



MEETING MINUTES

Call to Order at 4:30 p.m.;

Closed Session 4:30 p.m.;

Regular Board Meeting 6:00 p.m.

Zoom link: [https://tamdistrict-org.zoom.us/j/98448059280?](https://tamdistrict-org.zoom.us/j/98448059280?pwd=TIJqOTE3K25VL3k1eVltZG5lYW53dz09)

<https://simbli.eboardsolutions.com//SU/x7Xc1Ty6rKauU4RrPqbSPA==>

Webinar ID 984 4805 9280; Passcode 202581

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 board meeting of the Board of Trustees of the Tamalpais Union High School District (District) was called to order in the Kreps Conference Room at 4:31 p.m. A quorum was declared present.

2. Approval of Closed Session Agenda

M/S/C (Roenisch/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 Gov Code §54957

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

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

D. With Respect to Every Item of Business to be discussed in Closed Session Pursuant to Gov Code §54957(b)(1):
Evaluation-Superintendent

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

5. Reconvene Into Open Session

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. Uhlhorn read the board norms. M/S/C (Harlander/Uhlhorn), 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 (Resolution #22-16)

The consent agenda was approved by roll call vote.

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

10. Public Comment for Items Not on the Agenda

Christine Abela spoke about mistakes made at the Redwood High School graduation, in which her son was not included in the graduate seating chart or the graduation program, and his full name was not used when he received his diploma. When Redwood Administrators corrected the online program the following day, they again did not use his full name. She said that her son felt left out and his milestone event was ruined. She asked that there be a revised policy or procedure to make sure that all students are included in the graduation program and yearbook.

Brian Zailian, a recent retiree, who worked as a French teacher at Tamalpais High School for 29 years, gave feedback that phones and students' addiction to phones is a major problem. He said that he greeted students and collected their phones in a plastic bin before every class and put the bin under his desk. He said that when the phones were put away, students talked more, laughed and listened to each other. He asked the District to look at the cell phone policy and consider giving each teacher a plastic bin (not sock cubbies, which he said are too tempting for students) to store the phones during class. He added that school administrators should walk around the hallways and enforce the cell phone policy with teachers and students. Mr. Zailian also thanked some of his colleagues and the trustees for supporting the World Studies program, and said he had a great time in the District and it was really hard to leave.

Clayton Smith spoke about the Board Diversity, Equity, Inclusion and Belonging Workshop on May 22, 2023. He said he was surprised that the workshop facilitator started the meeting by pointing out that a disproportionate number of American presidents have blue eyes, as compared to the rest of the population. He said that the facilitator critiqued the Presidents and made generalizations about them based on their eye color. He said that none of the trustees criticized or complained about the facilitator's comments, even though they represent hundreds of blue and hazel-eyed students and parents in the District. Mr. Smith said that the DEI agenda has been taken too far and asked the board to thoroughly vet and analyze DEI and the consultants who influence the learning environment. He said they should not be spending taxpayer money on DEI.

The Board also received the following public comments via email:

Christine Nesbit, a parent at Tamalpais High School, wrote in support of the proposal to add freshman soccer teams at the high schools. She said that, if approved, more kids would have the chance to play soccer, run around outside, be part of a team, and spend less time on screens, which is better for everyone's health.

Drew Markovich, a student and member of the cross country team at Redwood High School, asked the District to give students the chance to run at the Woodbridge invitational cross country meet, even though it falls on the District "no play days" (in observance of Rosh Hashanah). He said that Woodbridge is likely the most important cross country meet in the country for students who are looking to get recruited to college. He said that, due to Covid, he and many other rising seniors did not get the chance to run in any invitationals their freshman year and not many in their sophomore year either. He said that he has been injured for most of his high school career and is looking forward to having every opportunity to race this coming cross country and track season.

Michael Ardito, Drake High School graduate, wrote a letter alleging the following: The school has been reckless in preserving important history and has disregarded the history of the school's name and local legacy of Drake (the man and school). He claimed that the school took inappropriate care of an historic mural from 1939 that was in the school's library for decades and that a Drake Class of 1962 brass plaque of the Golden Hind that was covered up with an Archie Williams Falcon decal in 2021 without community consent. Additionally, he said that the mosaic of the Golden Hind that hangs on the wall in the main corridor outside the school office was boarded over and painted without community consent. Mr. Ardito asked the District to do a better job of preserving these historical artifacts and providing a comprehensive history for the students. He provided a list (bibliography) of books about Sir Francis Drake and said that more research should have been done before deciding on the school's name change, which most of the community was against. He said that the 450th anniversary of Drake's landing in Marin is coming up in 2029 and the 100th anniversary of the local production of the musical play about Drake at the Mount Tam amphitheater in 2025.

11. Student Trustee Reports

The student trustees graduated, so there were no student trustee reports.

12. Trustee Considerations

A. Announce Selection of the Principal of Tamalpais High School (6:17 p.m.)

Dr. Tara Taupier announced the selection of Dr. Kimberly Clissold as the new Tamalpais High School Principal. She said that Dr. Clissold has had a long career in education and brings her experience in leadership and will take on all challenges head on.

There was no public comment.

The board welcomed Dr. Clissold to the District.

B. Discuss Criteria for Adding (or Reducing) Athletic Teams and Take Action on Addition of Freshman Boys and Girls Soccer at the Three Large Schools in 2023-24 (6:19 p.m.)

Chris McCune, Director of Community Program and Athletics, presented the criteria for adding new sport or level, as established by the District's Athletic Directors, and proposed the addition of freshman boys and girls soccer teams at the three large schools. He presented data that showed that freshman soccer meets all of the criteria, and said that adding these teams will give more freshman players the opportunity to develop their skills and gain the valuable experience of being a part of a high school team and its community. He said that other schools have added freshman soccer teams recently, so there are plenty of other teams to play against. He said that soccer is the most popular sport in Marin and that the District has been working on adding freshman soccer teams for some time, but limited field space at Tamalpais has been a problem. He said that although Tam has only one synthetic turf field, they can make due with available grass fields. Mr. McCune also presented the proposed budget for the additional 6 teams, which is approximately \$53,000 (including uniforms).

The Board asked clarifying questions about how additional games will be scheduled, given the winter season and lack of daylight. Mr. McCune said that it should not be a problem because they rotate sites (one team plays at home while the other is away). Also, he explained that MCAL changed league games to weekdays and reduced the number of games, so they are able to play non-league and Freshman games on Saturdays or when other teams are away. The Board also asked whether all schools need to implement new teams at once, and what teams they are looking to add or reduce (due to growing/dwindling interest) in the near future. Mr. McCune said that schools do

not have to implement new teams in the same year. He said that girls flag football, competitive cheer, beach volleyball, JV boys volleyball and eSports are popular sports that they are looking into. Alternatively, he said that there was no boys lacrosse team at Archie Williams this year, and that girls freshman basketball and freshman baseball are declining slightly. Also, Redwood is the only large school that has JV softball and freshman football teams. When asked if students from one large school could play a sport at another, he said no, they would have to transfer schools.

Beth Jeffris, a lacrosse and volunteer soccer coach at Tamalpais, spoke in support of adding freshman soccer teams. She said that they've been trying to add freshman soccer at Tamalpais for years. She said that it will give more students a chance to be involved in sports, a place to be and a purpose, even if it's only two days a week. She said uniforms and field space won't be a problem, but they lack coaches every year, so the District should consider getting parent volunteers if needed. She said kids don't care where they play or how many games they have, they just want to play. She said she will do anything she can to help get this going.

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

C. Take Action on Updated Substitute Teacher Pay Schedule for 2023-24 (6:42 p.m.)

Wesley Cedros, Assistant Superintendent of Human Resources, withdrew this agenda item and will present it at the board meeting on June 27, 2023 with revised numbers.

D. Take Action on Tentative Agreement, Public Disclosure (in accordance with AB 1200) and associated Salary Schedules between TUHSD and TFT (6:43 p.m.)

Corbett Elsen, Assistant Superintendent of Business and Operations, and Wesley Cedros, Assistant Superintendent of Human Resources, presented the tentative agreement between the District and the Tamalpais Federation of Teachers (TFT). Mr. Elsen thanked TFT leadership for their time and productive conversations in negotiations over the past year. He said that the agreement had a high ratification rate amongst TFT members.

There was no public comment.

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

E. Hold Public Hearing on the Update to the 2021-2024 LCAP (6:46 p.m.)

The Board recessed at 6:46 p.m. for a public hearing on the proposed update to the 2021-2024 LCAP.

There was no public comment.

F. Presentation of the 2021-2024 LCAP and Local Indicator Update Presentation (6:47 p.m.)

The Board reconvened at 6:47 p.m.

Dr. Tara Taupier, Superintendent, presented the 2021-2024 LCAP and Local Indicator Update. Dr. Taupier said that the Local Control Accountability Plan (LCAP) is a promise to our community and resource allocation, which focuses on unduplicated students (foster kids, ESL, socio-economically disadvantaged students) and students of color. She went through the current work, expected outcomes and data for each of the District's five goals, which address California's eight state priority areas. In particular, Dr. Taupier focused on Goal #2, which she said has been the District's "north star" for about seven years. Goal #2 is: "Improve the learning environment of all students, specifically our Black, Indigenous, Asian and other students of color, while narrowing the opportunity gaps among our student groups". She said that within Goal #2, engagement is a big piece that we need to work on - kids don't feel that the work they are doing is meaningful or valuable. Also, she said that every student needs to leave the District with an opportunity to go to college, whether they choose to go or not. Dr. Taupier also highlighted Goal #4, which focuses on our systems of interventions, and Goal #5 (added in 2021), which strives to remove the opportunity gaps in our system.

The Board asked clarifying questions about the data, surveys and survey questions, including which grades were polled for the different surveys (Youth Truth and CA Healthy Kids/Parents Survey). They also asked how the District will combine absence data with what the Deans of Student Success are seeing. Dr. Taupier said that the Deans of Students will be starting the year next year with a list of students with high absence and tardy rates, so

they will be able to quickly focus on why the students are absent/tardy and what support(s) are needed. When asked why there was a discrepancy between UC a-g completion rates and graduation rates, Dr. Taupier said that the District has similar course requirements, but students can pass District courses with a "D", rather than a "C -", which is the minimum passing grade required by UCs. She said that the District is evaluating whether to fully align with the UC a-g requirements in the future. Dr. Taupier said that the new student information system, Synergy, will help them identify students who are not completing UC a-g requirements sooner than in the past, which should prevent more students from graduating without meeting those requirements.

Dr. Taupier introduced Lisa Jimenez, leader of the Racial Justice Task Force (RJTF), and announced that the RJTF will be taking on the LCAP three year update next year. She said that they will open the RJTF to new members in August and will publicize it widely to make sure that as many stakeholders as possible are able to participate.

The Board asked for follow-up reports on how summer school is helping students make progress towards UC a-g requirements and for data about phone and screen use, as it relates to student engagement. They also wanted to know how many times the racial incident, sexual harassment and general safety forms are being used across the district. The Board also highlighted that reading can underlie failures in almost all subjects.

There was no public comment.

G. Hold Public Hearing on the 2023-24 Proposed Budget and Related Reserve Levels (8:08 p.m.)

The Board recessed at 8:07 p.m. for a public hearing on the 2023-24 proposed budget and related reserve levels.

There was no public comment.

H. Presentation and Discussion of 2023-24 Proposed Budget and Related Reserve Levels (8:08 p.m.)

The Board reconvened at 8:08 p.m.

Corbett Elsen, Assistant Superintendent of Business and Operations, presented the 2023-24 proposed budget and reserve levels. Mr. Elsen started the presentation by saying that there is more uncertainty in this budget than any other budget he has proposed, due to fluctuations in inflation, interest rates, home values and property taxes. He presented the Governor's May Revision state budget proposal and said that because the District is mostly funded through local property taxes, the only revisions that impact the District's budget are the Learning Recovery Emergency Block Grant and the Arts, Music and Instructional Materials Discretionary Block Grant. He said that these items will remain in the budget, but will not be spent until the next budget revision. In summary, the District is projecting balanced budgets and reserve levels to remain above 17% for the next 3 years. However, with increased costs and budget uncertainties, future expenditure reductions may be necessary to maintain ongoing fiscal sustainability. He said that this involves adjusting staffing every year in a disciplined manner, so that the District has the bandwidth, time and flexibility to make thoughtful decisions in response to enrollment changes.

The Board thanked Mr. Elsen for keeping lessons learned from past financial challenges in mind in order to prevent repeated mistakes, and although staff reductions are hard, they are necessary.

There was no public comment.

I. Adopt Resolution # 22-15: Tax Anticipation Note for 2023-24 (Approx. 8:42 p.m.)

Corbett Elsen, Assistant Superintendent of Business Operations, presented Resolution #22-15: Tax Anticipation Note (TAN) for 2023-24. Mr. Elsen explained that property taxes (the District's primary revenue source) are collected in two large lump sums, in early December and early April. The Marin County Treasury Department offers all basic aid districts a TAN to cover any budget shortfalls that may arise between the start of the school year and the property tax collection dates. The proposed note is for \$20,000,000, up from last year's note of \$18,000,000, to reflect increases in the District's total budget.

There was no public comment.

Motion made by: Cynthia Roenisch
Motion seconded by: Kevin Saavedra

Voting:

Karen Loebbaka - Yes
Leslie Harlander - Yes
Cynthia Roenisch - Yes
Kevin Saavedra - Yes
Emily Uhlhorn - Yes

J. Discuss "No Play Days" for Religious Holidays and Observances (8:45 p.m.)

Dr. Tara Taupier, Corbett Elsen and Wesley Cedros (the "Cabinet") discussed the District's "No Play Days" for religious holidays and other observances in response to a Board request for more information at the board meeting on May 23, 2023. The request came after the Board received many public comments from athletes and coaches about "No Play Days" conflicting with the Woodbridge Invitational cross country meet in the fall. Dr. Taupier said that "No Play Days" on Jewish high holidays started about 10 years ago, around the time that the District started taking school off for those holidays. She said that MCAL also enforces "No Play Days" for high holidays, Christmas Day and Good Friday, so there is no league play on those days. Dr. Taupier said that other Districts in MCAL allow their athletes and teams to participate in non-league sporting events and invitational competitions on "No Play Days". She said that she also reached out to the sponsor of the Woodbridge event and learned that there are several invitationals that fall on the same weekends every year in order to avoid conflicting with one another, so they cannot change the event dates. She said that it is a challenging issue to face, and they do not want students having to decide between sporting events and religious celebrations. She added that there are other teams that are not playing in invitationals that weekend because they knew about the "No Play Days". Dr. Taupier concluded that after much discussion and deliberation, the District has decided to allow athletes to participate in non-league competitions on "No Play Days" going forward. She also said that there will be a policy that student athletes should not be pressured to participate nor suffer any adverse consequences for not participating in non-league events due to religious celebrations, particularly in team events.

Mr. Cedros added that the Cabinet considered feedback from multiple stakeholder groups including students, coaches, athletic directors, the Anti-Defamation League and other district leaders when weighing this issue. Mr. Elsen said that the decision was grounded in what events the District has control over versus those they don't have control over. He said that the District doesn't have control over CIF events or other non-MCAL leagues that some teams participate in, so this is a much larger issue that will continue to come up in the future.

The Board thanked the Cabinet for the update and for the work they did to gather information and input to address the matter in a considerate and thoughtful way. They said that at the last board meeting, they got a lot of information and feedback, but did not get the full picture of how recruiting is done. They suggested that teams should have discussions about what it means to be a teammate, versus an individual athlete. Also, the Board said that this issue highlights the need to continue combating racism and anti-semitism in our District, especially as it relates to situations that arise like this. The Board also appreciated the flexibility of the District in adjusting a rule that could significantly impact students' futures (for college recruiting). The Board asked for more information about what controls the District plans to put in place to protect athletes who are forced to decide between religious observances and sporting events at another meeting.

There was no public comment.

13. Consent Agenda

- A. Approve Draft Minutes of the 5/22/23 BOT DEIB Workshop
- B. Approve Personnel Summary for 6/13/23
- C. Ratify Batch and Warrant Details - May 2023
- D. Ratify Contracts under \$40,000 - June 13, 2023
- E. Ratify Contracts over \$40,000 - June 13, 2023
- F. Approve Purchase Orders over \$40,000 - List #20

G. Approve Hourly Wage Increase for Tam Adult School Teachers

H. Adopt Resolution #22-16 2023-2024 Authorization to Sign on Behalf of the Governing Board

I. Approve Course of Study for Algebra Peer Tutor

J. Declare as Surplus and Authorize Disposal of Applied Tech Supplies - Redwood High School

K. Approve Global Studies Field Trip to London, England - Tamalpais High School

L. Approve High Risk Fieldtrip- Cal Adventures Ropes Course - Tamiscal High

14. Superintendent's Report

Dr. Tara Taupier had nothing more to report.

15. Trustee Reports

Leslie Harlander reported that the graduations she attended were wonderful and inspiring. She also met with three council members in Mill Valley to discuss the proposed signature construction projects at Tamalpais High School. She said that the council members asked how the current proposals are different from the last construction project that took place in 2007-2008, and why more work is being done. They wondered if the District didn't raise enough money, didn't complete the work that needed to be done, the work wasn't done correctly, or if there were new projects. Additionally, she said that Mill Valley residents might think that the amount of money being raised is too much for Tam High, and they asked if each school community could have their own bond.

Karen Loebbaka reported that the graduations she attended were inspiring, heartwarming and incredible. She said that the principals did an amazing job of showcasing the success of the students.

Emily Uhlhorn reported that the Marin County School Board Association's back-to-school event will take place on August 29. Also, she said that the Mill Valley School District is interested in working with TUHSD on ways to collaborate and share resources. She said a survey will be sent to trustees soon.

The Board proposed the following agenda items for future meetings:

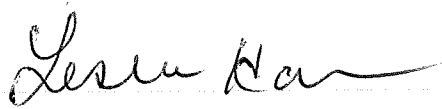
- Per her previous request, Ms. Harlander asked if the Board could hear from Wellness about how the District is doing ongoing education about drug prevention.
- Cynthia Roenisch asked what the phone policies are at the schools and how much screen time teachers require of students, knowing that they are spending a lot of time on screens, and if the District made any changes to computer use when campuses returned from online learning.
- Ms. Roenisch also asked that the summer school update includes what classes students took and how they are tied to UC a-g credit recovery.

16. Conclusion

Ms. Uhlhorn reflected on the board norms.

17. Adjournment

The meeting adjourned at 9:06 p.m.

A handwritten signature in cursive script, appearing to read "Leslie Han". The signature is written in black ink on a white background.

Board Clerk