuing line, and there is no space for students to sit and eat. He also stated that the kitchen is outdated, and needs to be expanded for food storage and preparation. He said that the current CEA cannot be renovated to meet current needs, and must be replaced. Under the proposed project, the current CEA will become a student common, which will serve as a much-needed student-owned space for gathering and belonging.

Mr. Elsen also clarified that the proposed projects include building replacement projects for those structures that are well beyond their life spans, in addition to upgrades and repairs. He said that the tax rate equates to approximately \$330 per year for the median homeowner, which is in line with other similar districts, and reflects the price of modern construction. He asserted that the District is working to maximize taxpayer dollars and has done its due diligence. He estimated that the work that has been done over the past two years will save taxpayers approximately \$29M in escalation costs. Additionally, he said that the District plans to refinance the bond as soon as interest rates go down, to save money and shorten the life of the bond, as it has with past bonds. Mr. Elsen also stated that the District's existing bonds will be paid off in the next 3-5 years, which will save approximately \$175 for the median taxpayer, which will offset the cost of the new bond.

Board members expressed their support for the bond measure and praised the due diligence of the District in building a comprehensive list of projects and priorities, gathering public input, and preparing a clear, coherent plan to bring our facilities up to 21st century standards. They said that they take their responsibility to taxpayers very seriously when asking the community for financial support. Board members also stated that the tax rate does not place an undue burden on any one taxpayer and protects those who have owned their homes for many years, because it is at the assessed value, not the current market value. By building, rehabilitation and replacement of facilities, they maintained that they are not neglecting education, because facility improvements go hand in hand with education and allow students and teachers to perform at their best at the 21st century standard. Board members clarified that the bond money goes to facilities, which are not funded by the state. They stressed that kids need more help communing with each other on campus, so those common spaces and meeting spaces can be used for academics and allow kids to engage and practice social skills.

One board member emphasized that the board and district have been honest, straight forward and transparent throughout the process. She said that some of the older structures are more costly to retrofit than to replace to bring them up to 21st century standards and make them ADA compliant and safe for emergencies, such as fire and floods. She emphasized that District employees should not design buildings, and consultants are necessary to design and carry out the construction. She said that students deserve to be safe and comfortable, and this is an opportunity to make upgrades that are in line with what the community wants.

Another board member pointed out that the amount of the bond is \$517M, not \$1B, which could be less if refinancing is an option. She said that all the information about the FMP, including projects and costs, is available on the Facilities Modernization Website for the public to view.

The Board thanked the community for their input and asked that the public engage in discussion about the bond but not spread false information. Student trustees agreed with the needed improvements and gave their perspectives on trying to learn and focus in hot classrooms, and the student trustee from Redwood said that there is no place to eat on rainy days, and that students sit on the floor of the gym or in hallways.

Motion made by: Cynthia Roenisch

Motion seconded by: Leslie Harlander

Voting:

Karen Loebbaka - Yes

Leslie Harlander - Yes

Cynthia Roenisch - Yes

Emily Uhlhorn - Yes

The Board recessed at 7:39 and reconvened at 7:46 p.m.

#### **B. Attendance Update - Deans of Student Success Impact Report (7:46 p.m.)**

Dr. Jeanine Evains-Robinson, Sr. Director of Student Services, and Deans of Student Success, Nathan Bernstein, Tyrone Robinson Jr. and Alan Neally, presented an update on their work at the comprehensive high schools. They discussed their priority work for 2023-24, including improved attendance taking procedures, chronic absenteeism, truancy, excessive tardiness, addressing Tier 1 classroom disruptions and fostering positive learning environments. They presented evidence showing that students who averaged three or more absences in a class were more likely to receive a failing or incomplete grade, and discussed the reasons why. Mr. Neally explained that the Covid pandemic contributed to chronic absenteeism, because students were conditioned to believe that they don't have to be in class to learn, and students with anxiety issues were allowed to miss school. Mr. Robinson stated that the number of period absence truancy letters were higher in R1 because students missed smart periods, stopped attending classes that they eventually dropped. At Archie Williams, Mr. Neally explained that there was a spike in absences in October after a traumatic student death. When discussing Tier 1 behavioral interventions, the Deans reported that vape detectors installed in bathrooms have helped to reduce the number of intervention meetings and have made the bathrooms cleaner, safer and less crowded.

Board members asked clarifying questions about the root causes of absences and tardies, and asked when teachers are brought into the conversation. The Deans clarified that the Multi-tiered System of Support plan (MTSS) encourages teachers to call home as the first intervention. In response to a board member's questions about vaping, Student Trustee Debok said that the Peer Resource class and Tobacco Use Prevention Education (TUPE) program provides tobacco and vaping education. Ms. Lara also explained a program used at school sites called "Escape the Vape", in which any student caught vaping is required to take an online learning module.

There was no public comment.

#### **C. Update on Antiracist Work Across the District (8:28 p.m.)**

Dr. Tara Taupier, Superintendent, Cathy Flores, Director of Diversity, Equity, Inclusion and Belonging (DEIB), and Kelly Lara, Assistant Superintendent of Educational Services, gave an update on the anti-racist work being done across the District. Dr. Taupier gave an overview of the Tam4Ward plan, which includes a holistic approach to DEIB work. She shared the "Zone of Desired Effects" scale, which shows the approaches that are commonly used in classrooms and the impact they have on student learning. She explained that 0.4 is the desired hinge-point, which equates to one year of growth within one year's time, and said anything above that point accelerates student learning. She said that the District is focused on building collective teacher efficacy, which is a belief among a group of teachers that they can have a positive impact on student outcomes, because it has a tremendous impact on instruction (1.57 on the scale). She also said that student-teacher relationships have a 0.75 effect when students feel like the teachers are invested in them as people, care about them and provide extra time to help them outside of class. Dr. Taupier said that the Tam4Ward work is grounded in racial equity work, based on educational research by Zaretta Hammond, who combined culturally relative teaching with effect size (or potential), to build relationships so that students feel more included, seen and valued in our system.

Dr. Taupier, Ms. Flores and Ms. Lara also shared the work that is being done to improve the climate on campuses across the district:

- Youth Advisory Committee (students) - 2nd year, currently working on creating a document around culturally appropriate event themes
- District Equity Team (staff) - Facilitate PD for staff, responding to racial incidents, site equity teams, offers feedback
- "Stop & Learn" - school pauses its regular curriculum to focus on anti-racist lessons and other forms of discrimination, tools to interrupt (4 planned this year at all school sites)
- Social Emotional Learning (SEL) Matrix - addresses all forms of bias
- Tamalpais High School Parent Meetings - educate the community, improve learning culture and climate on campuses, gather feedback (4 planned this year)
- Meetings with the Marin City Coalition - form a taskforce to address racism and create an anti-racist action plan for Tamalpais High School
- Support for black students - affinity groups with a trained facilitator (provided by E3 Education), student events, and a student of color retreat (Spring 2024)
- Black Student Union - monthly meetings with Tamalpais administration



- Cultural heritage month celebrations - all campuses
- New courses, including AP African American Studies, Ethnic Studies English and a required Ethnic Studies course for all 9th graders
- Students of color retreat
- Ongoing PD for teachers and staff - offered over the past 10 years, including Courageous Conversations by Glenn Singleton, Dr. Lori Watson - Elevation Transformation, Deborah McKnight - Lead by Learning, Dr. Bettina Love - 2023-24 Keynote address and equity series
- English Taskforce - new curriculum around more diverse literature and a new Ethnic Studies course
- Racial Justice Taskforce - 4th year, comprised of 20 to 30 members, including staff, students, parents and community members, renewing the LCAP this year.

Ms. Lara added that the District is continuing to accept feedback from the community, parents and students to expand its immediate and ongoing anti-racist work.

A board member reiterated a request from the BSU to bring in a keynote speaker for students and Ms. Lara said that she has reached out to several speakers, and is planning to bring one in for a stop and learn for students.

Another board member appreciated the overview and suggested that they focus on one or two action items per meeting to get more of a feel of how they are being implemented.

A student trustee suggested that district staff members and board members share the action plan with students and staff at each school to relate on a more personal level and secure their trust since the last racial incident.

There was no public comment.

**D. First Reading of Revisions to AR 5111 - Admission, AR 6112 - School Day and Supporting Exhibit 6112-E (8:56 p.m.)**

Dr. Tara Taupier, Superintendent, shared the first reading of proposed revisions to AR 5111, AR 6112 and Exhibit 6112-E to reduce the required number of courses required for 11-12th graders from 6 to 5. The purpose of this change is to address concerns raised by principals regarding the challenge of scheduling large numbers of students who request to be Teacher Assistants (TAs), as a result of the required 6 course minimum. Dr. Taupier said that students can currently get special authorization to take 5 classes with principal approval, but these changes will make it easier for 11-12th graders to take 5 classes without principal approval, as long as they're on track to graduate. Dr. Taupier said that many students have more credits than they need, and hopes that this change will reduce the stress level of 11-12th graders, and give them time to do other extracurricular activities, like work.

A board member asked a clarifying question about which periods students are allowed to take off, and Dr. Taupier said that there are more options for which free periods students can take, now that bell schedules include a double block period. Dr. Taupier also reminded the board that 8 classes are still available for students, but they don't want students to take courses they don't want or need, if they already have a challenging course load.

A student trustee agreed that many students need more time to work, so they can save money for college, and should not have to take a class that they're forced into and not excited about. She said that a manageable schedule is really important to allow students to pursue other interests outside of school, and allow them to have a better success rate with classes.

There was no public comment.

**E. Second Reading of Revisions to BP 5116.1, AR 5116.1 and Exhibits 5116.1 E(1) & E(2) with CSBA Edits (9:04 p.m.)**

Dr. Taupier, Superintendent, presented a second reading of proposed revisions to BP 5116.1, AR 5116.1 and Exhibits 5116.1 E(1) & E(2), regarding Intradistrict (within district) transfers, including Compelling Need and Open Enrollment transfers. The additional revisions include updated policy language suggested by the California School Board Association (CSBA) to comply with recent changes in education and government codes.

There was no public comment.

**F. Approve Updated Home Hospital Instructor Job Description and Pay Rate Increase (9:05 p.m.)**

Wesley Cedros, Assistant Superintendent of Human Resources, presented the updated Home and Hospital Instructor (HHI) job description and pay rate increase. Mr. Cedros described the Home and Hospital Instruction (HHI) program,



which is designed to help maintain students' continuity of education during a period of illness or disability. He said that the district typically asks current and retired staff to teach for the HHI program. He stated that the HHI rate has been \$50 per hour for many years, and needs to be raised to attract more qualified teachers to the position and acknowledge the work that they're doing, particularly with the increase in the number of students requiring HHI services since Covid. Additionally, the updated job description spells out the duties and includes additional prep time for teachers to prepare lessons.

A board member asked if it was hard to find teachers to fill HHI positions at the current \$50 rate, and Mr. Cedros confirmed that it was exceptionally hard.

Mr. Elsen said that the annual cost of the increase is approximately \$21,000.

There was no public comment.

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

**G. Discuss Extension of the Assistant Superintendent of Human Resources contract for a 3-year term beginning on July 1, 2024 (9:08 p.m.)**

Dr. Tara Taupier, Superintendent, presented a first reading of the the amendment to the Assistant Superintendent of Human Resources contract for a 3-year term, extending it from July 1, 2024, through June 30, 2027. Additionally, the proposed amendment includes changes to the retirement benefits to align with the updated Management contract.

There was no public comment.

**H. Discuss Extension of the Assistant Superintendent of Business and Operations Contract for a 3-year term beginning on July 1, 2024 (9:09 p.m.)**

Dr. Tara Taupier, Superintendent, presented a first reading of the the amendment to the Assistant Superintendent of Business and Operations contract for a 3-year term, extending it from July 1, 2024, through June 30, 2027. Additionally, the proposed amendment includes changes to the retirement benefits to align with the updated Management contract.

There was no public comment.

**I. Discussion about Technology for Board Meetings (9:10 p.m.)**

Dr. Tara Taupier, Superintendent, presented an estimate from CMS to provide A/V equipment and services for board meetings, and recommendations that were made as a result of their system evaluation. Additionally, she said that BEI, the company who designed the current A/V system, is coming out to review the system for security and reliability within the week. The cost estimate that CMS provided was \$2,200 per meeting.

Board members asked clarifying questions about how the vendor would handle public comment. Karmela Cleary, Executive Assistant to the Superintendent, clarified that the meetings would still be delivered over Zoom, and the District would still manage the meeting and handle public comments, and CMS would provide A/V equipment and hosting services.

Dr. Taupier also pointed out that Danford McCann of the TUHSD IT Department, was present at the meeting and everything went smoothly. Mr. McCann said that he observed the meeting and will provide his recommendations to improve system performance. Additionally, he noted that he has been checking the system daily since the last board meeting and has learned that many groups who use Kreps change the A/V settings and alter the equipment, making it unreliable. Dr. Taupier said that this could be the root cause of ongoing issues.

The Board agreed that the district should hire CSM for the December 12, 2023 meeting, while the current system is being evaluated.

There was no public comment.

**14. Consent Agenda**

**A. Approve Draft Minutes of the October 24, 2023 Regular BOT Meeting**

- B. Approve Draft Minutes of the October 30, 2023 Special BOT Meeting
- C. Approve Personnel Summary for November 14, 2023
- D. Ratify Batch and Warrant Details - October 2023
- E. Approve Purchase Orders over \$40,000 - List No. 08
- F. Approve contracts over \$40,000 - November 2023
- G. Ratify Contracts under \$40,000 - November 2023
- H. Approve TUHSD and SRCS MOU for Tamalpais Adult School to Provide Adult Education for English Learners at Bahia Vista Elementary School
- I. Correction - Approve Credentialed Stipend for Home Care Aide Nurse Instructor at Tamalpais Adult School
- J. Approve Notice of Completion (NOC) for FieldTurf USA Inc. Contract for Synthetic Turf Replacement at Red Hill Community Sports Park
- K. Approve High Risk Field Trip- Mountain Bike Club - Archie Williams High School
- L. Declare as Surplus and Authorize Electronic Devices Disposals - IT Department

#### 15. Trustee Reports

Ms. Roenisch asked for an update on the district cell phone survey results. Dr. Taupier said that the survey was delayed at San Andras and Archie, due to the two student deaths, and there was a glitch at Redwood. She said that district staff will bring it to the December 12, 2023 board meeting.

Ms. Roenish reported on the Play Marin Walkathon, organized by Paul Austin. She said that she met the Parent DEI Coordinator from Mill Valley Middle School, and they discussed efforts that MVMS is taking to address DEI and building a community between students from MVMS and MLK Academy prior to high school. Ms. Harlander also attended the Walkathon and said it was an uplifting community event. Ms. Roenisch also requested that they revisit the reading levels, reading intervention and literacy in the District post-Covid.

Ms. Uhlhorn reported on the E2 meeting, preparation for the bond vote, including the recruiting of Bond Advisory Committee Co-Chairs, Annie Sherman and Carrie Gaufinay (SP??).


Ms. Harlander shared that she also participated in the Play Marin Walkathon, and enjoyed attending the Tamalpais High School Parent meeting and listening to the community. She also stated that she is looking forward to hearing from Chris McCune, Director of Community Programs, about the updated District Facility Rental procedures at the December 12 board meeting.

#### 16. Conclusion

Ms. Uhlhorn reflected on the board norms.

#### 17. Adjournment

The meeting adjourned at 9:27 p.m.

  
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Superintendent