



MARIN COUNTY
OFFICE OF EDUCATION

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MARY JANE BURKE
MARIN COUNTY
SUPERINTENDENT OF SCHOOLS

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August 10, 2016

The Honorable Kelly V. Simmons
Marin County Superior Court
P.O. Box 4988
San Rafael, CA 94913-4988

John Mann, Foreperson
Marin County Civil Grand Jury
3501 Civic Center Drive, Room #275
San Rafael, CA 94903

Dear Judge Simmons and Mr. Mann:

Attached to this letter are the joint responses from the Marin County Board of Education and the Marin County Superintendent of Schools to the findings and recommendations of the Marin County Civil Grand Jury's report **Marin Public Schools Fail to Beat Bullies**. Similar to the work of the Grand Jury on head injuries, this report also raises an issue related to the health and safety of ALL students in our schools. As with prior reports of Grand Juries over the years, these investigations have resulted in improvements in policies and procedures in many of our school districts.

Consistent with the Grand Jury's report, our districts are aware of and have done much to address the issue of bullying. It is also evident that this is an area not confined just to the school, but that extends into the community. Hence, it will take every part of the community—parents, government agencies, nonprofit agencies, and private and parochial schools to assist in fully addressing the scope of the issue. Working with relevant agencies and groups, the Marin County Office of Education is committed to expanding opportunities for our schools to maximize efforts in this area.

The attached responses will reflect that our highest priority is for ALL students to feel safe at school. The good news is that a vast majority of students, according to the **2013-2014 California Health Kids Survey: Marin County Secondary Main Report** reported feeling "safe or very safe" at school. It is our hope that the 2015-2016 report that is forthcoming will show an even higher level. We also acknowledge that if one student does not feel safe, that is one too many.

We will report back to the Marin County Civil Grand Jury on additional steps that have been implemented or planned in December, 2016. Again, thank you for being our partner in supporting the safety of the students in our schools.

Sincerely,

ROBERT K. GOLDMAN, President
Marin County Board of Education

MARY JANE BURKE
Marin County Superintendent of Schools

RESPONSE TO GRAND JURY REPORT

Report Title: Marin Public Schools Fail to Beat Bullies

Report Date: June 2, 2016

Agenda Date: August 9, 2016

Response by: Robert K Goldman
Mary Jane Burke

Title: President, Marin County Board of Education
Marin County Superintendent of Schools

FINDINGS Please see attached.

- I (we) agree with the findings numbered: _____
- I (we) disagree *partially* with the findings numbered: _____
- I (we) disagree *wholly* with the findings numbered: _____

(Attach a statement specifying any portions of the findings that are disputed; include an explanation of the reasons therefor.)

RECOMMENDATIONS

- Recommendations numbered _____ have been implemented.

(Attach a summary describing the implemented actions.)

- Recommendations numbered _____ have not yet been implemented, but will be implemented in the future.

(Attach a timeframe for the implementation.)

- Recommendations numbered _____ require further analysis.

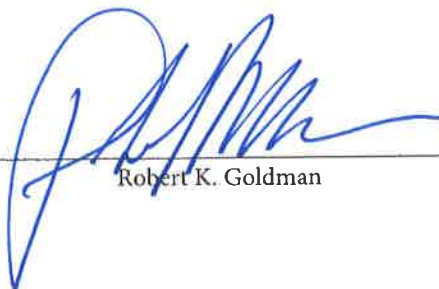
(Attach an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or director of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the grand jury report.)

- Recommendations numbered _____ will not be implemented because they are not warranted or are not reasonable.

(Attach an explanation.)

Date: 5/9/16

Signed: _____



Robert K. Goldman



Mary Jane Burke

Number of pages attached 26

AGENDA

The Regular Meeting of the Marin County Board of Education will be held on Tuesday, August 9, 2016 at the Marin County Office of Education, 1111 Las Gallinas Avenue, San Rafael, CA (415-499- 5801), beginning at 3:00 p.m. in the Board Room.

OPEN SESSION

- | | |
|--|--------------------|
| 1. Call To Order | Mr. Goldman |
| 2. Roll Call | Ms. Burke |
| 3. Approval and Adoption of the Agenda
August 9, 2016 Agenda. * | Mr. Goldman |
| 4. The Superintendent will introduce guests in attendance at the meeting. | Ms. Burke |
| 5. Identification of persons wishing to address the Board on items not on the agenda
This is an opportunity for the public to direct questions or comments related to school business to the Superintendent/Governing Board concerning matters not on the agenda. No action can be taken by the Superintendent/Governing Board unless the matter is placed on a subsequent agenda. | Mr. Goldman |

CLOSED SESSION

- | | |
|---|--------------------|
| 6. Persons wishing to address the Board on items listed on the Closed Session Agenda may do so at this time.
Closed Session Agenda. * | Mr. Goldman |
| 7. Announcement of any reportable action taken in Closed Session | Mr. Goldman |

CONSENT AGENDA

8. **Approval of Minutes** Ms. Mares
July 12 2016 Meeting Minutes. *
9. **Gifts** Ms. Mares
The acceptance of gifts that have been received by the Marin County Office of Education. *
10. **Temporary Certificates** Ms. Rose
A request for approval of Temporary Certificates for applicants who have been screened and found to meet all requirements. *
11. **Employment of Personnel** Ms. Rose
New employees are presented. *

MARIN COUNTY SUPERINTENDENT OF SCHOOLS REPORTS

12. **Superintendent's Remarks** Ms. Burke
This is an opportunity for the Superintendent to comment on educational activities and to announce upcoming events.

ACTION ITEMS

13. **Ratification of the Appointment of an Ad Hoc Committee** Mr. Goldman
The Marin County Board of Education will consider ratification of the appointment made by the President of the Board in accordance with Board Policy 8411, of an Ad Hoc Committee of the Board, in accordance with Board Policy 8422, to serve as an advisory committee related to any Charter School Petition that comes before the Board. The proposed Ad Hoc Committee members include Patricia Garbarino, David Hellman and Clairette Wilson.

Board Policy 8411, Duties of the President *
Board Policy 8422, Ad Hoc Committees and Board Representatives *
14. **Response to the 2015-2016 Marin County Civil Grand Jury Report "Marin Public Schools Fail to Beat Bullies"** Ms. Burke
The response to the 2015-2016 Marin County Civil Grand Jury Report "Marin Public Schools Fail to Beat Bullies" is attached for Superintendent/Governing Board approval. *
15. **Response to the 2015-2016 Marin County Civil Grand Jury Report "Marin's Hidden Human Sex Trafficking Challenge: It's Happening in Our Backyard"** Ms. Burke
The response to the 2015-2016 Marin County Civil Grand Jury Report "Marin's Hidden Human Sex Trafficking Challenge: It's Happening in Our Backyard" is attached for Superintendent/Governing Board approval. *

16. **Resolution No. 903: Arts Education (Roll Call Vote)** Ms. Burke
Resolution No. 903 Arts Education, is submitted for Superintendent/Governing Board approval. *
17. **Notice of Public Hearing: Funding for Pupil Textbook and Instructional Materials Incentive Program** Ms. Rose
A public hearing will be held at the next Marin County Board of Education Meeting on September 13, 2016 regarding funding for the Pupil Textbook and Instructional Materials Incentive Program as required in Education Code 60119 (to encourage participation by parents, teachers, members of the community and bargaining unit leaders).
18. **Board Policy 6152.1: Placement in Mathematics Courses - Second Reading and Approval** Mr. Lippi
Board Policy 6152.1, Placement in Mathematics Courses is submitted for second reading and Superintendent/Governing Board approval. *

MARIN COUNTY BOARD OF EDUCATION REPORTS

19. **Reports and Items Introduced by Board Members** Mr. Goldman
A. Marin County School Boards Association (MCSBA)
B. Board Member Activities
C. Marin Schools Efficiency and Effectiveness Task Force

SPECIAL ACTION ITEM CLOSED SESSION

20. **An Appeal of Denial of Interdistrict Attendance (Roll Call Vote)** Ms. Rose
An appeal of denial of interdistrict attendance has been received for action by the Board.
21. **Announcement of any reportable action taken in Closed Session** Mr. Goldman
An announcement will be made of any decision made by the Board in Closed Session.

SPECIAL ACTION ITEM CLOSED SESSION

22. **An Appeal of Denial of Interdistrict Attendance (Roll Call Vote)** Ms. Rose
An appeal of denial of interdistrict attendance has been received for action by the Board.
23. **Announcement of any reportable action taken in Closed Session** Mr. Goldman
An announcement will be made of any decision made by the Board in Closed Session.

CLOSED SESSION

24. Adjournment

Mr. Goldman

- **Notice: The Marin County Office of Education adheres to the Americans With Disabilities Act. Should you require special accommodations, or more information about accessibility, please contact Terena Mares at 415-499-5801. All efforts will be made for reasonable accommodations.**
- **Additional materials available at the Superintendent's Office between 8:00 a.m. and 4:00 p.m. and at www.marinschools.org under Board of Education.**
- **Except for agenda items for which a specific time may be denoted the Board reserves the right to adjust the order of any item on this agenda.**

GOVERNING BOARD AGENDA

Closed Session Items

August 9, 2016

The following closed session items are listed below in compliance with Government Code Section 54954.2 and 54954.5 of the Brown Act.

Standard	Disclosure
(a) Gov. Code § 54956.9	CONFERENCE WITH LEGAL COUNSEL- CURRENT LITIGATION
REQUIREMENT: Paragraph 1 of Subdivision (d) of Government Code Section 54956.9. Name of Case: Kentfield School District v. Marin County Board of Education, Marin County Superintendent of Schools	
(b) Gov. Code § 54956.9(d)(2)	ANTICIPATED LITIGATION
REQUIREMENT: Government Code Section 54956.9(d)(2) - one case	
(c) Gov. Code § 54957	PUBLIC EMPLOYEE DISCIPLINE/ DISMISSAL/RELEASE
REQUIREMENT: No additional information required.	
(d) Gov. Code § 54957.6	CONFERENCE WITH LABOR NEGOTIATOR
REQUIREMENT: Agency Negotiator: <u>Mary Jane Burke or Designee</u>	
Employee Organization: <u>CSEA, Chapter 327</u>	
(e) Gov. Code § 54957.6	CONFERENCE WITH LABOR NEGOTIATOR
REQUIREMENT: Agency Negotiator: <u>Mary Jane Burke or Designee</u>	
Employee Organization: <u>MCEA</u>	
(f) Gov. Code § 54957.6	CONFERENCE WITH LABOR NEGOTIATOR
REQUIREMENT: Agency Negotiator: <u>Mary Jane Burke or Designee</u>	
Employee Organization: <u>CFT/NFT ORACLE Hourly Teachers</u>	
(g) Gov. Code § 54957.6	CONFERENCE WITH LABOR NEGOTIATOR
REQUIREMENT: Agency Negotiator: <u>Mary Jane Burke or Designee</u>	
Employee Organization: <u>CSEA Walker Creek Unit</u>	
(h) Gov. Code § 54957.6	CONFERENCE WITH LABOR NEGOTIATOR
REQUIREMENT: Agency Negotiator: <u>Mary Jane Burke or Designee</u>	
Unrepresented Employee: <u>Administrative/Support Staff</u> <u>Classified Management/</u> <u>Confidential</u>	

Gov. Code § 54957.6 CONFERENCE WITH LABOR NEGOTIATOR
(Specify position title of unrepresented employee)

- Secretaries to the Superintendent
- Secretaries to the Deputy Superintendent
- Secretaries to the Assistant Superintendent
- Secretaries to the Assistant to the Superintendent
- Classified Management
- Accountant
- Business Services Manager
- Credentials Analyst
- Data Processing Manager
- Director of Business Services
- Director of General Services
- Director of Information Services
- Management Assistant
- Personnel Director
- Senior Systems Programmer Analyst
- Transportation Manager
- Assistant Transportation Manager
- Walker Creek Classified Management
- Ranch Conference Manager
- Ranch Facilities Manager
- Ranch Food Services Manager
- Ranch Maintenance Supervisor
- Ranch Naturalist Supervisor
- Manager, Outdoor Education Program
- Manager, Walker Creek Ranch
- Administrative/Support Staff
- Deputy Superintendent
- Assistant Superintendent
- Assistant to the Superintendent
- Director
- Coordinator
- Administrative Assistant
- Program Manager
- Principal
- Outdoor Education Leader
- Psychologist
- Categorically Funded
- Project Director
- Project Coordinator
- Project Manager
- Assistant Project Manager
- Project Consultant
- Assistant Project Consultant
- Project Specialist
- Assistant Project Specialist
- Project Leader
- Assistant Project Leader
- Senior Project Supervisor
- Project Supervisor
- Assistant Project Supervisor

Responses to the 2015-2016 Marin County Civil Grand Jury Report
Marin Public Schools Fail to Beat Bullies
Marin County Board of Education
and the
Marin County Superintendent of Schools

FINDINGS

F1: Bullying is a problem in Marin middle and high schools. Marin ranked above the State average overall in incidents for the 2011-13 school years and for two of the three grade levels surveyed in CHKS.

Response: Agree

F2: Marin County schools do not fully comply with California anti-bullying law.

Response: Partially disagree. Assuming the factual statements set forth in the Grand Jury's report are accurate, there may be some schools that need to update their policies in accordance with the law. However, there are many schools in the county that are in compliance. We can confirm with certainty that all schools prioritize student safety and would intend to respond to bullying incidents in accordance with the law.

F3: Most schools do not have a direct link on their website home page to their anti-bullying policies and procedures.

Response: Agree

RECOMMENDATIONS

R1: Each school in the district should review its policies and procedures to ensure full compliance with the requirements of Seth's law.

Response: The recommendation has been implemented related to the Marin County Board of Education operated programs and policies. Internal staff and legal review has verified compliance with the law.

We are in agreement that all schools should review policies and procedures set for them by the district's elected Board of Trustees to ensure that they are operating in compliance with the law.

Responses to the 2015-2016 Marin County Civil Grand Jury Report
Marin Public Schools Fail to Beat Bullies
Marin County Board of Education
and the
Marin County Superintendent of Schools

R2: Each school in the district should review its policies and procedures to ensure that complainants are protected from retaliation and that their identities remain confidential as appropriate.

Response: The recommendation has been implemented related to the Marin County Board of Education operated programs and policies. Internal staff and legal review has verified compliance with the law.

We are in agreement that all schools should review policies and procedures to ensure that complainants are protected from retaliation and that their identities remain confidential in accordance with the law.

R3: Each school in the district should adequately publicize its anti-bullying policies and procedures through its website, including a direct link on the website's home page to the information (not simply linking to a lengthy student handbook, but directly to the anti-bullying policy and procedures themselves).

Response: The recommendation requires further analysis and we will respond with our findings in December. In the meantime, Marin County Board Policies are currently available on the MarinSchools.org website.

Schools must consider the capabilities of their websites and feasibility for posting a direct link on the home page. Having a direct link on the home page may only serve to get lost in the abundance of information that schools try to post online. Consideration should be given to website organization that is clear and readily available and searchable for all stakeholders.

It is equally important that the information be available in other forms to all students and families, including those who lack access to technology at home. Use of student handbooks and parent handbooks are examples of such alternative ways of providing the information.

R4: All procedures and forms for filing a bullying complaint, including an anonymous complaint, should be available on the school's website.

Response: The recommendation requires further analysis and we will respond with our findings in December. See additional comments in response to R3.

Responses to the 2015-2016 Marin County Civil Grand Jury Report
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R5: Each school in the district's website should provide the option to complete and submit bullying complaints online.

Response: **The recommendation requires further analysis and we will respond with our findings in December. See additional comments in response to R3.**

Additionally, submitting the form online may require additional technology support and staff maintenance that may not be available to all districts and could risk confidentiality.

R6: Each school in the district should review its student and parent education programs to ensure they are relevant and current. Schools should consider using the **No Bully Solution Team** process that has been reported to be highly successful, or another equivalent program.

Response: **The recommendation has been implemented by respondents.**

Each year, the Marin County Office of Education collaborates with community partner organizations, agencies and individuals including No Bully® to prevent and respond to bullying and harassment.

For example:

- **The Marin School/Law Enforcement Partnership**
- **Beyond Differences**
- **Center for Domestic Peace**
- **Youth Leadership Institute**
- **Dr. Dora Dome (an education law practitioner who annually provides professional development training in Marin regarding bullying and other equity related issues)**
- **Jeannette Prandi Children's Center**
- **Michael Pritchard (internationally known keynote and motivational speaker with an anti-bullying message focused on the social/emotional health of youth)**
- **Marin County Youth Court**
- **YMCA**

Responses to the 2015-2016 Marin County Civil Grand Jury Report
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Countywide professional development for educators and parent information and training workshops are held several times a year dealing with topics such as teen sexting, digital abuse, student mental health, online behavior, best practices for serving transgender students, Marin Teen Girl Conference and other issues related to the of safety of our students.

On October 27, 2015, in response to a Grand Jury request, a large packet of materials entitled "Bullying Information" was submitted showing activities related to bullying as far back as 2004.