Hi Jenette,

I'll send this email to the fifth grade parents in a couple days so that they don't receive the two at the same time. I've found they'll ignore one or both if we give them too much at the same time.

Happy New Year!
Jay

On Mon, Jan 3, 2022 at 8:15 PM [email protected] wrote:

Good Afternoon 5th Grade River Parents,

Happy New Year's to you and your families. It is that time of year to start thinking about our school yearbook.

5th Grade Parents will have the ability to create one ¼ page dedication ad in our yearbook, where you can congratulate and show how proud you are of your 5th grader. For only $1.50, parents can customize this space with unique photos and personalized messages.

Attached to this email you will find a pdf that has step-by-step instructions. I have provided the 5th grade teachers with copies of this pdf so they can hand them out to their students to take home.

Dedications can be placed starting January 4th, 2022 through March 31st 2022 using the Herff Jones website YearbookOrderCenter.com using our school code #30388.

**Yearbook sales will also open January 4th, 2022 and close April 10th, 2022. So don't forget to order your yearbook once you have completed your dedication.**

- **Also please don't forget to send me photos of our amazing students having fun and persevering through this school year.**

If you have any questions please feel free to contact me via email at [email protected] .

Best Regards,
Jenette King
CRS Yearbook Editor[...]
Re: Anti Semitic Speech by Students

From: Jay Marden <jmarden@carmelunified.org>  
To: Melissa Ullom <mullom@carmelunified.org>  
Cc: Michael Ullom <mulom@carmelunified.org>; Michelle DiGirolamo <mdigirolamo@carmelunified.org>; Ted Knight <tknight@carmelunified.org>

Wed, Jan 4, 2022 at 12:49 PM PST (GMT-08:00)

Hello Melissa, Michael,

In regard to your last email before winter break, I'd like to reiterate that we have appropriately and expeditiously addressed the issues you've brought to our attention regarding the alleged comments that the [redacted] made in regard to Hannukah. In addition, the bathroom incident has been addressed and confirmed by you and Mrs. DiGirolamo in a prior conversation/conference. Regarding the concern about [redacted] sharing that he's hearing comments about other kids questioning [redacted], Mrs. DiGirolamo shared with me that this subject was also discussed at your parent/teacher conference in November. She communicated to me that the concern you shared was that students were making [redacted] and [redacted]. While we address all teasing issues brought to our attention, if a student were to call another student [redacted], we would address it immediately as such behavior/language is not tolerated on campus. If in fact such language is being directed toward [redacted], please share with me immediately, and I will take appropriate action in terms of investigation.

On the subject of Mr. Anderson, we will discuss and get back to you.

Sincerely,
Jay Marden
Principal

On Tue, Jan 4, 2022 at 12:22 PM Melissa Ullom <mullom@carmelunified.org> wrote:

Dear Jay, Ted, and Michelle,

I wish to give an update and inquire further on the investigation process. As Ted already knows, my husband and I were approached by Golden Anderson at the CUSD board meeting on Friday, 17 December. While he did not threaten us with his words, he spoke so loudly that two different people intervened to try to quiet him while the meeting was in session. The speaker at the time later told me that she also paused her remarks and turned around to find out what the commotion was. In my opinion, he's been misinformed on the facts and he is extremely upset. I spoke very briefly with Ted after the conclusion of the board meeting and told him that I believed this process is escalating tension rather than mitigating it.

Frankly, I am not sure how to proceed from here. Our family wants to do the right thing. We feel strongly that every student has the right to participate in school without hearing derogatory remarks about their identity. I felt it was my duty to come forward and report the incident as [redacted] told it to me. We continue to feel that education about diversity, equity, and inclusion is the best way to handle anti-semitic speech from [redacted].

My husband and I are adults and can certainly withstand being shouted at by an adult, but I do not want my [redacted] to be intimidated in a similar way. Please tell us the next steps in the process so we can be prepared.

Sincerely,
Melissa

On Fri, Dec 17, 2021 at 12:29 PM Melissa Ullom <mullom@carmelunified.org> wrote:

Jay,

With all due respect, [redacted] will have to walk past Nurse Melissa Anderson’s office to get to your office, and you and the rest of the PTA executive board refused [redacted] request to be invited to the Father-Daughter Family dance. Even if it is not your intention, [redacted] may feel intimidated.

We would like a neutral third party to interview [redacted]. I also would like one of us to be present as [redacted] and [redacted] already addressed the issues of [redacted] and [redacted].
On Fri, Dec 17, 2021 at 11:48 AM Jay Marden <jmarden@carmelunified.org> wrote:

Michael,

As I shared with Melissa, the incident she brought to our attention is being addressed. I was not aware of the bathroom incident that you’ve described. Please let me know when this occurred. Regarding such reports, school protocol is to speak to both students about such incidents separately as part of any investigation. The same holds true if [redacted] which is entirely unacceptable and a violation of school and district policy. Also as protocol, school administrators daily meet with students when conducting such investigations and interviews, and without parents present. In order to fairly and justly navigate such issues, meeting with students alone is a right administrators exercise. I’m happy to talk on the phone about this practice if you’d like to call me. Perhaps hearing about the practice directly from me would ease any concern you may have about such conversations. In the interim, please know that our school staff is wholly committed to educating our students about character, equality and equity, and we employ a number of resources and programs to assist us in this goal. There is also much data that I could share with your that demonstrates our success in this regard should you be interested.

Sincerely,
Jay Marden
Principal

On Fri, Dec 17, 2021 at 10:15 AM Michael Ullom [redacted] wrote:

My apologies for being late to this email chain, I've been preparing for show cause motions yesterday and responding to the gravity of what has occurred is something that takes time for me to conjure a thoughtful response.

My [redacted] statements are accurate (the shame fell in not having a response to defend his Jewish friends rings the bell of truth for me, along with [redacted] consistent character), and saying "Hanukkah is *bad*** is a hell of a statement to hear from a [redacted] I appreciate that the speaker does not have an adult's experiences to measure its meaning. The fact that it was a child who said it does not minimize the hurt that Jewish children could have felt from it, nor did it stop the realization of my children that it was not ok and that they had a duty to speak out. The contents of the speech includes prejudice against a religious holiday and by extension it's practitioners. It's understood that denigrating a holiday denigrates those who celebrate it, which is why every few years I hear claims about the "war on Christmas". Hate speech as defined by 1st Amendment Analysis is also by no means the only situation where restraint on speech is acceptable by schools under in loco parentis.

Measuring whether or not it is abusive or threatening enough speech to qualify under 1st Amendment Analysis standards for governmental action, it's speech from non-Jewish students that rightfully would make Jewish students feel unwelcome at school, contrary to what I understood to be the values promoted for its students, and not something I expect to be dismissed. Frankly, as children have less constitutional rights, this is more easily addressable by action from the school. It's speech that can be corrected by the school, and should be addressed. Hiding behind the often lax requirements of the law as a decision making process promotes a lowest common denominator of response and I am hopeful that is not what is happening here.

It's also speech that frankly, after two years of living in Austria and seeing the scars still present, led to a long discussion on the Holocaust on Wednesday and why we don't talk this way about people who are different than us or say that things we don't understand that are different are bad. Hate gets its start somewhere, but there is no reason to accept it being normalized from peers at school. My understanding is that my kids *like* [redacted] and hold him in regard. [redacted]

My mother was an elementary school teacher and a school librarian. I appreciate that we are learning how to interact with each other at school and experience each other's differences and that figuring out this as kids can be difficult, [redacted] did during my time in school. [redacted] I won't be sitting by while that happens to my child and if I hear it being made unwelcome I will be an advocate.

I expect the school and its employees, as representatives of the state with the grave responsibility of educating our children, to promote a culture of inclusion and acceptance of their peers. We're not asking for a child to be disciplined. We *are* asking to ensure that children understand why statements such as these denigrate their
peers, that prejudicial statements are not something accepted at Carmel River, and request your help in making that happen.

My understanding is that parents are encouraged to share their cultural experiences in class at times, and a presentation on the harm that speech can cause with an age appropriate understanding of historical events caused by harmful speech is something I’d be interested in exploring and something I believe would be beneficial to children to learn where speech such as this can lead in the long run.

Respectfully,

Michael Ullom

On Thu, Dec 16, 2021 at 10:37 AM Jay Marden <jmarden@carmelunified.org> wrote:

Melissa,

I will investigate this with the classroom teacher. As protocol, please know that potential disciplinary issues are addressed with students and parents, but we do not convene meetings between families to address such concerns of this nature. If true as described, this would definitely be a “teachable moment” as you referenced. We do need to be careful in qualifying what you’ve described as “hate speech” given how young these children are and the definition of hate speech: “abusive or threatening speech or writing that expresses prejudice against a particular group, especially on the basis of race, religion, or sexual orientation.” We are committed to ensuring that River School is a physically and emotionally safe and welcoming environment for all of our students, and I can assure you we will continue to work toward that end.

Thanks,

Jay Marden

On Wed, Dec 15, 2021 at 8:54 PM Melissa Ullom wrote:

Dear Jay, Ted, and Michelle,

This evening my [redacted] told me that as they were walking from class to the Santa event at school today and two children in front of [redacted] were speaking to each other, [redacted] said “Hanukkah is bad,” and [redacted] said “Hanukkah is stupid.” [redacted] didn’t say anything to them. [redacted] didn’t know what to do. [redacted] feels badly now.

Based on the class list, I believe this was [redacted] and [redacted]. The class list doesn’t have any information about [redacted] parents or contact information. [redacted] and [redacted] don’t have their contact info from the list.

This evening I went to the CUSD board meeting to try to advocate for DEI education for teachers, staff, and students. However the meeting sat in recess until sheriffs arrived to take away anti maskers/ anti vaccine protestors and then I left. I put this note at the desk of the record keeper.

I would like to arrange a meeting between the families so that we can set things right. I hope the kids can learn how hateful and dangerous this kind of speech is. We are not Jews, so perhaps there can be a facilitator to help the conversation.

I spoke to my children about anti semitism and the Holocaust. They have a plan of how they can react if they hear hate speech again.

This is one of several incidences with these two specific boys which Michelle has already addressed. Ted is the coordinator for non-discrimination, and I hope Jay can arrange a meeting to turn this into a teachable moment. Please help me accomplish this.

Sincerely,

Melissa
PUBLIC COMMENT

I would like to share the following comments:

Hello, I am Melissa Ullman. I would like the Cu SD to implement diversity, equity + inclusion training for Carmel River. Just today we were told that “Hanukkah is bad.” “Hanukkah is stupid.” by two of their classmates. One of them is the child of your employee. This is a real flags we need to educate about. Inclusivity to stop hate.

Please give your input card to Tricia Zarevich, Administrative Assistant to Superintendent prior to leaving the meeting.

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Re: Spirit Day Idea

From: Jay Marden <jmarden@carmelunified.org>  
To: Veronica Craft <vcraft@carmelunified.org>  
Cc: Elizabeth Marsh <emarsh@carmelunified.org>; Melissa Anderson <manderson@carmelunified.org>

Good Morning Everyone,

thank you for the suggestion, we love hearing such ideas from students. We did decide and communicate to teachers at the beginning of the year what spirit days we’d have, the next one is scheduled to be for Disney or animated characters that kids could dress up as, but we are concerned that it might be too tough/challenging for kids to come in such costumes. The backpack idea is great, although if kids brought some other items such as wagons or other larger items it could be problematic. We’re going to revisit the choice for the next spirit day, but please know it might be something really easy that everyone can do and bring if we decide to change it. Regardless, keep coming up with ideas!

Thanks,
Mr. Marden

On Wed, Jan 5, 2022 at 9:34 AM Veronica Craft <vcraft@carmelunified.org> wrote:

Thanks for the suggestion😊

It sounds like a fun spirit day, and easy for kids to participate in. I bet CHS students really got creative with it!!

Something to consider: the ramp by my office is closed, so it may be an issue with strollers, or wagons, going up the stairs at this time, but I am sure at some point it will be reopened.

Have a great week!

Otter love

Verónica Craft

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On Tue, Jan 4, 2022 at 3:13 PM Elizabeth Marsh <emarsh@carmelunified.org> wrote:

Hi,

One of my students, [redacted] (who is also receiving this email), has a suggestion for a Spirit Day. She got the idea from CHS...I think it is called, "Anything Except a Backpack Day." Students can bring their stuff in anything but a
backpack (purse, baby stroller, wagon, etc.). I told her I would pass along her suggestion. Is there anyone else I should contact with the idea? Thanks for the suggestion.

Have a good afternoon,

Mrs. Elizabeth Marsh

[Redacted]

Teacher

Carmel River School

For more information, visit my webpage: http://www.carmelunified.org/Domain/86

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Good morning Dr. Smith and my apologies for the late response. As you can imagine, it has been a bit hectic here, as I am sure you are seeing on your side as well. We will be sending out a community-wide letter later today outlining our plans for the foreseeable future. If you have thoughts, questions, or concerns after reading through our plans please feel free to reach out.

Thank you for all you do for our community, Ted

On Sat, Jan 1, 2022 at 12:04 PM Rory Smith wrote:

Superintendent Knight and Principal Marden,

Happy New Year.

My name is Rory Smith and I have been an emergency physician at Community Hospital of the Monterey Peninsula and we, like the rest of the country, are seeing a significant surge in Covid-19 across all age groups. We have seen the highest volume of Covid-positive patients in the past week, since the onset of the pandemic. The medical community in Monterey has no doubt that we are experiencing this surge secondary to the very infectious Omicron variant of Covid-19. Unfortunately, the health department did not sequence samples last week due to the holiday and are not releasing the results of sequencing this week. Omicron unfortunately is able to elude the immunity provided by vaccines, and appears to be one of the most infectious viruses we have ever encountered. Additionally, early evidence indicates that cloth masks are not sufficient protection against transmission. Thankfully it appears that being fully vaccinated provides a significant reduction in moderate and severe disease with Omicron in relatively healthy individuals, and the addition of a booster extends the protection from moderate and severe disease across all risk groups. Unfortunately, in the unvaccinated. Omicron seems almost as virulent as the Alpha and Delta strains and is more virulent than previous strains in unvaccinated pediatric patients.

I am writing to you to ask, given the above information, if the CUSD plans to take any additional precautions to mitigate the spread of this variant throughout the school and into our households. I employ a plethora of PPE and universal precautions when taking care of Covid patients in the ED to keep myself and family safe, but it is all for naught if someone brings it into the household because their school is not taking adequate precautions to limit the spread of this variant.

During the Fall semester, kids at [redacted] would eat lunch and snack 6 to a picnic table. If upon return to school, one of those kids has Omicron there is a very high likelihood it would spread to the other 5. I was happy to see that rapid Covid tests were provided to students prior to Christmas break, but I think more needs to be done to mitigate the spread of this virus. Unfortunately it does not appear that the health department on the federal, state, or county level plans to provide additional guidance as we return to school. In my
opinion the only way to mitigate the spread of this variant and continue in person school is to continue to mandate testing in sick children prior to returning to school, have children wear masks with 3 or more layers (surgical masks, KN95s) at school, and distance the children while they are eating. I do understand masks are very controversial and it would be difficult (potentially impossible) to mandate them at the school district level; however, I think without the above precautions we will be welcoming Omicron into the households of our school district's community.

Thank you for your time,
Rory Smith, DO

--
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Hello Melissa,

It was today that CDPH aligned their protocol with CDC, which does adjust our protocols but not in the case.

The five day new requirement is for “COVID positive” students. The reason the quarantine period is longer for close contacts than the isolation period for those who have tested positive is because any close contact is at increased risk of developing COVID for 10 days after their last exposure. They may become contagious to others at any time during that 10 day period. The risk is less after the 7th day if the person has no symptoms and has not tested positive. 

Our teacher will work with you to provide school materials during this period. We certainly understand the frustration, but must abide by the protocols, which will better ensure that our school remains open.

Thanks,
Jay Marden

On Wed, Jan 5, 2022 at 11:41 AM melissa deneau wrote:

When is the district going to update quarantine restrictions to match state and federal guidance? This is overly cautious and burdensome on children and families. Please update asap so my child can attend school.

Melissa Deneau

Sent from my iPhone
**Re: Board Agenda Requests**

From: Ted Knight <tknight@carmelunified.org>  
To: Tricia Zarevich <tzarevich@carmelunified.org>  
Cc: Sara Hinds <shinds@carmelunified.org>, Tess Arthur <tarthur@carmelunified.org>

On Wed, Jan 5, 2022 at 12:54 PM Tricia Zarevich <tzarevich@carmelunified.org> wrote:

| 12/27/2021 17:17:51 | William Bans |
| 1/5/2022 11:43:55 | Melissa deneau |

I would like to respectfully request that the district investigate creating college savings accounts as other districts have. The article below is a great starting point and offers some details about the process. It appears there is solid research about the significant benefits, and this is a district that aims to follow the research. This can make a big difference for the students and families who qualify in CUSD. Thank you for your consideration!

https://edsource.org/2021/how-college-savings-accounts-sow-the-seeds-of-higher-learning-at-a-young-age/655255

Covid exposure quarantine, update to match state guidelines, test in place

Hello Ted, Sara, and Tess,

I have received the above agenda requests, these may or may not be at the board level, but if everyone is okay that I respond that we have received the requests and they will be discussed at the next agenda setting meeting, please let me know. (standard email)

Thank you!
Tricia Zarevich (she/her/hers)
Confidential Administrative Assistant to the Superintendent
CARMEL UNIFIED SCHOOL DISTRICT
P.O. Box 222701, Carmel, CA 93922
tzarevich@carmelunified.org
office (831) 624-1546 ext. 2021
Fax (831) 626-4052

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Link to CUSD Nondiscrimination Notice
quick covid update

Here are our covid positive numbers as of today it is more than we have seen but we also tested about 1500 people over the last few days. It's good that we have identified and isolated these individuals as it will help keep the spread down. Please notice that most of these cases happened outside of school and most never entered school after the first of the year.

CUSD
Students - 66 (9 of these are school based, SB)
Staff 23 (1 is school based, SB)

By Site
CCDC - 4 student and 1 staff (1 is SB)
Cooper - 1 student and 1 staff
Tular 14 student and 3 staff
River - 6 student (1 is SB) and 2 staff
CMS - 17 students (4 are SB) and 5 staff
CHS - 24 students (4 are SB) and 6 staff
CVHS none
DO & MOT - 5 staff

Thanks, Ted

--

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Re: Request for Agenda Item

Thu, Jan 6, 2022 at 4:47 PM PST (GMT-08:00)

From: Ted Knight <tknight@carmelunified.org>
To: Tricia Zarevich <tzarevich@carmelunified.org>
Cc: melissa deneau
Bcc: <tarthur@carmelunified.org>

Ms. Deneau,

After speaking with Board leadership during our agenda planning today, I suggested, and Board leadership agreed, that this was not a Board topic but a staff topic. Rick Lopez would be your best staff member to discuss your concerns with. His email is rlopez@carmelunified.org.

Thank you, Ted Knight

On Wed, Jan 5, 2022 at 4:04 PM Tricia Zarevich <tzarevich@carmelunified.org> wrote:

Good Afternoon Ms. Deneau,

I am in receipt of your request for an agenda item, please know that your item will be discussed and/or considered at agenda setting.

Thank you,
Tricia Zarevich (she/her/hers)
Confidential Administrative Assistant to the Superintendent
CARMEL UNIFIED SCHOOL DISTRICT
P.O. Box 222700, Carmel, CA 93922
tzarevich@carmelunified.org
office (831) 624-1546 ext. 2021
Fax (831) 626-4052

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Link to CUSD Nondiscrimination Notice

--
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
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Re: Request for Agenda Item

From: Ted Knight <tknight@carmelunified.org>  Thu, Jan 6, 2022 at 4:49 PM PST (GMT-08:00)
To: Tricia Zarevich <tzarevich@carmelunified.org>
Cc: William Bans <wbans@carmelunified.org>
Bcc: <tarthur@carmelunified.org>

Good afternoon William. I met with Board leadership today and although we all agree that this is a worthy cause, we also agree that this is a staff topic and not a Board topic. If you are interested in discussing this with staff please let me know and we will get the right people in the room.

Thank you and hope your first week back is going well, Ted

On Wed, Jan 5, 2022 at 4:03 PM Tricia Zarevich <tzarevich@carmelunified.org> wrote:
Good Afternoon Will,

I am in receipt of your request for an agenda item, please know that your item will be discussed and/or considered at agenda setting.

Thank you,

Tricia Zarevich (she/her/hers)
Confidential Administrative Assistant to the Superintendent
CARMEL UNIFIED SCHOOL DISTRICT
P.O. Box 222700, Carmel, CA 93922
tzarevich@carmelunified.org
office (831) 624-1546 ext. 2021
Fax (831) 626-4052

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Link to CUSD Nondiscrimination Notice
Tybe,

My apologies for the delay in replying to your email, as you can imagine, our first week back has been busy. I appreciate you reaching out and sharing your thoughts and concerns. I do want to share that we will continue to follow all CDPH guidelines that are focused on keeping our schools open in a safe and healthy manner. I did want to touch on a few specifics from your email though. CDPH does not include mandatory masking outdoors, but students and staff are welcome to mask outdoors and many do; universal masking is, of course, required indoors. We have improved air filtration and have MERV-13 filters in all of our equipment and have added portable air filters in all classrooms that do not have cross-ventilation. We have not mandated weekly testing, as this is not in the CDPH guidance, however, we offer testing on a daily basis throughout our district for both students and staff. Additionally, any staff members who are not vaccinated are required to test weekly based on state guidance. When reading through the sample language from another school district; we have updated our air filtration, we continue to follow all hygiene and sanitation recommendations, we follow all CDPH guidance masking, we conduct daily, not weekly PCR and Rapid Antigen testing, and we have partnered with Safeway and have offered several vaccination clinics and have more upcoming. As far as requiring or asking staff to wear N95 masks, there are specific rules through OSHA that require staff to be fitted and limit their daily use. We provide masks to staff that need them but, again, follow the CDPH guidance on this and all other mitigation strategies.

Thank you again for sharing your thoughts and hopefully, this explanation leaves you understanding more about our layered mitigation efforts.

Sincerely, Ted Knight

On Mon, Jan 3, 2022 at 10:50 AM Tybe Franklin wrote:

Dear Superintendent Knight, CUSD School Board, Principal Marden,

I am a Mom of [redacted] and while we have been part of this community since spring 2021, my kids have sadly yet to attend in person. We had full intention of returning in person last August but at the height of Delta, I was deeply discouraged by Carmel’s reduction in covid safety measures from the previous spring and omitting several important mitigation measures, including:

- Masking outdoors – with omicron, we now know people who have contracted covid outdoors
- Improved air filtration – all schools received federal funding to upgrade filtration, possibly the most important mitigation as COVID is airborne and HEPA or MERV-13 filtration works!
- Weekly testing, to have an idea of what is happening in our community; this is supported by state funding

With CUSD lacking these key measures, we kept our kids home until they could be [redacted] And thank you science [redacted] in time to return after winter break, except now we are facing omicron. Ugh! So now again as a parent I have to make the decision that keeps my kids safe. I have to also make these decisions based on very limited information since the school does not require testing, so basically it is going in blind to what the numbers in our community are. So, my husband and I have chosen to keep them home for at least the first week, likely longer. Unfortunately for us, your email last night again instilled little confidence in the precautions Carmel schools are taking aka nothing has changed. I say this not to be critical but so you know what parents are going through right now and what we were looking for from our superintendent. We were previously in the Santa Monica / Malibu school district. I thought you may be interested in reading what other districts in California are doing. Their superintendent’s email last night had the following:
"...We are committed to continuing in-person instruction and have taken measures to ensure that we are doing so safely. As you are aware, we have updated our air systems, enhanced sanitation procedures, required face masks indoors and outdoors, continued conducting on site weekly PCR testing, and have offered vaccination clinics to fight this relentless virus....

We understand this is a time of uncertainty and concern. We will work through this together to keep our students, families, and staff safe. As mentioned in my letter last week: you may keep your child home from school with an excused absence if you would like to wait a few days to see on site testing results for your site."

We, along with the few but amazing other families we know at River, are keeping our children home at least this first week. While Carmel does not do testing and we may not get a clear picture even after the first week, we are quite confident after a winter break of families gathering and traveling, that there will be cases. So in yet another not ideal situation and with our young children perhaps bearing the burden of adults not instituting all the scientifically proven precautions they could be at our schools (and that were funded but not implemented), we will be home, again. So please at least consider allowing us to do so without any further issues, our kids and us parents as all of us, have been through enough. We are just doing our best to keep keeping them safe. We had hoped the other adults and leaders in their lives would do the same.

So let's do this right. Let us up our mask game – staff need to wear N95s, kids should wear KF94 or similar high-filtration masks that come in kid sizes. HEPA or MERV-13 Air filters!!! Weekly screening testing (rapid or pooled PCR tests as funded by the state). We can do this. Let our community and our schools teach our children how to incorporate science into their daily lives and how when new information becomes available, we reassess our actions and change to adapt to evolving information.

Thank you,

Tybe Franklin

--
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Re: Principals Monthly Meetings

From: Jay Marden <jmarden@carmelunified.org>
To: Daniel Morgan <dmorgan@carmelunified.org>
Cc: Tricia Zarevich <tzarevich@carmelunified.org>; Elisa Tacconi <etacconi@carmelunified.org>; Ryan Peterson <rpeterson@carmelunified.org>; Jon Lyons <jlyons@carmelunified.org>; Tom Parry <tparry@carmelunified.org>; Laura Dunn <ldunn@carmelunified.org>; Ted Knight <tknight@carmelunified.org>

I agree with Dan, have a good day.

Jay

On Mon, Jan 10, 2022 at 8:11 AM Daniel Morgan <dmorgan@carmelunified.org> wrote:
I think it would be an intelligent decision to meet on Zoom. Hate to take out a bunch of us in one shot if someone's positive.

Dan

On Fri, Jan 7, 2022 at 3:06 PM Tricia Zarevich <tzarevich@carmelunified.org> wrote:
Hello All,
I was recently asked if we were going to move these to virtual during the surge. I am emailing you all to see what you would like to do... options are: In-Person as scheduled, virtual as scheduled or pause during the surge and resume when the numbers come down?

Please let me know asap. Thank you.

Tricia Zarevich (she/her/hers)
Confidential Administrative Assistant to the Superintendent
CARMEL UNIFIED SCHOOL DISTRICT
P.O. Box 222700, Carmel, CA 93922
tzarevich@carmelunified.org
office (831) 624 1546 ext 2021
Fax (831) 626-4052

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Link to CUSD Nondiscrimination Notice
Happy Monday all

ok - lets go with zoom. I have two main things on the agenda from my perspective.

1 - Mid-year eval conferences and walkthroughs for the rest of the year. Two things that I will need when I stop by, the goals we have discussed (one thing you are proud of that you want to show off when we walk through classrooms and one thing that you need support with when we walk through classrooms.) Second, please familiarize yourself with this concept, if you are not already. Please have a 9 block filled out, when I stop by for our first meeting, for your certified staff and one for your classified staff so we have something to reference as we are discussing teaching and learning and goals moving forward. I will talk about both in more detail this afternoon.

2 - COVID protocols and my upcoming letter to staff

We will then spend the rest of our time dialoguing and answering questions you may have.

On Mon, Jan 10, 2022 at 8:26 AM Elisa Tacconi <etacconi@carmelunified.org> wrote:
I prefer to Zoom at this time. Thanks, Elisa

On Fri, Jan 7, 2022 at 3:06 PM Tricia Zarevich <tzarevich@carmelunified.org> wrote:
Hello All,

I was recently asked if we were going to move these to virtual during the surge. I am emailing you all to see what you would like to do... options are: In-Person as scheduled, virtual as scheduled or pause during the surge and resume when the numbers come down?

Please let me know asap. Thank you.
Tricia Zarevich (she/her/hers)
Confidential Administrator
CARMEL UNIFIED SCHOOL DISTRICT
P.O. Box 222700, Carmel, CA 93922
tzarevich@carmelunified.org
office (831) 624 1546 ext 2021
Fax (831) 626-4052

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Link to CUSD Nondiscrimination Notice
PTA Agenda - Please send out today

PTA Agenda 1/18

- holiday store.
  Change in schedule next school year
- Turn off technologic week.
- Update on Covid-Melissa
- Update on field trip
  5th grade day trip idea
- Principal updated

Melissa Anderson

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Link to CUSD Nondiscrimination Notice
Hi Specialist,

Due to our increase in cases I need seating charts asap. I would like to request them by next Thursday to give you a week rotation of seeing all your classes. Please let me know if I can assist.

Russ- come see me to brainstorm.

Thank you all for assisting and stay healthy!

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293

---

On Wed, Jan 12, 2022 at 12:41 PM Erinn Barca-Hall wrote

Hi All,
Melia wants to share one additional thing with you regarding eating chart and contract tracing. I am adding her to this email thread.

On Wed, Jan 12, 2022 at 8:58 AM Jay Marden wrote

Thank Erinn for fitting in this morning and communicating with the group. A Erinn shared, when we go to contact trace, and we're now doing it for a goodly portion of our day, we want to have teacher peak with much more authority to whether student in their class, when exposed to covid, were a "close contact," which Erinn defined. We want teacher to feel that they can run group and things of that nature, but we also want to have them up a much more practical to give you valuable information. Russ, you're mostly free from this requirement, but please keep in mind if you have in traction that resulted in close contact and kids were unmasked and you can peak with authority about an exposure. It is very helpful.

Please see me if you have any questions.

Thank you.

Jay

On Wed, Jan 12, 2022 at 8:48 AM Erinn Barca-Hall wrote

Hi All,
This morning at the grade level rep meeting there was a lot of talk about contact tracing. I know many of us have already been asked to take who kids are seated next to in class for the purpose of contact tracing. So I am reaching out to you to encourage you to have eating chart for your classroom if you don't already have one. I am also sharing with you a resource that has a plethora of different eating charts. I personally use the rainbow carpet one for my class.

FYI contact tracing is for more than 15 minutes and with in 3'
I am also thinking about taking a picture of the class when I move them to their instrument. The goal is to confidently be able to say who a kid was sitting next to in your class.

Stay Healthy!
Erinn

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Hey, just a friendly reminder that we have our second and last LCAP meeting at 3:15 in room 10. Thanks much for participating.

J
Thank you Laura, we will add this to our file and I will be in touch.

Thanks, Ted

On Tue, Jan 11, 2022 at 4:47 PM CVCA Board wrote:
Hello Mr. Knight and School Board,

As I discussed with Sarah Hinds, the CVCA Board letter to the School Board was not meant in any fashion to be an opinion as to the lights. After my discussion with Sarah, I also looked at the "Save Carmel" website and found out that this website also referenced our letter. This link has been removed from that website.

I look forward to speaking with Mr. Knight about this issue at his convenience. As an FYI, I have bcc'd the remaining members on our Board as we generally keep our personal emails confidential; however, I want to make sure they are aware that I have responded to you all.

Thank you for your time!

Laura

----------- Forwarded message -----------
From: Laura Speakman
Date: Tue, Jan 11, 2022 at 4:40 PM
Subject: Fwd: Carmel High School lights/Carmel Views.
To: CVCA Board

----------- Forwarded message -----------
From: Robert Kahn
Date: Tue, Jan 11, 2022 at 3:24 PM
Subject: Fwd: Carmel High School lights/Carmel Views.
To: Laura Speakman

fyi. not the first, not the last...

Robert A. Kahn
Managing Director

Alternative Contact:

Brenda Gonzalez
Vice President
Begin forwarded message:

From: Robert Kahn
Subject: Re: Carmel High School lights/Carmel Views.
Date: January 11, 2022 at 3:23:08 PM PST
To: tknight@carmelunified.org, shinds@carmelunified.org, snachbar@carmelunified.org, arosen@carmelunified.org, Kpallastrini@carmelunified.org, dpual@carmelunified.org, tarthur@carmelunified.org

Gang, I screwed up Mr. Paul’s email - so I sent the letter directly.

Best,

Robert

Robert A. Kahn
Managing Director

Alternative Contact:

Brenda Gonzalez
Vice President

On Jan 11, 2022, at 3:11 PM, Robert Kahn wrote:

Dear Dr. Knight, et al.

Please note that we received the attached letter from our Carmel Views association. As we have property adjacent to the site, we have great concerns over your plan to light up the football field - and the negative impact it will have on the view from all points east. The lights that had been put up for the pool already negatively affect the view. Without the appropriate planning, design and sensitivity to those of us that have lived in the area for close to 50 years, we will strongly oppose the effort - legally and politically. And please note that this is not about limiting resources available to the students, but rather making sure that all stakeholders sensitive to the many issues. In fact, my brother and I both graduates of CHS - during the time when the adobe bricks were drying.

Why you don’t chose to create new stadium down at the middle school, where light will be much less of an issue (especially on the far side) and parking much better is surprising.

Please advise on where you are at in the process.

Thank you,

Robert

Robert A. Kahn
Managing Director

Alternative Contact:

Brenda Gonzalez
Vice President
CVCA Board of Directors

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Re: Carmel High School lights/Carmel Views.

From: Ted Knight <tknight@carmelunified.org>  
To: Robert Kahn [REDACTED]  
Cc: <shinds@carmelunified.org>; <snachbar@carmelunified.org>; <arosen@carmelunified.org>; <Kpallastrini@carmelunified.org>; <dpual@carmelunified.org>; <tarthur@carmelunified.org>  

Thu, Jan 13, 2022 at 9:47 AM PST (GMT-08:00)

Mr. Kahn,
Thank you for reaching out and sharing your comments with us, we will add them to our file. We are currently working through the EIR process and attempting to create plans to mitigate as many of the concerns raised in the EIR as possible. To answer your question directly about the middle school, a new stadium would cost us approximately 50 million dollars, which would need to be funded through a bond. That is about twice as much as any bond passed in this district and not something that I think our taxpayers would support.

Sincerely, Ted Knight

On Tue, Jan 11, 2022 at 3:11 PM Robert Kahn [REDACTED] wrote:

Dear Dr. Knight, et al.

Please note that we received the attached letter from our Carmel Views association. As we have property at [REDACTED] we have great concerns over your plan to light up the football field - and negative impact it will have the view from all points east. The lights that had been put up for the pool already negatively affect the view. Without the appropriate planning, design and sensitivity to those of us that have lived in the area for close to 50 years, we will strongly oppose the effort - legally and politically. And please note that this not about limiting resources available to the students, but rather making sure that all stakeholders sensitive to the many issues. In fact, [REDACTED] during the time when the adobe bricks were drying.

Why you don't chose to create new stadium down at the middle school, where light will be much less of an issue (especially on the far side) and parking much better is surprising.

Please advise on where you are at in the process.

Thank you,

Robert

Robert A. Kahn
Managing Director

Alternative Contact:

Brenda Gonzalez
Vice President

---

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
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Re: The Art of Relevance

On Tue, Jan 11, 2022 at 9:15 AM Seaberry Nachbar <snachbar@carmelunified.org> wrote:

Hello all,
A colleague sent me this TEDX video highlighting the Director of the Santa Cruz Museum of Art and History who talks about the art of relevance. It’s a short video and very applicable to much of what we are trying to do within our school district - breaking down walls to ensure that all students feel welcome in our District.

Hope you all are well,
Seaberry

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that's all we can do, real tough to manage when they're driving.

J

On Thu, Jan 13, 2022 at 1:23 PM Denise Lebel <dlebel@carmelunified.org> wrote:

Hi, Jay and Melissa.
Some kids in my class complained today that there are kids who sit at the back of the bus and don't wear masks. The driver can't see them. It sounds pretty chaotic (kids climbing under seats). Maybe a note to transportation?
Thanks,
Denise

--

Denise Lebel
Teacher
Carmel River School

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Good morning Pam,

On the Behalf of the Board of Education, I would like to acknowledge receipt of your email. We appreciate you reaching out to us on these very important topics and letting us know your thoughts. The Board always values hearing from staff members, but to specifically address your concerns and questions around the parking I have added Mr. Lyons and Dr. Knight to this email. At this time, they are best suited to weigh in on these concerns.

Thank you for all that you do!

Take good care and enjoy the long weekend,
Sara

---

From: Pam Sullivan <psullivan@carmelunified.org>
Date: January 14, 2022 at 8:40:48 AM PST
To: Tess Arthur <tarthur@carmelunified.org>, Anne Marie Rosen <arosen@carmelunified.org>, Seaberry Nachbar <snachbar@carmelunified.org>, Karl Pallastrini <kpallastrini@carmelunified.org>, ryesara@yahoo.com
Subject: Staff and student parking at CHS

Good Morning,

I have to say we are very annoyed, and that is being nice, with the changes happening at CHS regarding parking. As some of you know I was once a campus supervisor and can i have to say that in the 13 years I have worked here there has NEVER been enough parking for the students to park on-site. I understand we want light but with the number of pot we have it will NEVER work with what Ted i wanting to do. You would have to build a parking garage to make it work.

His comment about empty 30 spots in the morning is because some seniors do not have a class first period. I am sorry Ted i not taking the time to understand what happen here or a k staff that i involved in parking questions.

The big question is when are we going to take back control of our schools like we used to? Right now the parent are telling u what to do in o many a pect an example we are having board meeting outside because some won’t wear masks OMG! Now we have the community controlling our parking to have lights. They live next to a school for god sake. Move if you do not like it. We only have so much land to work with and over 800 kids.

PLEASE take control back of our district!!!!!!!

Have a nice day

--
Pam Sullivan
Wellness Center Coordinator

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Link to CUSD Nondiscrimination Notice
Thoughts?

Good Afternoon Everyone,

I’m sure you’re aware that everyday at school we are managing covid cases in terms of testing and communications with all appropriate individuals. To assist us, and more importantly to ensure staff and student health, it is imperative for all classroom teachers to ensure that kids who were absent the previous day enter class with a pass, which is evidence that they checked in with us prior to entry. This holds true even if it were a weekend.

Consequently, all teachers need to have a system that allows them to track whether a student was absent the day before. We understand this is a burden, but not nearly as impactful as inadvertently having a covid exposure because the process wasn’t followed.

Thanks for making the necessary adjustment to ensure that all kids enter classrooms after an absence only with a pass from the office. If any assistance is required, e.g. a brainstorm with us as to the best tool to achieve this, we’re happy to help.

Thanks
Jay
Hi Kim,

Sorry for the late response, completely forgot to respond. We are trying to be consistent with our practices in terms of following CDPH guidelines, which do not call for such restrictions. This allows us to consistently adhere to a more objective decision making process, especially because we are asked about many practices and respond through this lens of consideration. Please know, however, that we have not been able to confirm one case of outdoor transmission, and up until today, we've engaged in some pretty heavy contact tracing. I say "up until today" because our district is no longer doing individual contact tracing as of today.

Thanks,
J

On Thu, Jan 13, 2022 at 12:10 PM Kim Crozier <kcrozier@carmelunified.org> wrote:

Hi Jay, Connie and Melissa,

You might want to consider suspending the Otter Cove operation for the time being. Especially for the younger kids. They are all bunched up together with no masks on b/c it is recess. They will be in line for quite some time. I just asked them all to wear their masks and space themselves out a bit. They have the masks on but are still practically body-to-body.

Kim

--
Kim Crozier
Assistant Librarian
Carmel River School

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Agree, I think it is totally fine to do.

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293

On Tue, Jan 18, 2022 at 2:33 PM Jay Marden <jmarden@carmelunified.org> wrote:
Hi Yessenia,
It's permissible, definitely by CDPH guidelines, I'm comfortable with it.
Melissa?
J

On Tue, Jan 18, 2022 at 2:24 PM Yessenia Ruggiero <yruggiero@carmelunified.org> wrote:
Hi Jay,

We are having our collaboration and the topic of Vday came up. We are wondering if we have a plan for vday? Will we be able to pass out valentines? Please let us know.

Thank you,

Yessenia Ruggiero
Carmel River School
Teacher
Email: yruggiero@carmelunified.org
Phone: 831-624-4609 ext: 3203

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Link to CUSD Nondiscrimination Notice
Re: reschedule?

From: Melissa Anderson <manderson@carmelunified.org>  
To: Jay Marden <jmarden@carmelunified.org>  
Wed, Jan 19, 2022 at 3:52 PM PST (GMT-08:00)

Re: reschedule?

NO

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293

On Wed, Jan 19, 2022 at 3:51 PM Jay Marden <jmarden@carmelunified.org> wrote:
Hey, Majo asking if we're going to reschedule the PTA meeting, your thoughts?
J

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Link to CUSD Nondiscrimination Notice
Please see the email I sent to the parents of Mr. Deckelmann last night and the update from today. My apologies that you were not copied on the original.

Ted

--

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice

Attachments

- CHS Message.pdf
- Update to CHS Message 01.19.22.pdf
Subject: Update on Class Supports and Coverage

Dear Students in and Families of Mr. Deckelmann’s Classes,

I want to update you on the support of our students during Mr. Deckelmann’s absence. Our priority is to focus on the continuation of instruction while ensuring the health and safety of our classrooms and campuses. Therefore we are taking the following steps:

- Beginning last week, we started the process of seeking a highly qualified substitute - we are currently in conversations with a very qualified lead who can begin as early as next week.
- For Calc AB - Mr. Nacht leads a Tuesday evening Zoom tutoring session. You can contact Mr. Nacht directly at snacht@carmelunified.org to sign up to attend.
- High school administration is currently identifying Student Tutors that can assist at lunch and/or after-school.
- We are currently investigating partnership with both Monterey Peninsula College and California State University at Monterey Bay for tutoring and AP preparation services.
- We are also currently exploring additional Private tutoring and AP preparation opportunities offered in the area.

We will continue to keep you updated on substitute assignment and any additional supports. I welcome you to share any additional ideas you may have or support you may need that we could provide to your student.

I understand this mid-year absence is disruptive to instruction. Please know we are doing all we can to provide as much support to our students as possible. Thank you for your understanding.

Sincerely,
Dr. Ted Knight
Superintendent

Experience teaching all classes. Leading assessments.
Subject: Follow-up on Class Supports and Coverage

Dear Students in and Families of Mr. Deckelmann’s Classes,

I want to update you again on the support of our students during Mr. Deckelmann’s absence. As I said previously, our priority is to focus on the continuation of instruction while ensuring the health and safety of our classrooms and campuses. Here is an update on where we are in our process for student instruction:

- Beginning tomorrow, January 20th, Ms. Scott, a current CHS Math Teacher who has experience teaching these levels of classes will be collaborating with the Department Chair, Mr. Nacht in teaching and assessing students in each class.
- We are finalizing the process of securing a retired math teacher returning on a short-term contract. This individual has many years experience teaching each of these classes. We hope they will be able to begin instruction next Monday.
- For Calc AB - Mr. Nacht leads a Tuesday evening Zoom tutoring session. You can contact Mr. Nacht directly at snacht@carmelunified.org to sign up to attend. We thank Mr. Nacht for welcoming many students into the group last night.
- We have identified a private tutor with multiple years of experience and are attempting to contract with this person to offer tutoring free of charge to students.
- High school administration is finalizing Student Tutors that can assist at lunch and/or after-school.

We acknowledge that your student has missed between two and four days of essential math instruction and that this is concerning. We are working quickly to begin personalized and high-quality instruction tomorrow. Please know we are doing all we can to provide as much support to our students as possible. Thank you for your understanding.

Sincerely,

Dr. Ted Knight
Superintendent
Re: f/d/f dance date

From: Majo Spencer
To: Jay Marden <jmarden@carmelunified.org>

Wed, Jan 19, 2022 at 5:14 PM PST (GMT-08:00)

Done.
April 1st Father daughter dance
April 22nd Mother Son Carnival.
Both confirmed with the Larsen's.

Sent from my iPhone

On Jan 19, 2022, at 1:28 PM, Jay Marden <jmarden@carmelunified.org> wrote:

Book it! Or rather, I'll book it!
J

On Wed, Jan 19, 2022 at 1:20 PM Majo Spencer <redacted> wrote:
Yes!

Sent from my iPhone

On Jan 19, 2022, at 12:50 PM, Jay Marden <jmarden@carmelunified.org> wrote:

Could we do April 1 and April 22? I'd like to not hold events during our testing weeks.
J

On Wed, Jan 19, 2022 at 12:31 PM Majo Spencer <redacted> wrote:
Ok. How about April 1st and April 29th?? Both events dates so I can reserved with the Larsen's???

Sent from my iPhone

On Jan 19, 2022, at 12:27 PM, Jay Marden <jmarden@carmelunified.org> wrote:

My fear is that might be too soon, especially because we would be advertising much earlier for the dance, mid Feb. for example, the later the date, the better the conditions and also the optics for the PTA.
J

On Wed, Jan 19, 2022 at 12:06 PM Majo Spencer <redacted> wrote:
Why don't we keep the date of March 4th for the father daughter dance and find a new date in April for the mother son???

Sent from my iPhone

On Jan 19, 2022, at 10:03 AM, Jay Marden <jmarden@carmelunified.org> wrote:

Hi Majo,
What about March 18 for the dance?
Jay
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Link to CUSD Nondiscrimination Notice
Blurb for Friday email

From: Melissa Anderson <manderson@carmelunified.org>  
To: Jay Marden <jmarden@carmelunified.org>  
Thu, Jan 20, 2022 at 1:46 PM PST (GMT-08:00)

For Friday email. Feel free to make adjustments. Waiting on the link for consent to be fixed so we can include it at the end.

Health Office Update
Our COVID numbers are continuing to climb. The new variant is proving to be more contagious but thankfully is exhibiting minor cold like symptoms. It is crucial to be sure your child is checking in through the office and returning from any absence. It is also very important to inform us if your child is sick or has tested positive for COVID.

You should have received an email from Rick Lopez regarding consent for on-site rapid testing. We are very fortunate to have a large supply of tests on-site for our staff and students as testing is a crucial part of keeping our school open and limiting exposure. You will always be notified via an exposure letter sent out by Mr. Marden or a phone call from our health office if it is recommended that your child test due to an exposure or if your child has developed symptoms. We must have the consent signed in order to perform any test on-site. We also ask that if you do not consent to any testing can you please let me know so that I have it on my radar.

Here is the link to the consent form.

Stay healthy!
-Nurse Melissa

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293

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Link to CUSD Nondiscrimination Notice
Good afternoon Board,

As a reminder, please make sure you check in with Tricia prior to any school visits so that we have transparency and the schools are aware that you are coming. Additionally, if you are contacted by, or meet, with any members of the media, (student or outside organization) please let Jessica Hull know so that she is aware and can be on the lookout for articles or follow up with any reporters.

Thank you for your partnership, Ted

--

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Jay, I agree that we must be consistent in our practices. I am including Rick as I would like for him to make that decision, based on all of your input. We can then message out systemically (Jessica) and you all can reinforce in your letters home this week.

Thanks, Ted

On Fri, Jan 21, 2022 at 10:48 AM Jay Marden <jmarden@carmelunified.org> wrote:

Good Morning,

Perhaps other sites are doing this, but given how small our district is and we share many students, I wanted to ask for an update regarding attendance accounting given the covid landscape. Ryan and I talked today, and we intend on excusing absences for healthy/asymptomatic students whose parents withhold them from school when a member in their household has tested positive for covid. All other students being held out of "an abundance of caution" remain unexcused. The former would be a change in our procedure that we haven't discussed as a group. I plan on informing my parents of this in my email today, ideally it would be great to be on the same page.

Thanks, have a great weekend.

Jay

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I agree with Jay and Ryan. Unexcused for the cautious choice absences and excused absences for the covid positive in the house kids.

Elisa

On Fri, Jan 21, 2022 at 10:48 AM Jay Marden <jmarden@carmelunified.org> wrote:

Good Morning,
Perhaps other sites are doing this, but given how small our district is and we share many students, I wanted to ask for an update regarding attendance accounting given the covid landscape. Ryan and I talked today, and we intend on excusing absences for healthy/asymptomatic students whose parents withhold them from school when a member in their household has tested positive for covid. All other students being held out of "an abundance of caution" remain unexcused. The former would be a change in our procedure that we haven't discussed as a group. I plan on informing my parents of this in my email today, ideally it would be great to be on the same page.
Thanks, have a great weekend.
Jay

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Link to CUSD Nondiscrimination Notice
Oops, I meant "our" instead of "your," which sounded passive aggressive!
Jay

On Mon, Jan 24, 2022 at 9:56 AM Jay Marden <jmarden@carmelunified.org> wrote:
Good Morning,
This is a very big undertaking for Jenette, your volunteer yearbook coordinator, so please be sure to find someone this week or let her know if your efforts are fruitless and she'll help.
Thanks for assisting her.
Jay

On Sun, Jan 23, 2022 at 3:24 PM [Redacted] wrote:

Good Afternoon River Teachers,

I wanted to check in with you to see if you have a found someone who will be creating your class page? If you have, I would be happy to assist this person (if needed). If you haven't found someone please let me know asap and I can step in to help. This year is flying by and we shouldn't wait until the last minute.

Hope your weekend was great and relaxing!

Sincerely,

Jenette King
Yearbook Advisor

From: [Redacted]
Sent: Monday, January 3, 2022 8:16 PM
To: Elizabeth Marsh <emash@carmelunified.org>; John Mendez <jmendez@carmelunified.org>; Krista Winkler <kwinkler@carmelunified.org>; Mark Colborn <mcolborn@carmelunified.org>; 'Jay Marden' <jmarden@carmelunified.org>; 'Connie Weilenmann' <cweilenmann@carmelunified.org>; 'Susan Roberts' <sroberts@carmelunified.org>; 'Melissa Anderson' <manderson@carmelunified.org>
Cc: CRS Yearbook: Sales, 5th Grade Dedications, Class Page, Class Summary
Subject: CRS Yearbook: Sales, 5th Grade Dedications, Class Page, Class Summary

Good Afternoon 5th Grade Teachers,

Happy New Year's! Thank YOU for all that you do for our incredible school and I hope you and your families are doing great!
Below is information regarding our 2021-2022 yearbook sales, 5th grade dedications, request for class pages and class summaries:

1. **Sales:** CRS Yearbook sales will open January 4th 2022 and run through April 10th 2022. Yearbooks can be ordered for $30 by going to [www.yearbookordercenter.com](http://www.yearbookordercenter.com) and entering our school code of 30388.

2. **5th Grade Dedications:** Starting January 4th 2022 all 5th grade parents will have the opportunity to purchase and customize one ¾ page section in the 2021-2022 CRS Yearbook (for a small processing fee of $1.50). A dedication can be created by going to [www.yearbookordercenter.com](http://www.yearbookordercenter.com) and entering our school code of 30388 then finding the section called “Ads.” I have attached two PDF’s that provide instructions on how Parents can purchase a yearbook and how to create the dedication. If you would like I can make copies of the ordering instructions so you can pass them out to your students (along with the sales flyer)- let me know.

   **Deadline for the dedications will be March 31st, 2022.** Last year, these dedications turned out fantastic and I hope that with your help we can have all of this year’s 5th grader’s be included. I will be sending you an email in January that adds you to a shared Google Sheet folder where I will track the students who have and haven’t purchased a dedication. If you have any students or families that do not have access to a computer please let me know and I will personally work with them to complete it. I don’t want anyone left out and I’m happy to help.

3. **Class Page:** We will have class pages back in our yearbook this year. I have attached Class Page Instructions and examples that can help guide you or a designated person through the process of creating a class page. Please don’t hesitate to contact me with any questions you may have. The best way to start the page is to figure out a theme for your page/class, determine if/when you can take a group photo and/or individual photos of your students, then compile the photos onto the page in a creative way around your theme. **Deadline for the Class Page will be March 31st, 2022.**

4. **Class Summary:** Could you please write a brief summary (around 5 sentences) about your class this year. You can write about things you did or were inspired to do with your amazing students. This paragraph will be included in the design of the page with all of your student’s school pictures, which is next to your class page. **Deadline for the Class Summary will be March 31st, 2022.**

Please feel free to contact me with any questions you may have.

Best Regards and Happy Holidays!

Jenette King
CRS Yearbook Editor & River Parent
Re: Board Meeting questions

From: Tricia Zarevich <tzarevich@carmelunified.org>  
To: Tess Arthur <tarthur@carmelunified.org>  
Cc: Ted Knight <tknight@carmelunified.org>  

Thank you! I have started a google doc for answers.

Tricia Zarevich (she/her/hers)  
Confidential Administrative Assistant to the Superintendent  
CARMEL UNIFIED SCHOOL DISTRICT  
P.O. Box 222700, Carmel, CA 93922  
tzarevich@carmelunified.org  
office (831) 624 1546 ext  2021  
Fax  (831) 626-4052

On Sun, Jan 23, 2022 at 10:01 PM Tess Arthur <tarthur@carmelunified.org> wrote:

Hi there, here are my board meeting questions...

1. In regards to staff training, specifically the Orton Gillingham training, which requires all elementary school teachers to get subs to attend a five day training, what is the district's measurement to gauge the effectiveness of these trainings? Do we engage teacher feedback to help in this determination? If so, what is the feedback?

2. How do the updated salary schedules incorporate COLA? Do employees at the highest step still get COLA increases each year?

3. The response to student needs have been incredible, and definitely a work in progress. What are the long term financial plans for sustaining necessary services and supports, other than Esser monies received? Will there be other anticipated monies coming from the state or the federal government to maintain staffing for mental health services?

4. Of the 6% of adults who utilized the high school wellness center, how many were staff? Have we gauged their needs and how we can continue to support them?

5. How are family initiated cases handled and how are we opening that door to families in need of support for their children?

6. Can you please give a deeper explanation of SHAPE? How was it chosen and how is it monitored? Who oversees this platform? Is it software that is regularly updated and measured by staff protocols and student experience?

7. MOU...did you mean Sept. 30, 2021 was the expiration?

8. Are the modular buildings being placed at River School meant to be permanent?

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Sounds good.
I am checking with Jenny and Melissa to see where we are pulling that money off. I will let you know asap.
Thanks.
Majo

Sent from my iPhone

On Jan 24, 2022, at 2:19 PM, Jay Marden <jmarden@carmelunified.org> wrote:

Hi Majo,
I got shaved ice for Friday, it'll be pricey, perhaps $1,000. I can take out of my fund unless you think there's a different account to tap. The kids, in addition to this, will also get an extended recess period.
Ted did not come over the day I said we were going to meet. So, I don't have those other questions answered yet (e.g. advertising dance, collecting money).
More to come.
Thanks,
J

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Link to CUSD Nondiscrimination Notice
Hi Everyone,

I wanted to make you aware of some emergency changes made at the state level in regards to PFT testing for this year, and how it will affect your implementation of this year’s testing as well as reporting. The changes are apparently meant to address issues for students with disabilities who do not have alternative options, students with gender identity different than their biological, and the impact the Body Composition test has on body image. The state looks to be actively re-working the test for the future.

In a nutshell the changes to PFT for this year are the following:

- The Body Composition component is removed - No subtest allowed in this area.
- Healthy Fitness Zones are removed. They are not to be calculated for any of the remaining 5 components.
- Reporting:
  - Participation rates (%) for each of the 5 components will need to be reported on the School’s Accountability Report Card (SARC).
  - Participation will be measured by a student attempting to do a subtest. If they attempt, they will be marked as participating for the purposes of reporting.
  - In terms of reporting to students, you should only tell them their raw score at the time of testing. For example: “You did 14 push-ups.”

It is not yet clear on how a student with a test exemption should be handled in terms of the participation rates. Further guidance should be forthcoming. The state is also working on releasing a new modified testing manual soon.

We will also need to have further discussions around how we can record the participation rates. We may want to use the existing recording function in Aeries and use a code for participation or possibly enter the raw scores and use a query that would pull out a participation percentage. I would love feedback around what makes the most sense to all of you. Colin and Manny can help figure out the detail.

If you have any questions, feel free to reach out.

Thanks - Blaise
Fwd: COVID-19 Vaccine Requirement Bill Introduced

From: Ted Knight <tknight@carmelunified.org>  Tue, Jan 25, 2022 at 3:32 PM PST (GMT-08:00)
To: Sara Hinds <shinds@carmelunified.org>; Tess Arthur <tarthur@carmelunified.org>; Anne-Marie Rosen <arosen@carmelunified.org>; Seaberry Nachbar <snachbar@carmelunified.org>; Karl Pallastrini <kpallastrini@carmelunified.org>

Just an FYI - not for discussion :)

-------- Forwarded message --------
From: Deneen Guss <dguss@montereycoe.org>
Date: Tue, Jan 25, 2022 at 3:22 PM
Subject: Fwd: COVID-19 Vaccine Requirement Bill Introduced
To: Jim Koenig <jim.koenig@alisal.org>, Debbie Gold <debbie.gold@bigsurunified.org>, tkKnight <tknight@carmelunified.org>, Roberto Rios <rios@chualarUSD.org>, Yvette Irving <yirving@gonzales.k12.ca.us>, Michelle Ross <mrross@gravesschool.net>, Zandra Jo Galvan <zjgalvan@greenfield.k12.ca.us>, Rory Livingston <rlivingston@kcusd.org>, Daniel Stonebloom <dstonebloom@lagunitadistrict.org>, Jinane An nous <jannous@missionusd.org>, PK Diffenbaugh <pkdiffenbaugh@mpusd.k12.ca.us>, Kari Yeater <kiyeater@nmcusd.org>, Ralph Gomez Porras <rporras@pgusd.org>, Rebeca Andrade <randrade@salinas.k12.ca.us>, Dan Burns <dan.burns@salinasusd.org>, Josh Van Norman <jvnorman@sanantoniousd.org>, Catherine Reimer <creimer@montereycoe.org>, Jessica Riley <jriley@salucasschool.com>, Melissa Alderman <malderman@santaritaschools.org>, Randy Bangs <bangs@solead.k12.ca.us>, Jordan Mulder <jmulder@smcjhlsd.org>, Eric Tarallo <etarallo@spreckelsdistrict.org>, Gina Uccelli <guccelli@washingtonusd.org>, Lindsey Lopez <llopez@bradleyusd.org>, Kenneth Lawrence-Emanuel <kennethl@lfcs.org>, Cassandra Bridge <execdir@mbchartserschool.org>, Cassandra <cassandra@mbchartserschool.org>, Karina Barger <karinabarger@bayviewacademy.org>, BSACS Director <director@bigsurchartserschool.org>, Sean Madden <smadden@ismonterey.org>, Justin McCollum <jmccollum@montereycoe.org>, Briana Sanford <brianasanford@oasischartserschool.org>

Senator Richard Pan (D-Sacramento) this morning announced he is introducing a bill that would add the COVID-19 vaccine to the list of required vaccines for student enrollment in public school.

Pan’s bill would not permit a personal or religious exemption from the COVID-19 vaccine requirement. It would only allow for medical exemptions. It would take effect January 1, 2023 and not require full FDA approval. Currently, the Newsom Administration's vaccine mandate is contingent upon full FDA approval and allows for a personal belief exemption. Only the Pfizer-BioNTech vaccine is fully approved for children ages 16 and older, though vaccine manufacturers are seeking full FDA approval for younger ages in the near future.

Pan’s bill would also allow the California Department of Public Health (CDPH) to mandate vaccines for children to enroll in school without requiring the state to offer a personal belief exemption, something that can currently only be done through legislation.
Senator Pan is a pediatrician, a long-time champion of vaccinations for children, and no stranger to vaccine mandate fights. He authored legislation a few years ago to remove the personal and religious belief exemption for student vaccines from law after a troubling rise in vaccine-preventable infections among children. Current law only permits a medical exemption from state mandated vaccines for children to enroll in school. At the time, Pan and his family faced death threats and was put under full-time protection by the California Highway Patrol.

Senator Pan is termed out of office this year, a circumstance that is likely driving his decision to push the bill during a hyper-political election year.

Pan's bill is supported by the California Medical Association and Los Angeles Unified School District (LAUSD) and the San Diego Unified School Districts. Both districts instituted their own local COVID-19 vaccine mandates, going beyond the state's requirement, though LAUSD has since delayed their mandate's implementation. Both districts are facing legal challenges to their ability to require such vaccines.

We will provide additional analysis of Pan's bill when it is in print.

This bill is going to be very controversial, but please note that there will be significant challenges to getting a bill like this passed during an election year. If a version of the bill eventually becomes law, it will likely be heavily amended. So, whether you are for or against this bill, there is a long road ahead before the outcome will be decided.

Please let us know if we can provide any additional information.

Take care,
-Barrett

Barrett Snider
Partner | Capitol Advisors Group
Re: Letter to Sacramento

From: Ted Knight <tknight@carmelunified.org>                    Wed, Jan 26, 2022 at 2:02 PM PST (GMT-08:00)
To: Chelle Ritterman <b*omitted*b@*omitted*b> Tricia Zarevich <t*zarevich@carmelunified.org>
Cc: Sara Hinds <s*hinds@carmelunified.org>; Tess Arthur <t*arthur@carmelunified.org>; <s*nachbar@carmelunified.org>; Karl Pallastrini <kpallastrini@carmelunified.org>; <arosen@carmelunified.org>

Chelle, I think issues like this can get lost in email. I have copied my assistant, Tricia, on this reply as I would suggest we schedule a call to discuss.

Thanks, Ted Knight

On Tue, Jan 25, 2022 at 1:17 PM Chelle Ritterman <b*omitted*b@*omitted*b> wrote:
Ted,
Thank you for responding to my inquiries.
Why is this your counsel to the board? What is the basis for that decision?
Thank you,
Chelle

From: Ted Knight <tknight@carmelunified.org>
Sent: Monday, January 24, 2022 4:00 PM
To: Chelle Ritterman <b*omitted*b@*omitted*b>
Cc: Sara Hinds <s*hinds@carmelunified.org>; Tess Arthur <t*arthur@carmelunified.org>; <s*nachbar@carmelunified.org> <s*nachbar@carmelunified.org>; Karl Pallastrini <kpallastrini@carmelunified.org>; arosen@carmelunified.org
Subject: Re: Letter to Sacramento

Chelle,

Our recent communication with the county is that the letter has not been sent at this time. My counsel to the board has been and will continue to be that we follow the guidance put forth by the CDPH and that we do not sign onto other letters, petitions, etc., regardless of what side of the issue someone is requesting we support.

Sincerely, Ted Knight

On Sat, Jan 22, 2022 at 8:08 PM Chelle Ritterman <b*omitted*b@*omitted*b> wrote:
Dear Ted, Sara, Tess, Karl, Anne Marie and Seaberry,

I appreciate your efforts in keeping school open for our kids, as they should be.

Since COVID vaccine mandates for school attendance should be opposed, I wanted to follow up on Ted's comments at the 12/17/21 meeting that the county superintendent as well as many other superintendents in the area had been working on a letter to send to Sacramento to ask for personal belief exemptions to be included regarding the COVID vaccine mandates.

Has that letter been sent to Sacramento?
Did you sign that letter?

If not, please join school board members from across California in taking a stand against statewide COVID mandates by signing the below letter or write one of your own.
Download the letter here.
School board members can sign their name by emailing Rocklin Unified Trustee Tiffany Saathoff at tiffany4rocklin@gmail.com

Thank you,
Chelle Rittermal, parent of Tularcitos and CMS student

--
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Jillian,

We are not rescheduling the canceled association meeting as there are no urgent business we need to conduct. You can find our next scheduled board meeting on the website.

Have a great day.
Majo Spencer

Sent from my iPhone

On Jan 26, 2022, at 9:50 AM, Jillian Heisman wrote:

HI Majo,

Do you have a new date/time for the cancelled January PTA meeting?

Would like to put it on my calendar so I don’t schedule over it and can be sure to attend.

Many thanks,
Jillian
Tricia, can you please find us some time?

Thanks, Ted

On Wed, Jan 26, 2022 at 2:24 PM Melissa Anderson <manderson@carmelunified.org> wrote:

Hi Ted,

Jay shared with me your discussion regarding the father daughter family dance and the mother son family carnival. I am struggling to understand the rationale on more than one level. I am aware that you would like a communication to go out but I am not comfortable doing so until I better understand the legality in the change of direction. Can I request that we all get in a room together for more clarity.

Please let me know a time and day that would work for you.

Thank you!

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293
Hey, how about this below, the answer is no, but parents can opt kids out!
J

-------- Forwarded message --------
From: Kate Jenkins via ParentSquare <dontreply@parentsquare.com>
Date: Thu, Jan 27, 2022 at 12:46 PM
Subject: Kate Jenkins commented on Copy of correction of covid testing date
To: <jmarden@carmelunified.org>

Kate Jenkins commented in Health Office, 2nd Grade-Di Girolamo on

Copy of correction of covid testing date

Kate Jenkins said:

Question - For the students that have previously tested positive, quarantined accordingly, and returned to school…are they exempt from these tests? Please advise.
Thanks!
Kate Jenkins

Good Afternoon River Parents,

Please know that the Covid testing date of your student will be Monday, January 31 and not Friday, January 28 as previously communicated.

Thank you,
Jay Marden
Principal

Please do not reply to this email.
Hello All,

I have inquired with School Services on the cost of the luncheon for reporting it on the Form 700, please stay tuned. I will send the cost and all the information you will need to put on the form so we will all have the same information!

Have a great evening!

Tricia Zarevich (she/her/hers)
Confidential Administrative Assistant to the Superintendent
CARMEL UNIFIED SCHOOL DISTRICT
P.O. Box 222700, Carmel, CA 93922
tzarevich@carmelunified.org
office (831) 624 1546 ext 2021
Fax (831) 626-4052

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Link to CUSD Nondiscrimination Notice
Re: Father-daughter dance and Mother-son carnival

From: David Scher
To: Jay Marden <jmarden@carmelunified.org>
Cc: Majo Spencer Tatiana Chacon Ramos

Jay,

Understood and appreciate the response.

Best,

David

On Fri, Jan 28, 2022 at 10:39 AM, Jay Marden <jmarden@carmelunified.org> wrote:
David,
I will leave the PTA to respond. They are your primary contact on PTA business. Conversely, if you have a school question or concern, that is directly under my purview, and I am happy to assist.
Jay

On Fri, Jan 28, 2022 at 4:49 AM David Scher wrote:
Jay, Majo,

I was informed that these events will not be moving forward as previously scheduled.

Can you please confirm this?

As you are well aware, there are a number of River School families who have felt that these events are exclusionary and discriminatory and would certainly feel a great sense of relief at knowing if they are canceled.

Why hasn't the PTA/school made parents aware of this yet?

Has the previous PTA meeting been rescheduled? If so, parents would appreciate if you provided the date/time for the rescheduled meeting with at least a few days notice so they can make sure to be available.

Thank you in advance,

David

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Link to CUSD Nondiscrimination Notice
Hi Ya’ll,
Here is the receipt from yesterday’s Turn Off Tech Week reward. I recall that the title of the line item Principal’s account changed to something broader, but I can’t recall what it is. I imagine this is where the funds will be debited, but I’m happy to leave that to you.
Jenny, I can submit the paper request to accompany the receipt if needed.
Thanks,
Jay

---------- Forwarded message ----------
From: [Redacted]
Date: Fri, Jan 28, 2022 at 6:47 PM
Subject: Fwd: Receipt from Kona Ice of Monterey & Salinas
To: jay marden <jmarden@carmelunified.org>

Kona ice receipt
Sent from my iPhone

Begin forwarded message:

From: Kona Ice of Monterey & Salinas via Square <receipts@messaging.squareup.com>
Date: January 28, 2022 at 1:00:57 PM PST
To: [Redacted]
Subject: Receipt from Kona Ice of Monterey & Salinas
Reply-To: Kona Ice of Monterey & Salinas via Square
<CAESPx1AGjFyX21memRnNGQybW54ZHFOanNpbnJ0ZW5kZHByanZteXNlamlYydHF5a2xqbjNnY3FxlgkawFSb2d1ZSlgXqZszSy1Jjyvm41QnIfhVZchf2EurLB/sgmzQI7ZV0=_REPLY2.squareup.com>

Square automatically sends receipts to the email address you used at any Square seller. Learn more
$747.76

Custom Amount × 1   $719.00

Purchase Subtotal   $719.00
Kona (4%)            $28.76

Total                $747.76

Kona Ice of Monterey & Salinas

Jan 28 2022 at 1:00 PM
#3pzC

JAY MARDEN  Auth code: 00814D

Receipt Settings
Not your receipt?  Turn off automatic receipts
Manage preferences

© 2022 Block, Inc. Privacy Policy
1455 Market Street, Suite 600
San Francisco, CA 94103
Parent Square Message

From: Melissa Anderson <manderson@carmelunified.org>  
To: Jay Marden <jmarden@carmelunified.org>  
Tue, Feb 1, 2022 at 8:07 AM PST (GMT-08:00)

Can you please send this in parent square.

Spirit gear store is now open until the end of February. https://fancloth.shop/V6BYY. Reach out to Nurse Melissa if you have any questions.

Melissa Anderson, LVN  
School Nurse  
Carmel River School  
(831) 624-4609 Ext. 2293

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Link to CUSD Non-discrimination Notice
Hello Karma,

We would love to meet with you to explain clearly what is happening at Carmel River School. I think a meeting via zoom will be the best for us at this time. Probably an evening will be best. Maybe Thursday evening, I can do afternoon too.

Let us know.

Majo Spencer
PTA President

Sent from my iPhone

> On Feb 1, 2022, at 3:59 PM, Monterey Bay Council PTA <montereybaycouncilpta@gmail.com> wrote:
> 
> > Hello,
> > 
> > Today we received a third concern/complaint from a parent at your school regarding PTA activities that are being viewed as discriminatory.
> > 
> > While the holiday tree escalated above us, it did pop back up again, along with the dance (Father/Daughter). I spoke with one parent at length last fall, as they remained vague I could only respond in vague terms....how decisions are made, role of the board, rights as a member.
> > 
> > I will need to address the new parent who reached out to me today. I do think a meeting with us at Council and your entire Board would be helpful, either in person or via zoom. We want to make sure your following PTA procedures regarding event planning and how programs are to be carried out start to finish. Emotions aside, to verify PTA business was conducted as it should have been. This is not to penalize, but to protect your board and association from claims that are arising, and if there are gaps, to provide the necessary information and tof training so you can continue to operate your PTA at optimum.
> > 
> > Please let me know your availability for a meeting ASAP
> > 
> > Karma Simons
> > Monterey Bay Council President
> >
Re: Fun Staff Valentine activity

From: Jay Marden <jmarden@carmelunified.org>  
To: Veronica Craft <vcraft@carmelunified.org>  
Cc: Melissa Anderson <manderson@carmelunified.org>  

Wed, Feb 2, 2022 at 9:05 AM PST (GMT-08:00)

Sounds fun to me, we could use a laugh and some fun.
J

On Wed, Feb 2, 2022 at 7:12 AM Veronica Craft <vcraft@carmelunified.org> wrote:
Hi, I want to do a fun staff activity for Valentine’s Day.
Does PTA have any $5 Starbucks gift cards?

Idea to boost morale/have a little fun:
I print out pictures of famous couples/pairs (Ernie/Bert, PB/Jelly, JLo/Ben, Cookies/Milk), split them, and place them in envelopes in staff boxes. They have to find their other half. It forces everyone to ask others, talk, maybe laugh a little. Anyway, I thought it would be cool if once they found their pair, they can come to my office or main office and collect a prize. If it’s not gift card, I am open to other prize ideas, maybe have a box of Reba goodies and they can get one?

Thanks for considering.

§ Verónica§

---

 Potter love
Verónica Craft

School Counselor
Carmel River School
(831)624-4609 x 3218

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Link to CUSD Nondiscrimination Notice
Re: question

From: Jay Marden <jmarden@carmelunified.org>  
To: Veronica DeGracia

Thank you, and again, only if you're entirely comfortable!

J

On Wed, Feb 2, 2022 at 11:49 AM Veronica DeGracia wrote:

Sounds good to me. Not a problem.

On Wednesday, February 2, 2022, 11:10 AM, Jay Marden <jmarden@carmelunified.org> wrote:

Hi Veronica,
I am not a registered member on the River Listserv. How do you feel about posting this message from me, which obviously is directed to parents?
Let me know, if you're uncomfortable I completely understand!
Thanks, hope you're well.
Jay

Good Afternoon River Parents,

Several years ago, I met with CUSD Director of Technology Paul Behan and a parent at our school to consider an idea she had about better connecting River families through a "Listserv" (email communication tool).

At the meeting, we decided that the Listserv would be monitored by a River parent or two and that the purpose of the Listserv would be to promote healthy communication between River families in an effort to create a stronger sense of school community. Parents would not be allowed to criticize each other or the school when communicating via the Listserv. This included an expectation that parents would refrain from using the Listserv for the purpose of engaging in any school or district based politics.

In its early years, parents were informing one another of community events, seeking volunteers to assist with school endeavors, and forming bonds and friendships from the easy and open communication the tool afforded our parents. The Listserv was very successful in achieving its intended and stated goal.

As you're aware, the nature and tone of the Listserv has changed remarkably during the past couple of years. Its use and purpose has often been antithetical to its original intent, which has resulted in frequent and harsh criticism of our school, staff, and PTA. I believe that every parent has a right to be heard on a school matter, but there is an appropriate way to make a concern known by contacting school staff or parents directly instead of using the listserv for personal attacks.

While it is not the school's intention to disable the Listserv, I do encourage parents who are using it for such purposes to commit to the original intention of the Listserv.

Until there is a commitment demonstrated by all subscribed members to the Listserv to honor the above stated purpose above, I choose not to be a member. I also encourage all current subscribers to reflect on whether they wish to remain registered on the listserv to send a message that, as a school community, we are committed to the ideals it represented when it was originally created. I am also happy to discuss with any parent the creation of a new Listserv should the above request not be honored by all parties.

Sincerely,
Jay Marden
Principal

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Link to CUSD Nondiscrimination Notice
Good afternoon Board,

I just wanted to give you a quick heads up that after a very thoughtful process, Dan Morgan made the difficult decision to cancel MS Golf due to the inequities that were occurring. You may hear from community members and I didn't want you to be surprised. I have heard the background and fully support his decision and believe that he did a great job in messaging out his reasons. Please send any concerns back to Dan.

Thanks, Ted

--
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020
Majo,

I was told that you have stated that you do not have access to the following email:  [redacted] - is that not correct? If you do have access, are you the responsible party for responding to emails from PTA members?

I do not see an approved budget included in the first meeting minutes. Do you have this posted somewhere? If not, can you please send a copy.

Can you please include a copy of the PTA's bylaws? And if those bylaws have changed in the past 6 months, can you please include a copy of the previous version and the date of change?

Thanks so much in advance,

David

On Wed, Feb 02, 2022 at 2:46 PM, Majo Spencer wrote:

David,

We will not be rescheduling the January meeting. The next meeting date is available on the website.

All decisions must be made as a board and therefore discussions have needed to take place around this event. There is a process involved and a communication will be going out to our school shortly.

As mentioned before, all meeting minutes are available on our website.

Also, moving forward we will not be accepting emails on our personal or work emails. You can email our board through our PTA email which is also posted on our website.

Sincerely,

Majo Spencer

Sent from my iPhone

On Feb 2, 2022, at 5:28 AM, David Scher wrote:

Majo,

Can you please provide an update on when the January meeting has been rescheduled to?
Can you clarify on the original question regarding the dance, and if it has in fact been canceled why parents haven't been notified?

Also, can you (or someone else on the PTA) provide me with a copy of meeting minutes from all of this year's meetings, along with the budget that was approved at the start of the year?

I'm ramping up my understanding of procedures and protocols and would like to review the above items.

Thank you in advance,

David

On Fri, Jan 28, 2022 at 2:31 PM, David Scher <j.classes@eled.ucdavis.edu> wrote:
Jay,

Understood and appreciate the response.

Best,

David

On Fri, Jan 28, 2022 at 10:39 AM, Jay Marden <jmarden@carmelunified.org> wrote:
David,
I will leave the PTA to respond. They are your primary contact on PTA business. Conversely, if you have a school question or concern, that is directly under my purview, and I am happy to assist.
Jay

On Fri, Jan 28, 2022 at 4:49 AM David Scher wrote:
Jay, Majo,

I was informed that these events will not be moving forward as previously scheduled.

Can you please confirm this?

As you are well aware, there are a number of River School families who have felt that these events are exclusionary and discriminatory and would certainly feel a great sense of relief at knowing if they are canceled.

Why hasn't the PTA/school made parents aware of this yet?

Has the previous PTA meeting been rescheduled? If so, parents would appreciate if you provided the date/time for the rescheduled meeting with at least a few days notice so they can make sure to be available.

Thank you in advance,

David

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Link to CUSD Nondiscrimination Notice
Fwd: Parent Square Message

From: Melissa Anderson <manderson@carmelunified.org>  
To: Jay Marden <jmarden@carmelunified.org>  

Did you send this out?

Melissa Anderson, LVN  
School Nurse  
Carmel River School  
(831) 624-4609 Ext. 2293

-------- Forwarded message --------
From: Melissa Anderson <manderson@carmelunified.org>  
Date: Tue, Feb 1, 2022 at 8:07 AM  
Subject: Parent Square Message  
To: Jay Marden <jmarden@carmelunified.org>

Can you please end this in Parent Square

Spirit gear store is now open until the end of February. https://fancloth.shop/V6BYY. Reach out to Nurse Melissa if you have any questions.

Melissa Anderson, LVN  
School Nurse  
Carmel River School  
(831) 624-4609 Ext. 2293

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Link to CUSD Nondiscrimination Notice
Wheres our shoutout!?

From: Melissa Anderson <manderson@carmelunified.org>  
To: Jay Marden <jmarden@carmelunified.org>

Ryan Peterson via ParentSquare  
Fri, Feb 4, 4:02 PM (3 days ago)  

Tularcitos Elementary School

Ryan Peterson posted in Tularcitos Elementary School, CUSD Board

Bobcat Brief

Good Afternoon Bobcat Families,

I hope that everyone has been enjoying this beautiful weather we have had lately. I constantly have to pinch myself that I get to live in this beautiful area and get to work at Tular in our amazing valley. Our COVID situation has held steady this week with just one or two new COVID cases each day. Hopefully we continue this downward trend. I especially want to thank Nurse Milla and our COVID tracer, Adriana, for everything they have done this year, and especially recently, to make testing comfortable for our students and get people tested and back to school as quickly as possible. At times they are in situations where they have to have

Melissa Anderson, LVN  
School Nurse  
Carmel River School  
(831) 624-4609 Ext. 2293

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Link to CUSD Nondiscrimination Notice
Hello,

My name is Leisly from the Monterey County Health Department. Our records show that facility/school has not submitted the Annual Immunization Assessment report on the school reporting site. Schools and child care facilities have immunization requirements per the California School Immunization Law, Health and Safety Code Sections 120325- 120375.

Failure to report will result in the facility/schools referral to the California Department of Education (CDE) or the Department of Social Services (DSS) for follow-up. If your school is closed or does not have students for the applicable ages or grades, please sign-in to report your school's closure or lack of students.

Please visit the following links for reporting instructions and useful resources:

- Instructions: Pre-K | TK/K & 1st | 7th & 8th Grade
- Reporting site: Pre-K | TK/K & 1st Grade | 7th & 8th Grade
- FAQs: Pre-K | TK-8th

Please let me know if you have any questions or concerns,

Leisly V. Lopez Zavala

Chronic Disease Prevention Specialist II

Public Health Department

County of Monterey

1441 Schilling Place- South First Floor,

Salinas, CA 93901
Re: PTA agenda and important yearbook update

From: Jay Marden <jmarden@carmelunified.org>  
Mon, Feb 7, 2022 at 12:48 PM PST (GMT-08:00)

To: Kerith Harrison  
Cc: Majo Spencer  
Janice Cleary

Hi Janice, Kerith, Majo,
Let me speak with the 5th grader teachers, and I’ll get back to you.
Thanks,
Jay

On Mon, Feb 7, 2022 at 11:50 AM Kerith Harrison wrote:
Hi Majo & Jay -

This is what we are thinking to end the 5th grade off in style.

Friday May 20th - 5th Grade Camp Out at River School (covid allowing)
Tuesday May 31st - State Parks - Day at Molera - assuming 2 busses, we’ll see if River kitchen can provide box lunches (if not can pivot)
Wednesday June 1st - Graduation ceremony
Thursday June 2nd - SC Beach Boardwalk - $65.61 x pp plus 2 busses - includes lunch
Friday June 3rd - 5th Grade Breakfast (similar set-up as Fall Feast), sweatshirts & traditional Dodgeball game vs teachers.

Please let us know the next steps from here so we can start planning accordingly.

Thanks
Janice & Kerith

On Mon, Jan 24, 2022 at 11:03 AM Majo Spencer wrote:
Yes!

Sent from my iPhone

On Jan 24, 2022, at 9:43 AM, Kerith Harrison wrote:

Works for me if it does Janice & Majo?
Thank you for accommodating-
K.

On Mon, Jan 24, 2022 at 9:31 AM Jay Marden <jmarden@carmelunified.org> wrote:
Morning, shall we say Wednesday at the same time?
Jay

On Mon, Jan 24, 2022 at 9:11 AM Kerith Harrison wrote:
Hi everyone!
Sorry to ask but can we please reschedule tomorrow’s zoom meeting?
I’ll be in the multi for the 5th grade Revolution performance at the same time.
K.

On Tue, Jan 11, 2022 at 12:04 PM Majo Spencer wrote:
Sounds great. I will love to join.
Thanks.
Majo

Sent from my iPhone
On Jan 11, 2022, at 8:30 AM, Kerith Harrison wrote:

No problem Jay.

Works fine. Let's stick with that day/time unless you need to move it.

Sent from my iPhone

On Jan 11, 2022, at 8:14 AM, Jay Marden <jmarden@carmelunified.org> wrote:

Hi Kerith,
The district, due to the current covid landscape, is asking us to host meetings on-line unless necessary, I do understand that we're hosting the PTA meeting in person as an exception, but given some serious concerns we have about PTA meetings we feel that has to be the one exception (not that you asked but I wanted to share in case you're wondering!). I can adjust the day/time if you like. I have other availability.

Thanks,
Jay

On Tue, Jan 11, 2022 at 8:07 AM Kerith Harrison wrote:

Thanks Jay

Didn’t realize we were still doing meetings via zoom.
If needed, that opens up our availability.
If possible to meet (outside) in person instead - that would be great.

On Tue, Jan 11, 2022 at 8:02 AM Jay Marden <jmarden@carmelunified.org> wrote:

Morning, I sent Kerith and Janice the Zoom invite for Jan. 25 at 2:30. I can also invite Majo if you’re coming?

Thanks,
Jay

On Mon, Jan 10, 2022 at 5:29 PM Kerith Harrison wrote:

Hi Jay & Majo -

Sorry but Janice and I will both be out of town during the next PTA meeting and will not be able to attend.

Majo - if it is okay with you we can regroup when we return for your highlights from it.

Jay - in regards to getting together to discuss the 5th grade end of elementary school celebration, would you be available to meet with us either this Friday January 14th (8:30 or 2:30) or one day Tuesday Jan. 25 - Friday Jan. 28th (8:30 or 2:30)?

Please let us know at your convenience so we can get the planning process rolling.
Currently playing with May 17-19th or May 24-26th .... please let us know if any parameters we need to keep in mind or scheduling conflict on either of these blocks of time.

Thanks
Kerith & Janice

--------- Forwarded message ---------
From: Jay Marden via ParentSquare <donotreply@parentsquare.com>
Date: Mon, Jan 10, 2022 at 5:01 PM
Subject: PTA agenda and important yearbook update
To:
Good Afternoon River Parent,

The following is the agenda for our next PTA meeting on Tuesday, January 18 at 3:15 pm:

- Turn off Technologic Week
- Update on Covid - Melissa Anderson
- Update on field trips - end of year 5th grade
- Principal update - possible change in bell schedule next year, earlier start

Also, please be reminded that the yearbook dedication submission is only for 5th grade parents in honor of the students who will be leaving us to attend Carmel Middle, or another school at the end of the year.

Have a nice evening.
Jay Marden
Principal

Please do not reply to this email.
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Good Afternoon Gang,

Per below, Blaise would like us to form a team to attend these Zoom sessions, and he'll pay you for your attendance because the sessions are on Zoom after school. Please let me know if you could join us, and what two teachers would be best candidates as well. The dates are 3/14, 3/28 and 4/25, 3:00 to 5:00 p.m.

Thanks,
Jay

---------- Forwarded message----------

From: Blaise DiGirolamo <bdigirolamo@carmelunified.org>
Date: Fri, Jan 28, 2022 at 11:01 AM
Subject: [cusdelementaryprincipalprincipals] UDL PD Opportunity
To: CUSD Elementary Principals Group <cusdelementaryprincipalprincipals@carmelunified.org>, CUSD Secondary Principals Group <cusdsecondaryprincipalprincipals@carmelunified.org>, Jen Martin <jmartin1@carmelunified.org>, Analis Bans <abans@carmelunified.org>, Barbara McBride <bmcbride@carmelunified.org>, Jennifer Kuenz <jkuenz@carmelunified.org>, Anna Williams <awilliams@carmelunified.org>, Darrell Steely <dsteely@carmelunified.org>, Colin Matheson <cmatheson@carmelunified.org>, Steve Nacht <snacht@carmelunified.org>, Steve Gonzalez <sgonzalez@carmelunified.org>
Cc: Michelle Mahaney <mmahaney@carmelunified.org>

Hey Everyone,

I wanted to let you know that MCOE is hosting a 3 part afterschool UDL Series on March 14th, 28th, and April 25th from 3:00-5:00 pm. This would be a great opportunity to send a team from your site to start really building some capacity around the concepts. They are even going to address the relationship of UDL to SEL and CASEL core competencies. I have added a snippet below that outlines the learning outcomes and details. This work is directly aligned to our LCAP as well.

The series is free, but my office can support staff time through the hourly rate process. They can get paid for 6 hours of attendance. Have your folks put in a request to attend form, and Michelle will register them - the sooner the better so we can ensure we get the spots.

Keep me posted on what your plans are. I look forward to hearing from you. - Blaise
Universal Design Learning Series with Mirko Chardin
(3 Day Event) 03/14/2022 - 04/25/2022
Event Dates: 03/14/2022 | 03/28/2022 | 04/25/2022
3:00 pm - 5:00 pm

Learning Outcomes:

- Learn how to value impact over intentions when designing instruction
- Understand how UDL can help create more equitable learning opportunities for students
- Examine the role of implicit bias in our lesson design and instruction
- Understand how to develop expert learning in students
- Describe what it means to have firm goals and flexible means
- Learn how to align goals, methods, materials and assessments to ensure student have access to rigorous grade-level instruction
- Dissect what it means to provide multiple means of engagement, representation and action and expression through the UDL lens
- Understand how the UDL guidelines relate to social emotional learning and the CASEL 5 Core Competencies
- Begin to design lesson plans and instruction that start to account for student variability and removing barriers to learning

Event Details

Audience: Educators, counselors, administrators, parents
Partners: Novak Education
Location: Online (Webinar, Online Class, Etc.)
Contact: Gail Kuehl
Email: gkuehl@monterevoce.org
Phone: (831) 755-0368
Sponsor: Educator Services

Note: Zoom Link will be emailed prior to session 1 start date.

Blai e DiGirolamo
Chief Academic Officer
Carmel Unified School District

Email: bdigirolamo@carmelunified.org
(831) 624 1546 ext 2031

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Link to CUSD Nondiscrimination Notice
My email was cut off... to continue... then I absolutely will intervene on their behalf. Based on the communications I'm receiving parents are responding with the understanding that this was a disagreement between the adults, not the children. The forum for me to address such a concern would be via email as I do not have an active social media account.

Sincerely,
Jay

On Mon, Feb 7, 2022 at 8:19 PM Jay Marden <jmarden@carmelunified.org> wrote:

Lindsay,

As a school connected organization the PTA is permitted, and has always been afforded, the legal privilege of using school email. I have sent emails on their behalf my entire career.

The dance and carnival are under the PTA umbrella, consequently the PTA is the sponsoring agency. I do know speaking to the PTA Board that their justification for canceling the two events is because of parent objections, not the children. I fully agree with you that the children should suffer no negative perception or consequence as a result - they deserve full protection and care in that regard. I know the PTA Board fully embraces that position as well.

Your criticism of me and my leadership is unwarranted and inappropriate given the above fact.

If there is confusion, and any parent communicates to me that one of our students who spoke on behalf of renaming the dances is criticized

On Mon, Feb 7, 2022 at 6:31 PM Lindsay [REDACTED] wrote:

Jay,

I am honestly shocked and disappointed in what I am reading and seeing from the leader of our child's school. I have never been more disappointed in school leadership in my life. As educators we are charged with holding the social and emotional well-being of children at the forefront of our thoughts and actions. That is not what I am witnessing right now.

These are children, children, being attacked by the leader of their school publicly. They lost this battle gracefully, they never talked badly about their leader, treated you with disrespect, they held their heads high even when they were accused of being "wrong" by adults for wanting to include all children in events and practicing the character pillars you taught them.

These children do not deserve this, it was their desire, mission, and effort, not ours. They were told to involve their parents by leadership when the finger was pointed to the PTA. They listened to that, used their character pillars to address their concern, and were shamed for it. They shrunk away disappointed and dejected but never resentful or disrespectful. You can't lump them in with other causes, groups of adults, or litigious efforts. These [REDACTED] were never a part of any of that, they simply wanted to respect every child's worth and dignity. They saw the emotional toll the lockdown had on their friends and wanted to make it so everyone could enjoy the few events they have left in their elementary school career.
Why would their principal publicly blame and shame them for the canceling of an event they have no power or control over. We have always been your champion, when everyone wanted to burn you for being a leader in an early Covid-19 shutdown do you remember who wrote to the Pine Cone praising you and your leadership, standing up for you when the crazies on the ListServ were waging a war on River? I very much doubt that these events had to be canceled and I think that is an outright lie being used to slander their names. I feel in my gut you all were told they needed to be renamed and to include everyone, not that they needed to be canceled and I believe that the person who can confirm has been copied on this email.

You all are actively right now on Instagram creating a fire. These children who are already the minority, already different, already fighting a tough battle, are being bullied and blamed on an account bearing the name of their school. That email sent out today says it was sent on behalf of Jay Marden. What is next? Will you outlaw dresses with pockets? Why are you actively trying to hurt these children? People can see this for what it is, and it looks like sour grapes.

You and I spoke in your office and we said the most important thing wasn't who won it was how we act when we don't get our way and we agreed it was a great teachable moment for the kids to lose gracefully, and they did, and their character was outstanding. I didn't realize you meant only they had to lose gracefully, now that the table turned the same grace is not being extended to the children by the adults.

I volunteer all over this peninsula. VITA tax prep, CYC board of directors, Girl Scout Leader, Read Across the County. I mean geez, the PTA, I signed up this year to volunteer as the lead volunteer of the Art Show. You will never hear me cry for sympathy from those I volunteered to serve as I understand that I volunteered to serve knowing it takes time and commitment, that it is not always easy, and it is a selfless act not a selfish task. I volunteer with pride and love in my heart for my community, not for control, greed, or power.

This is so disappointing and I am ashamed to be an adult in this community tonight. Pick on someone your own size Jay, don't pick on these little [redacted] or maybe just don't pick on anyone...you have the power to put a stop to this Instagram war that is waging on your Carmel River Instagram and to walk back that accusation that the kids canceled the events. Consider using it please.

Lindsay
Sent from my iPhone

Begin forwarded message:

From: Elizabeth Senft
Date: February 8, 2022 at 4:08:23 PM PST
To: majospencer@yahoo.com
Subject: Thank you from River mom

Hey Majo,

I just wanted to send you a message of heartfelt thanks. My family and I greatly appreciate all of the time, effort, and sweat you and the other board members have invested on behalf of our kids. You have succeeded in helping [redacted] regain a sense of normalcy in a world sorely lacking. I am appalled at the extreme reaction from some parents regarding the dance. It’s a shame the students have to suffer because of a few agenda-pushing parents. Our support lies firmly in your corner, as our family strongly believes you are making the best decisions for the kids. Again, thank you and stay strong in this storm of non-sense.

Best,

Elizabeth Senft

Sent from my iPhone
Good morning Board Members,

I often come across articles, or other resources, and share them with staff as a means of professional development and clarity around our culture. In that spirit, I thought I would share an article that I came across yesterday in reference to becoming a leader. As you know, as an elected board member things changed quickly for you both personally and professionally. I thought that this article may give you some insight into what we all have to face when we become leaders of organizations or communities.


Hope you are all doing well, Ted

--
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020
Re: Mask mandate, parent choice

From: Ted Knight <tknight@carmelunified.org>  
To:  
Cc: Jay Marden <jmarden@carmelunified.org>; Daniel Morgan <dmorgan@carmelunified.org>  

Wed, Feb 9, 2022 at 6:33 PM PST (GMT-08:00)

Kristen,

Thank you for reaching out and sharing this information. As you are aware, the CDPH has not yet changed its guidance on masking in schools. We will continue to follow this guidance, as we have all year. Again, thank you for reaching out, and please know that I hear your concerns, Ted

On Wed, Feb 9, 2022 at 6:13 AM wrote:

Dear Ted Knight,

We are launching the See My Smile campaign in our schools in our County! To help you support a parent’s right to choose what is best for his or her own child, and follow all the rules you believe you need to follow, I am providing you with a detailed analysis and response to the August 23, 2021 letter from the California Department of Health (“CDPH”), including a detailed outline of its misapplication of law and facts/data. I am also providing you a highlighted order dated November 12, 2021 from Judge Freeland that states that CDPH has conceded their guidelines ARE ONLY RECOMMENDATIONS! At the end of this letter, you will be provided everything you need to comply with the current CDPH guidelines AND respect parental right to choose whether or not to mask and/or test their children. We believe in your heart of hearts you know medical decisions should rest with parents and their child’s physician, not the school or employees with no medical training.

To start, school districts across the state were choosing to implement non-enforcement policies for the 2021-2022 school year, as permitted by CDPH’s previous guidance. In response to this movement towards reason, “the science,” the law, and a parent’s fundamental right to direct the health and care of his or her child, CDPH rolled out a campaign of intimidation cloaked in laws and “data” that are misapplied via its August 23 letter. It is understandable that if you are not a lawyer you would not be aware of the numerous flaws in the CDPH’s August 23 letter, and that you would feel compelled to “follow orders” from the CDPH as if they were laws. They did their best to confuse and mislead, and threaten and intimidate you into believing you have no choice; however, I am here to tell you, you do.

Most notably, on November 12, 2021, a judge made clear that the CDPH guidance relating to the mandates is only that - guidance. In fact, the case was in part dismissed because this guidance is not mandatory. I have enclosed the order but for ease of reference here is the judge’s ruling from page three of the enclosed order.

“When the issue of recommendation versus mandate was addressed at the hearing, Plaintiffs requested that, to the extent that the Defendants are conceding that the testing strategies and the quarantine protocols are recommendations, the Court issue an order clarifying that the testing strategies and quarantine protocols were recommendations that school districts were free to disregard. In response to the Court’s effort to confirm Defendants’ position, Defendants’ counsel reiterated the Defendants’ position that the testing strategies and quarantine protocols are recommendations only. This, coupled with the plain language of the Guidance, further resolves the issue for the Court that the testing strategies and the quarantine protocols are recommendations, not mandates. “

This means that CDPH, who was the Defendant, has conceded that the guidelines are only recommendations.

And, most importantly, this extends to masking even though it does not expressly state because there is no law mandating masks. The word mandatory in a guidance does not make it a law. And, without a law, there is no ramification or punishment for letting parents decide whether or not to mask their children. CDPH is very aware of this fact which is why they sent the August 23, 2021 letter in an attempt to manufacture ramifications for a school district choosing to do what is best for their community by allowing parents to choose whether to mask their children or not. The legislature has delegated
to school districts the power to decide what is best for their community. School Districts can let parents decide and now they have a Court order to help them do it!

Now back to the August 23, 2021 letter from CDPH to schools. First, CDPH claims that failure to follow mask enforcement “breaches a legal duty to protect students” that carries “significant legal, financial, and other risks.” CDPH purports to make these statements with the intent to “ensure all school leaders are fully aware of their legal obligations.” However, the alleged legal obligations proffered by CDPH and its team of lawyers are simply not accurate. To this end, under the heading of **LEGAL REQUIREMENTS FOR SCHOOLS TO IMPLEMENT UNIVERSAL MASKING**, the letter states that “schools remain flexible to tailor protocols for enforcing the mask requirement to meet their local circumstances.” This is important and actually an accurate statement of the realities of schools operating during this “pandemic” because what is good for San Francisco or Los Angeles is not necessarily good for Placer County and schools have the right given to them by the legislature to do what they believe is best for their community.

Second, CDPH quotes the *Health and Safety Code*, section 120140 for the proposition that this law authorizes them to “take measures that are necessary to ...prevent [the] spread of communicable diseases such as COVID-19.” CDPH derives its authority to “take measures” from this statute only if there is a **necessity and only if they actually work**. This means, if challenged in court, the CDPH would have to prove why it is necessary to mask a healthy child who rarely gets COVID-19, rarely spreads COVID-19, has a 99.97% recovery rate if he or she does contract it, the science shows the masks do not work anymore than hand washing and staying home when actually sick. And notably the people who actually, might arguably need to be protected can – and almost all have – taken measures to protect themselves.

In most school districts which are ALL open there are not enough facts to support a finding of “necessity,” rendering this bold assertion of authority to do whatever they want illusory. Rather, for example, as of September 7, 2021, 466 people out of 32 million Orange County residents are hospitalized with COVID 19, with only 128 are in the intensive care unit. Similarly, the County’s average daily case rate per 100,000 residents dropped from 18.6 on August 31, 2021, to 16 on September 7, 2021, while the testing positivity rate fell from 6.8% to 5.4%, and the county’s Health Equity Quartile rate, which measures the impact of the pandemic on disadvantaged communities, dropped from 7.3% to 5.8%.

Further, well-settled caselaw says very clearly that “while health authorities possess power to place under quarantine restrictions persons who they have *reasonable cause to believe are afflicted with infectious or contagious diseases*, personal restraint can only be imposed where, *under the facts* as brought within the knowledge of the health authorities, *reasonable ground exists to support the belief that the person is afflicted*.” *In re Application of Arata* (Cal. App. Apr. 29, 1921), 52 Cal. App. 380, 198 P. 814, 1921 Cal. App. LEXIS 256. In short, masking of healthy children is not necessary or even legal.

CDPH tries to circumvent these requirements and justify implementation of masking healthy children by claiming that masking healthy children is an “important and science based strategy,” per the CDC. However, there is *no peer reviewed double blind study ever produced by the CDC or proponents of masking healthy children* establishing this. Conversely, numerous other studies show the opposite.[https://www.aier.org/article/masking-children-tragic-unscientific-and-damaging/](https://www.aier.org/article/masking-children-tragic-unscientific-and-damaging/)

Regardless, for our purposes, this does not matter. The decision is **not** up to you. *It is up to the student’s pediatrician and parent(s)*. Whether or not masks work or actually do serious damage to healthy children is irrelevant even if the PCR tests that are measuring tests have been found to have a 90% false positivity rate.

Third, the CDPH raises the issue and posits that heavy “legal and financial risks” posed by failing to implement a mask policy could occur. However, the law cited for this threat is also taken out of context in order to create fear in educators. CDPH cites *C.A. v. William S. Hart Union High Sch. Dist.* (2012) 53 Cal. 4th 861, 869 and takes one sentence out of the whole ruling to stand for the proposition that the school district and its employees have a “heightened duty of care.” What CDPH fails to mention is that this case was about the negligence by the district of hiring a *sex offender*, not masking healthy children. A closer reading of *C.A. v. William S. Hart* stands for the proposition that educators have only a duty of a *reasonable person in same or similar circumstances*, not a “heightened” one:
“While school districts and their employees have never been considered insurers of the physical safety of students, school authorities have a duty to supervise at all times the conduct of the children on the school grounds and to enforce those rules and regulations necessary to their protection. The standard of care imposed upon school personnel in carrying out this duty to supervise is identical to that required in the performance of their other duties. This uniform standard to which they are held is that degree of care which a person of ordinary prudence, charged with comparable duties, would exercise under the same circumstances. Either a total lack of supervision or ineffective supervision may constitute a lack of ordinary care on the part of those responsible for student supervision. Under Gov. Code, § 815.2, subd. (a), a school district is vicariously liable for injuries proximately caused by such negligence. C A v. William S. Hart Union High School Dist., 53 Cal. 4th 861, 862.

There is no “legal duty” that is “heightened” as CDPH erroneously proffers.

Fourth, CDPH tries to convince educators that if a staff member contracts COVID when a child was not wearing a mask, “financial liability would be substantial.” This is the not only illogical, but legally untenable because it neglects the fact that anyone who sues a school district – staff or parent – has to prove causation and would likely never be able to do so. Staff and students get sick from other children from the flu, colds, and a host of other illnesses since the dawn of time both inside and out of school. Think back – would you ever be able to prove exactly where that case of the flu or the cold came from or who gave it to you? How do you know it wasn’t from the Starbucks you stopped at on the way into school? That’s the problem of causation. Any lawsuit brought is doomed to fail from the start if challenged in court just like the necessity basis required under the Health and Safety Code.

Fifth, the threat to ‘certified individuals’ of losing their licenses is likewise a veiled baseless threat. CDPH cites Education Code, section 44421 for the proposition that a credentialled individual could suffer consequences from the teacher credentialling body for “disobeying the law;” however, this is too broad. Just like you cannot expel or suspend a child unless you can prove a clear and present danger per Cal Ed Codes, sections 48213, 48900, each which expressly contemplate drugs or violence not smiling healthy faces, Education Code, section 44421 did not contemplate a teacher or principal being disciplined for a child not wearing mask. The entire masking “requirement,” which comes from guidance that is not a law passed by the Legislature, only exists today due to the state of emergency that even Governor Newsom, himself, declared in June was completely unnecessary. CDPH has never once actually proven that masking children is necessary or effective and, again, there is no current law mandating masking healthy children. So, the claim that there is a legal duty “to implement masking requirement and knowingly exposing students to preventable harm” that could give rise to liability to a school official is just legally incorrect and misleading. Moreover, a commission or teacher credentialling would actually only “admonish, reprove, revoke or suspend” for refusing to obey actual laws, and the only law we can see teachers being penalized for is violation of Education Code, section 49005.8(3) which prohibits using a physical restraint technique that obstructs a pupil’s airway, or for prohibiting children from coming to school in person for willful disobedience. It is also a violation of the Business and Professions Code in section 2052 for teachers or administrators to give medical advice. Those acts should be concerning as they actually could subject you to credentialing discipline not masking healthy kids and potentially criminal penalties.

Even if you do not agree with our analysis so far, again, this is not about you making a decision. This is about respecting a parent’s rights and that they know what is best for their children. By way of example, the CDPH tries to convince you masks do no harm with a claim the famous JAMA article often used to substantiate just one of the harms of masking children was RETRACTED. The author of this article squarely disagrees and contends it was solid leaving many to concur to the conclusion that the “retraction” was due to other motives. Again, even if you disagree, do you want to be the one that damages the child’s hippocampus by causing oxidative stress which is the basis for degenerative disease?

Do you want to be the one that forced the five year old in Watsonville to wear a mask that ultimately caused an ear infection that has him mostly deaf? Talk about a liability and exposure in the future. Or the Oregon track runner who collapsed just short of the finish line, or basketball player who had to be resuscitated while masked during practice? Can you just visualize the class action commercial advertisements?

The CDPH makes a statement that you as an educator personally knows is false. It states there is no evidence that masks have an “adverse mental impact.” How would you feel if that was said to a parent whose child committed suicide?
due to this so called “health” protocol? Sixth, CDPH throws out Health and Safety Code, section 120175, and Education Code, section 49403 for the proposition that school officials could be subject to fines for refusing to adhere to the “mandatory masking directive”. Neither of those statutes authorize fines. Further, Section 120175 has that pesky word “necessary,” again, which requires a factual basis for masking healthy children. Education Code, section 49403 is not even applicable, as it requires schools to cooperate with health officers regarding immunizations consented to by parents and says nothing about fining school personnel for masking healthy children against their parent’s wishes.

Finally, CDPH ends this desperate effort to intimidate schools by attempting to argue against the claim that mandatory masking violates parental and personal choice. I think even making this statement speaks volumes as to the credibility of the CDPH at this point. This is further highlighted by the fact that the cases are wholly inapplicable. **Vernonia School District 47J v. Acton** (1995) 515 U.S. 646 is a 1995 case that involved drug testing and the need to deter drug use, not masking healthy children. **Abeel v. Clark** (1890) 84 Cal. 226 is a very old case whereby a law was challenged for equal protection grounds. It has nothing to do with whether or not mandatory masking of healthy children is a personal freedom that can be limited. Similarly, **Love v. State Dept. of Education** (2018) 29 Cal.App.5th 980, 993, 994 is about SB 277 gutting and removing medical and religious exemptions, not limiting personal choice of a parent to mask or not to mask their healthy child. Interestingly, all of these cases turned on the student’s fundamental, Constitutional right – and the public school’s **obligation** to provide – a free education.

The solution to all of this is in the attached policy. It is from a school that is successfully simply encouraging and recommending masks while ultimately letting parents choose. At the end of the day, when you have exhausted your enforcement encouragement, which has been carefully documented along the way, and the parent is offered independent study and they decline – as is their right – the school must respect the parents’ choice with the understanding that there is no **legal** way to exclude a child from school whose parent decides they will not be masked.

Sincerely,

Kristen Comello
Parent at [Name Redacted]

Sent from [Device Redacted] for iPhone

--

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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[Link to CUSD Nondiscrimination Notice]
Thanks, Seaberry, I always love hearing student voices about their education.

Ted

On Wed, Feb 9, 2022 at 3:30 PM Seaberry Nachbar <snachbar@carmelunified.org> wrote:

FYI- just last night the LAUSD School Board passed a climate literacy resolution to ensure that climate literacy is taught across disciplines. Here's a short video with students and teachers talking about the importance of climate literacy.

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Link to CUSD Nondiscrimination Notice

E Ted Knight, EdD
he/him/hi
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624 1546 ext 2020

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Link to CUSD Nondiscrimination Notice
Kristen,

Good evening again. I know I already replied to one recent email but wanted to make sure that you knew that I was reading your emails and hearing your concerns. As I have said all year, I have not found it useful to debate the efficacy of masks. Rather, I have simply stated that we will be following the guidance and current guidance still mandates masks in schools.

Sincerely, Ted Knight

On Tue, Feb 8, 2022 at 7:27 AM [Redacted] wrote:

Now that the corona virus has swept through both schools, we have found most of our [Redacted] students to be uninfected. What are we protecting our kids from? The masks obviously did not work or else it would have stopped the virus from spreading through my third graders class.

When can our kids stop wearing masks? We’re not protecting them from anything anymore?

If they get it again, it won’t matter, because the symptoms were less than the cold or the flu.

When will we Unmask our children?

Have you smelled a child mask?

Have you sneezed in your mask? Most children don’t change their masks after they sneeze? They have to breathe that awful smell all day. It borders on child abuse.

I am a dental hygienist and when I sneeze in my mask, I have to change it immediately. I can’t imagine what these kids go through everyday and if they’re parents don’t give them a new one everyday.

We don’t expect our kids to wear dirty underwear everyday, some kids don’t have a choice, it’s they’re only mask.

Please release our kids to get oxygen to their brains so they can learn properly in the classroom. Any parent wanting their kids to continue to wear mask, let be parents choice.

Thank you, concerned parent,

Kristen Comello

---

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Re: Upcoming Masters in Governance training opportunities

From: Anne-Marie Rosen <arosen@carmelunified.org>  
To: Ted Knight <tknight@carmelunified.org>  
Cc: Sara Hinds <shinds@carmelunified.org>; Tess Arthur <tarthur@carmelunified.org>; Seaberry Nachbar <snachbar@carmelunified.org>; Karl Pallastrini <kpallastrini@carmelunified.org>

I agree!

Sent from my iPhone

On Feb 9, 2022, at 6:17 PM, Ted Knight <tknight@carmelunified.org> wrote:

FYI - great training opportunity

-------- Forwarded message --------
From: CSBA <csba@csba.org>  
Date: Wed, Feb 9, 2022 at 2:31 PM  
Subject: Upcoming Masters in Governance training opportunities  
To: <tknight@carmelunified.org>

Register today!
Upcoming Masters in Governance Trainings

Register today

CSBA’s Masters in Governance program equips local education agencies with the knowledge and skills to build and support an effective governance structure.

We are happy to announce two upcoming opportunities to register for the two-day MIG Course 1: Foundations of Effective Governance and Setting Direction.

Friday, Feb. 18, 2022 | Foundations of Effective Governance | 8:30 a.m. to 12:30 p.m.
Saturday, Feb. 19, 2022 | Setting Direction | 8:30 a.m. to 12:30 p.m.

or

Wednesday, Mar. 2, 2022 | Foundations of Effective Governance | 8:30 a.m. to 12:30 p.m.
Thursday, Mar. 3, 2022 | Setting Direction | 8:30 a.m. to 12:30 p.m.

Don’t miss this unique opportunity to earn your MIG certificate.

Register for Feb. 18 & 19  Register for Mar. 2 & 3
Each course will have pre-course assignments which need to be completed prior to attending the full-day course. Please commit to both times prior to registering as participants much complete both modules for credit towards their certificate. Registered attendees will receive a Know Before You Go email that includes details and links needed to participate in the session one week prior to the event and the day before the event.

Questions?
For questions, email training@csba.org

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice
Hi Tom,

This is nothing but a guess... 80%

J

On Wed, Feb 9, 2022 at 1:01 PM Thomas Lehmkuhl <tlehmkuhl@carmelunified.org> wrote:

Principals!

Sunset center is trying to gauge an approximate number of people who might need testing (we are talking about AUDIENCE MEMBERS only) on site that night at the District Choral Festival on March 1 - see message below. Do you have a notional sense of what percentage of our families are vaccinated and perhaps a very rough number for how people might take advantage of this service, if provided? Are we talking 25, 100 ???

I know this is an impossible question but you, better than anyone else, would probably have a sense.

Thanks,

Tom

Begin forwarded message:

From: Sasha Swift
Subject: RE: CUSD music festivals
Date: February 9, 2022 at 12:11:33 PM PST
To: Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>
Cc: Mary Carrieri, Sue Mudge <smudge@carmelunified.org>

Hello Tom,

Do you have an idea of an approximate number of people you think will want to be tested on site for the 3/1 performance? The testing company needs to know this information before they can confirm whether they will have the staff to accommodate.

Thank you,
Sasha

Sasha Swift, Event Manager
Sunset Cultural Center, Inc. (SCC)
Your Source for Culture & Community
PO Box 1950
Carmel-by-the-Sea, CA 93921

From: Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>
Sent: Tuesday, February 8, 2022 8:13 PM
To: Sasha Swift
Hi Sasha,

I get your point about home testing. We look forward to hearing about the possibility of mobile rapid testing that evening.

As far as the student performers and me and my accompanist, is there a preference about whether the tests are done the morning March 1 or would it be acceptable to have some testing done the afternoon of the 28th (the day before)? I am working on scheduling those at the middle and high school.

Thanks,

Tom

On Feb 7, 2022, at 2:31 PM, Sasha Swift wrote:

Hi Tom,

We will get back to you on this later this week. We may be able to secure a mobile rapid testing company to come out for these events, and in that case we would accept rapid tests. The issue with the at-home rapid tests is that we can’t validate the date when the results were read.

It would be great if you could get at least 4 volunteers to help with the vaccine check and we can have 2 at each entry point.

We’ll be in touch soon.

Best,
Sasha

Sasha Swift, Event Manager
Sunset Cultural Center, Inc. (SCC)
Your Source for Culture & Community
PO Box 1950
Carmel-by-the-Sea, CA 93921

From: Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>
Sent: Monday, February 7, 2022 2:08 PM
To: Mary Carrieri <mcarrieri@carmelunified.org>
Cc: Sasha Swift <sswift@carmelunified.org>, Sue Mudge <smudge@carmelunified.org>
Subject: Re: CUSD music festivals

Hi,

Sorry, I wasn’t clear - can you accept rapid tests for audience members?

Thanks!
On Feb 7, 2022, at 2:00 PM, Mary Carrier[REDACTED] wrote:

Hi Tom,
Yes, as discussed, we will be making an exception for your group and allowing you to do the rapid tests for the students and teachers day of show as long as we do not have to administer them. The important thing is that everyone has to wear a mask and either be tested or vaccinated.

Thanks!

Mary Carrieri, Event Director  
Sunset Cultural Center, Inc. (SCC)  
Your Source for Culture & Community  
PO Box 1950  
Carmel-by-the-Sea, CA 93921

From: Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>  
Sent: Monday, February 07, 2022 1:51 PM  
To: Sasha Swift[REDACTED]  
Cc: Sue Mudge <smudge@carmelunified.org>; Mary Carrier[REDACTED]  
Subject: Re: CUSD music festivals

Hi Sasha,

Thanks for the clarification. Yes, we can recruit parents to help with vaccine check in. How many do you think we need?

Regarding the PCR tests - as you are probably aware, many institutions are moving away from using them because there is just too much of a lag time for results. It’s often more than 5 days. This concerns me. Do you see any pathway to moving to allowing the rapid antigen tests or is this a non-negotiable?

Thanks so much,

Tom

On Feb 7, 2022, at 1:34 PM, Sasha Swift[REDACTED] wrote:

Good afternoon Sue and Tom,

We have a limited number of volunteers signed up for this event, so it would be very helpful if you are able to get any teachers or parents who can help us with the vaccine check in. For those who are not vaccinated, we are only accepting a proof of a negative PCR Covid-19 test result dated within 72 hours of the performance date. Masks are still always required indoors, regardless of what the city mandate is at that time. However, this does not apply to the performers on stage for March 1st since they are singing. They will just need to put their masks back on after the performance.

Thank you,
Sasha Swift, Event Manager  
Sunset Cultural Center, Inc. (SCC)  
Your Source for Culture & Community  
PO Box 1950  
Carmel-by-the-Sea, CA 93921

From: Mary Carrieci
Sent: Monday, February 7, 2022 8:55 AM  
To: Sue Mudge <smudge@carmelunified.org>; Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>
Cc: Kevin Proctor; Andrew Slote; Sasha Swift
Subject: RE: CUSD music festivals

Thanks, Sue and Tom. Our production team will be in touch to go over tech details. Also, copying our Event Manager, Sasha, to answer any FOH questions and questions about Covid.

Thanks all!

Mary Carrieci, Event Director  
Sunset Cultural Center, Inc. (SCC)  
Your Source for Culture & Community  
PO Box 1950  
Carmel-by-the-Sea, CA 93921

From: Sue Mudge <smudge@carmelunified.org>
Sent: Monday, February 07, 2022 7:43 AM  
To: Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>
Cc: Kevin Proctor; Andrew Slote; Mary Carrieci
Subject: Re: CUSD music festivals

Hi Tom,

One thing that Sunset may request is that the house be opened sooner (6:15, maybe?) as it takes time to process proof of vacc and tests. People will probably get a hand stamp so they can move freely. Also, they may ask for assistance for their staff (parents, perhaps?) with screening the audience as it takes more time to process every audience member and with more help, the lines move faster.

Sue

On Sun, Feb 6, 2022 at 4:57 PM Thomas Lehmkuhl <tlehmkuhl@carmelunified.org> wrote:

Hi everyone,

Thank you for the prompt responses and apologies for my delayed followup. Looking forward to working with you all again and performing on that magnificent stage. In this email, I will only be addressing March 1 logistics as that is the only event I am responsible for. Brian Handley or Sue Mudge will be in touch about the other, instrumental, festivals.
Schedule: Here’s the schedule for the day which includes the mornings rehearsals at Sunset. Let me know if these timings work. They are just recycled from previous years.

Equipment delivered by us: Our Maintenance department will Deliver 7 sections of CUSD risers with the additional 4th step and guardrail to the Sunset Center by 2:00 p.m. on Monday, February 28. Sunset Staff sets them up. They will Pickup risers etc at 2:00 pm on Wednesday, March 2.

Equipment needed from you: small grand (the cheaper instrument), shell/stage setup as you describe below, two music stands, podium with microphone set downstage left, possibly a solo wireless mic.

COVID: we are planning on having all student performers rapid tested at school either Monday, February 28 afternoon or Tuesday morning, March 1 before coming to Sunset. All performers will be masked at all times, including while performing - if the indoor mask mandate is lifted, would your rules allow us to unmask for performance only? Audience is being told they must present proof of vaccination or a negative covid test. ARE YOU ACCEPTING RAPID TESTS FOR AUDIENCE MEMBERS OR ONLY PCR TESTS? What is the timeframe for both - 24, 48, 72 hours? We are assuming we can have a full house. Anything else we need to discuss concerning restrictions?

Backstage space: please make the Green Room and Dance Studio and hallway bathrooms available to us for students when not performing. These spaces will be chaperoned by adults.

What else? What’s next?

Thanks!

Tom

On Jan 24, 2022, at 4:53 PM, Kevin Proctor wrote:

Hello Thomas,

Kevin here with Hear & Now Monterey, the technical team at the Sunset Center. We have worked together many times in the past and I’ll be your technical contact and day of show technician supervisor. Its great to be doing productions again!

We are very excited to work with you again for the March 1st event. Could you send me general timing for the day/event, your expected musical program, and how many musicians + guests you plan to have on stage? We will need to coordinate chairs, music stands, and backstage details to make sure we can spread out as much as possible.

In past years, the CUSD choir performance used Shell orientation #2 without the thrust (chairs up), which created roughly 16’ depth. Depending on your orientation and number of performers, will this stage size work for you again? Also, in the past, CUSD has brought the specific choir risers the day prior and our technical team set them up prior to CUSD’s arrival. Can we coordinate that again?

Thanks for your time and we look forward to working with you again soon. Thank you,

Kevin Proctor

On Mon, Jan 24, 2022 at 12:38 PM Mary Carrieri wrote:

Hi Tom,

Nice to hear from you! Yes, Covid remains a challenge but we are hanging in there and happy to be
welcoming audiences to our venue safely. Here is a link to our current health & safety protocols: [https://www.sunsetcenter.org/upcoming-events.htm](https://www.sunsetcenter.org/upcoming-events.htm)

Kevin (who you have worked with before) will be advancing the tech for your show. I will handle any of your FOH needs.

Also, I want to take the opportunity to introduce you to our recently hired Production Manager, Andrew, copied here. Since he is still getting up to speed on our venue, Kevin will be your contact for this show’s advance.

Please let me know if you have any questions and look forward to welcoming you back to Sunset Center!

Best,

Mary Carrieri, Event Director
Sunset Cultural Center, Inc. (SCC)
Your Source for Culture & Community
PO Box 1950
Carmel-by-the-Sea, CA 93921

-----Original Message-----
From: Thomas Lehmkuhl <tlehmkuhl@carmelunified.org>
Sent: Monday, January 24, 2022 10:24 AM
To: Mary Carrieri
Subject: CUSD music festivals

Hi Mary,

I hope you are doing ok in the midst of the ongoing Covid challenge. We are really looking forward to getting back to your stage this year, starting with the choral festival on March 1.

To get the ball rolling, could you please give me the contact information for your current stage manager/production head and also explain your current Covid testing/vaccine policy for performers and audiences?

Thanks so much,

Tom

Sent from my iPhone

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I am very confused, and hurt by your messaging to the community earlier today.

Earlier this fall, you had informed the PTA that nothing about the naming of the Father-Daughter Family Dance was illegal. Following the holiday break you changed course, and arrived to River School and informed Melissa that dance could not happen. You said you wanted to work with Jay and Melissa in advance of any messaging we sent out. You said "we can’t have the dance" and that our messaging needed to be "strategic", and "we can’t let these parents feel that they won".

A few days later you then changed course again, and told Jay that the dance could happen, but had to be off campus. We, again, took you at your word, and made arrangements to hold the event off campus. We paid to secure a venue, and began planning the event. After we had begun planning, you then changed your stance again, informing Jay that we could not host the event, even off campus, and you wanted a message to go out from the PTA. Melissa and I still were not clear on what to send since we had not spoken to you on what we were to send out. Considering you specifically wanted this to be "strategic" and wanted to work with Jay and Melissa on the messaging in advance, we were not comfortable sending something without speaking to you first. On January 26th Melissa contacted you to request a meeting, and you agreed to meet on January 31st. Prior to any direction from you, and much to our disappointment, you sent out a communication via email on January 26th (prior to us ever meeting) to a select group of parents. We were not included in this correspondence, and immediately were inundated with questions that we were not equipped to answer.

At 2:30pm on January 26th, you texted Melissa
"FYI with the board meeting less than 2 hours away, I did respond to my emails about the dance and carnival - so it is out there. Let me know how I can support"

When you met with Melissa, Jay and I on January 31st we got some clarification from the attorney that explained concerns over any possible OCR complaints. In that meeting you shared with us that you read a book on the activist playbook, stating that "the only way to stop them was to stand up and fight back"
You encouraged us to:
"get people to go to the pine cone"
"get public record request on their emails"
"take to social media"
"rally the troops to stand up to these parents."

Melissa then reached out to you to let you know that we planned to send outs a message and she told you: "we are putting an end to continue any events for the remainder of the year. People are spent, treasurer already said she plans to resign. This is eating Majo up. We just can’t be the target of any more of this, not healthy. We will be sending out the communication this week, as always, thanks for all your help and support"

Your response was:
"I understand. Let me know if I can support. Hang in there"

Your messaging today didn’t lend any support, contradicts your previous statements, and has allowed you to distance yourself from this issue while empowering the opposition.

Needless to say, we are hurt, feel betrayed, and this has left us out to bear the brunt of these attacks, alone.

I will no longer be responding to these parents, and will be forwarding any subsequent emails to you.

Best,

Majo Spencer
Carmel River School PTA President
This needs to be decided in our next COVID meeting, as that is where the discussion started. We will not make central decisions without the voice of the entire team. Have a great weekend all, Ted

On Fri, Feb 11, 2022 at 3:50 PM Jay Marden <jmarden@carmelunified.org> wrote:
Thanks Rick, we have no problem communicating that the meetings will be via zoom, but Ryan and I would like a central announcement/decision given the surveys and covid climate (although it is getting better).
Would be great to hear today, it is getting very late in the process.
Jay

On Fri, Feb 11, 2022 at 2:45 PM Rick Lopez <rlopez@carmelunified.org> wrote:
Hello Elementary Folks,

I'm not sure my input is the most important for you to garner ... but it seems to me that with 50% wanting zoom meetings - you should probably go with all parent-teacher conferences remote. OR, maybe consider remote mixed with outdoor meetings (like Elisa). Although I don't think you want to mix up the methods.

Best, Rick

On Thu, Feb 10, 2022 at 2:49 PM Ryan Peterson <rpeterson@carmelunified.org> wrote:
We never had the chance to discuss whether conferences should be in person or virtual in AC and the other small-group meeting we were going to have had to be canceled and we never rescheduled. We wanted to bring everyone up-to-date as we need to make a decision now (by tomorrow as we want parents to be able to start signing up Monday).

Both Jay and I surveyed our staffs. Both staffs are split - 50% want virtual, 50% want in-person. Jay and I are both fine going virtual again given the staff response, but also feel this decision needs to be made/supported at a district level because we are going to get pushback no matter what decision we make.

Ted, Criag, and Rick, what do you think?
Ryan

--

Ryan Peterson
Proud Principal, Tularcitos Elementary School
Nurturing Hearts, Expanding Minds, Inspiring Actions, Broadening Horizons
Carmel Unified School District
(831)620-8195

Tularcitos Website

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Link to CUSD Nondiscrimination Notice
Re: Black History Month

From: Jessica Hull <jhull@carmelunified.org>
To: Ted Knight <tknight@carmelunified.org>
Cc: Jay Marden <jmarden@carmelunified.org>

Fri, Feb 11, 2022 at 4:03 PM PST (GMT-08:00)

Will do!
Great work, Jay.

Jessica Hull (she/her/hers)
Director of Communications and Community Relations
Carmel Unified School District
P.O. Box 222700, Carmel, CA 93922
jhull@carmelunified.org
office (831) 624-1546 ext. 2022
cell (209) 679-4858
CalSPRA President-elect

On Fri, Feb 11, 2022 at 3:09 PM Ted Knight <tknight@carmelunified.org> wrote:
Jessica, could we get a summary of what Jay sent out today about all of the ways they are celebrating Black History Month? I think it would be a great tweet for me to send out and for other district accounts to share. Thanks, Ted --
E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Link to CUSD Nondiscrimination Notice

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Link to CUSD Nondiscrimination Notice
Hi Adrienne,
Yes, I'd love to host it during P/T/C week with the shorter days. I've included Abbi too and am happy to give you our blessing to proceed. I'll share with teachers as well that this is our plan.
Thanks!
Jay

On Mon, Feb 14, 2022 at 4:48 PM Adrienne Andrews wrote:
Hi Majo & Jay,

I'm pretty sure I had volunteered to chair the Read A Thon this spring. Abbi Strawser told me today that it's usually done during the week of spring conferences. Let me know if indeed you would like me to chair the event, and if that is the best week to do it. Abbi will share with me the templates from the past and I can edit for this year.

I was also hoping if I did the event I could also do it in conjunction with a bookmark contest, with a winner from each grade (maybe otter bucks or a small school spirit item like a water bottle?), and a grand prize winner of those where their bookmark would be reproduced and handed out at the library.

-- Adrienne Mitchell
Fwd: Masters in Governance training opportunities

From: Ted Knight <tknight@carmelunified.org>                        Fri, Feb 18, 2022 at 8:45 AM PST (GMT-08:00)
To: Sara Hinds <shinds@carmelunified.org>; Tess Arthur <tarthur@carmelunified.org>; Anne-Marie Rosen <arosen@carmelunified.org>; Seaberry Nachbar <snachbar@carmelunified.org>; Karl Pallastrini <kpallastrini@carmelunified.org>

---------- Forwarded message ----------
From: CSBA <csba@csba.org>
Date: Fri, Feb 18, 2022 at 8:30 AM
Subject: Masters in Governance training opportunities
To: <tknight@carmelunified.org>

Register today!

Trouble viewing this email? Click here »
Upcoming Masters in Governance Trainings

Register today

CSBA’s Masters in Governance program equips local education agencies with the knowledge and skills to build and support an effective governance structure. We are happy to announce three upcoming opportunities to register for the two-day MIG Course 1: Foundations of Effective Governance and Setting Direction.

In Foundations of Effective Governance develop insight into the roles and responsibilities of the governance team and focus on the core concepts of the Masters in Governance program: trusteeship and governance. In Setting Direction learn how to create a vision that best describes the district’s direction, focus, commitment and beliefs; engage stakeholders into the vision setting process; and focus all efforts on student learning.

Available sessions

1. Mar. 2, 2022 | Foundations of Effective Governance | 8:30 am to 12:30 pm | Mar. 3, 2022 | Setting Direction | 8:30 am to 12:30 pm
2. Mar. 15, 2022 | Foundations of Effective Governance | 1:00 pm to 5:00 pm | Mar. 16, 2022 | Setting Direction | 1:00 pm to 5:00 pm
3. Mar. 25, 2022 | Foundations of Effective Governance | 8:30 am to 12:30 pm | Mar. 26, 2022 | Setting Direction | 8:30 am to 12:30 pm

Don’t miss this opportunity to earn your MIG certificate.

Register for Mar. 2 & 3  
Register for Mar. 15 & 16  
Register for Mar. 25 & 26
Each course will have pre-course assignments which need to be completed prior to attending the full-day course. Please commit to both times prior to registering as participants much complete both modules for credit towards their certificate. Registered attendees will receive a Know Before You Go email that includes details and links needed to participate in the session one week prior to the event and the day before the event.

Questions?
For questions, email training@csba.org

E. Ted Knight, EdD
he/him/his
Superintendent Carmel Unified School District
4380 Carmel Valley Road
Carmel, CA 93923
(831) 624-1546 ext. 2020

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Re: Friday email

From: Jay Marden <jmarden@carmelunified.org>  
To: Melissa Anderson <manderson@carmelunified.org>  
Fri, Feb 18, 2022 at 12:32 PM PST (GMT-08:00)

Hours away from a rooster and basketballs!
J

On Fri, Feb 18, 2022 at 11:19 AM Melissa Anderson <manderson@carmelunified.org> wrote:
  Can you add to Friday email…
  10 days left to purchase spirit gear through our fancloth campaign!
  https://fancloth.shop/V6BYY

  Thank you!
  --

  Melissa Anderson, LVN
  School Nurse
  Carmel River School
  (831) 624 4609 Ext  2293

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Link to CUSD Nondiscrimination Notice
Carmel River Elementary PTA
General Association Meeting
March 3, 2022

1. Call meeting to order

2. Lay out of the meeting (Melissa)

3. Approve November 3, 2021 minutes

4. Treasurer report
   * Amend budget, help fund 5th grade trip to Santa Cruz Boardwalk

5. Event planning Spring 2022
   * Student survey responses
   * Membership input

6. Principal Report
   * Change in schedule next school year
   * COVID update
   * Turn off technology week success

7. Member comments on non-agenda items (3 min.)

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293

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Link to CUSD Nondiscrimination Notice
Fw: 8:30 high school start time

From: Karl Pallastrini <karlpallastrini@yahoo.com>           Mon, Feb 28, 2022 at 6:49 PM PST (GMT-08:00)
To: Tess Arthur <tarthur@carmelunified.org>

Tessors,
FYI

Karl Pallastrini

----- Forwarded Message -----
From: Karl Pallastrini <kpallastrini@carmelunified.org>
To: Karl Pallastrini <karlpallastrini@yahoo.com>
Sent: Monday, February 28, 2022, 06:44:39 PM PST
Subject: Fwd: 8:30 high school start time

forward

---------- Forwarded message ----------
From: Jeannene Phillips
Date: Mon, Feb 28, 2022 at 10:59 AM
Subject: Re: 8:30 high school start time
To: Karl Pallastrini <kpallastrini@carmelunified.org>
Cc: Ted Knight <tknight@carmelunified.org>, Sara Hinds <shinds@carmelunified.org>

Karl, Sara

Thank you so much for taking your time to respond to my concerns. Karl, I appreciate your perspective on the value of these team activities for our kids- what we are trying to balance.

I am discouraged that it sounds like a forgone conclusion with the board and we have no hope of changing course.

I personally live on [redacted] right behind the baseball field and am impacted directly by the parking, traffic, litter and such associated with games. DESPITE this I fully support lighting for our playing fields. It feels like a MUST. (Don't tell my neighbors or I might end up with poo on my porch).

We HAVE to have both.
We cannot wait until you have every you want to do what is right by the academics and health of our teens.

Get temporary lights until the others can be installed? Practice other times. I am sure you have thought of these options.

BTW I offered at the time the law was passed, to help with the logistics, stakeholder assessments, planning of this change and was told I was not needed. I am still willing to put in all my available time and effort ( and even take time off) to making this work.

I am sure you have noticed I refuse to label this issue "late start". It is the correct start - not late- by the science presented.

Jeanne

On Feb 27, 2022, at 8:14 PM, Karl Pallastrini <kpallastrini@carmelunified.org> wrote:

Hello Dr. Phillips,

I usually rely on the current Board President (Sara Hinds) to respond to emails from the community. In this particular case, I feel the need to address your concerns. I have insights that others on the Board may not have. As Principal at both CMS and CHS for
a period of 25 years, I have a first hand understanding of the current issues with the late start.  
You are correct in your assessment of the value of the late start. I see no one on the Board disagreeing with that...including 
Superintendent Knight. Points well taken. At the ground level, Ted is correct, and here is why. Approx. 60% of all students at CHS 
are involved in after school sports every year. They are not only excellent students, but find the physical and bonding experience 
provided by team sports important enough to do hours of homework, report to training both on and off campus, and engage 
scheduled events both after school during the week and on weekends.  
From my experience, CHS students have always supported their peers, regardless of the burden of time and extra curricular 
choice. I believe they would be the first to challenge a "late start" if it had a negative impact on Fall and Winter sports programs. 
These are activities that would clearly be impacted with a late start... without the completion of our goal of Lights on our playfields. 
This is a trade off that needs serious consideration from students, parents, administration and the Board of Education. 
I do appreciate your thoughts and understand your concerns. We have read the late start data and are trying to implement the 
best of both worlds at this time. We are the only public or private high school in Monterey County that does not have lighted 
facilities, allowing our teams to practice for preparation in league events.

I hope this explanation serves to see another side of the equation that the Superintendent and Board of Education has to 
consider. There are no simple answers. I will share this communication with Ted Knight and BOE President Sara Hinds. It is 
important to remember that this is only one Board member's perspective in this response.

Feel free to call n _______________________

Best, and again thank you for sharing your concerns.

Karl

On Sun, Feb 27, 2022 at 12:11 PM Jeanne Phillips wrote:
Karl/ Mr. Pallastrini, (I am not sure how you prefer to be addressed.)

I am writing as a concerned parent of children in the district that will both be affected by Ted Knight's decision to disregard the state law of 8:30 start time for high school for the 2022-2023 school year. I am asking for your help. I hope you are the right person to reach out to.

As you are probably already aware, the American Academy of Pediatrics has published a statement outlining the serious physical and mental health consequences of early school start times for our teens. As well, multiple studies have shown improvement in academic performance associated with later start times. Here is a link to the America Academy of Pediatric statement which details the numerous health risks associated with inadequate sleep in teens including, anxiety, depression, suicide ideation, risky behavior, obesity, diabetes, and poor academic performance.

(link to AAP statement  https://publications.aap.org/pediatrics/article/134/3/642/74175/School-Start-Times-for-Adolescents )

The CDC also shows data from both the AAP and the Association of sleep medicine outlining the recommendation that high schools start at 8:30 or later.
(https://www.cdc.gov/sleep/features/schools-start-too-early.html#:~:text=The%20American%20Academy%20of%20Pediatrics,adolescents%20start%20school%20too%20early.)

Our legislature actually agrees with these recommendations and passed a state law to improve academic performance and lessen anxiety, depression, and decrease risk of substance use in our kids.

Ted Knight appears to have single-handedly decided to disregard this law as well as the health and academic benefits for 100% of the student body of CUSD. Why? He states it is because it is hard to do "without stadium lights" due to the effect of 8:30 start time on EXTRACURRICULAR (wait - again, extra - curricular) activities that affect much fewer students.

He stated this is his plan during the 2/16/22 Board meeting AND did not put that out in the bulletin briefs circulated after the meeting. He is using some loophole for rural schools to do this. I personally am outraged that the adults in charge would use a "loophole" to get out of doing what is right for our kids. Is this what we are teaching them about how the world works? "YES we know the right thing to do, but NO we are not doing it because - it is hard, or I am not getting the stadium lights I want, or whatever else."

I cannot allow us (CUSD) to continue on this path without making every effort to fight for what is right.

I am turning to you and the board members for help. Would it help to have Susan Swick, MD from Ohana or another pediatric sleep / mental health expert come to speak to the board? How can we change course?

Jeanne Phillips, MD

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Hi Tom,
I believe we only have one teacher, I sent an email asking, with pay, for classified staff to attend, but no takers.
Thanks,
Jay

On Mon, Feb 28, 2022 at 7:36 PM Thomas Lehmkuhl <tlehmkuhl@carmelunified.org> wrote:
Hi,

Apologies if I missed a previous response to this, but currently my notes show that I have only two CMS staff members helping with the front of house checking of Vaccine cards/PCR tests for audience members. Sunset had asked us for 4 total to assist their staff. The time frame is from 5:15 p.m. to when the concert starts at 7:00 p.m. Is it possible for us to get 2 more staff members from CHS, Tular, Cooper, or River to assist with this tomorrow night?

I realize everyone is very busy so I appreciate any attention you can give to this.

Best,
Tom Lehmkuhl
Director of Choral Music, Carmel Middle & High School

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Yes, plan to speak during our open comments.

Melissa Anderson, LVN
School Nurse
Carmel River School
(831) 624-4609 Ext. 2293

On Tue, Mar 1, 2022 at 7:51 AM Jay Marden <jmarden@carmelunified.org> wrote:
Hey, I certainly am okay with it, with our PTA Regional Board attending Melissa, maybe we just have Mary plug it during open comments?

J

On Mon, Feb 28, 2022 at 7:16 PM Mary Robinson <mrobinson@carmelunified.org> wrote:
Hi Guys,
Do you mind if I spend 2 minutes at our upcoming PTA meeting to share about the FOCUS board and ask if anyone would be interested in being on the board as a parent rep to River. We don’t have any parents right now. If you don’t think this meeting will be appropriate I understand. Just wanted to check.

Thanks,

Mary

--
Mary Robinson
Carmel River School, Support Teacher

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Link to CUSD Nondiscrimination Notice
Re: graffiti across from CHS

From: Ted Knight <tknight@carmelunified.org>  Tue, Mar 1, 2022 at 10:15 PM PST (GMT-08:00)
To: Jay Marden <jmarden@carmelunified.org>
Cc: Dan Paul <dpaul@carmelunified.org>

Thank you, Jay, Allison gave me a heads up as well and we will work to see what we can do. Surely don’t want kids seeing that. Ted

On Tue, Mar 1, 2022 at 8:03 AM Jay Marden <jmarden@carmelunified.org> wrote:

Hi Ted, Dan,

I believe there's nothing more than a phone call that could be placed to expedite this, but there is very large graffiti with the "N" word written (more than once) on the old, abandoned, Carmel Convalescent Hospital on Valley Way across the street from CHS. I just saw the images and they are striking.

I'm sure given it's not our property that MOT can't assist, but maybe a phone call to Carmel by the Sea (I believe it's in their boundaries) would be a good call to make. I believe they are aware, but not sure how fast they'll react.

Thanks,
Jay