



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
August 10, 2021

1.0 GENERAL FUNCTIONS

A. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 6:06 p.m. on August 10, 2021. The meeting was held at Upland Elementary School.

Trustees present: President Wes Fifield, Vice President Mary Locke, Clerk Robert Bennett, and Member Sherman Garnett.

Administrators present: Shinay Bowman, Assistant Superintendent Elementary Education, Pamela Salgado, Assistant Superintendent Secondary Education, Dr. Sergio Canal, Assistant Superintendent Human Resources, and Terry Cornick, Assistant Superintendent of Business Services. Also present was Senior Executive Assistant to the Superintendent and Board of Trustees, Michelle Brandin.

Employee representatives present: California School Employees Association President, Laurie Link

B. PLEDGE OF ALLEGIANCE

- Led by Ms. Pamela Salgado, Assistant Superintendent of Student Services

1. ADOPTION OF AGENDA

The agenda was adopted with removal of Agenda Item Administrative Report: Item E.1 by the following vote:

Moved by: Mary Locke Seconded by: Robert Bennett

Vote by Trustees:

Table with 5 columns: Name, Aye, No, Abstain, Absent. Rows include Robert Bennett, Wes Fifield, Sherman Garnett, Mary Locke, and Jack Young.

C. SUPERINTENDENT'S COMMENTS

During the Superintendent's Comments, Assistant Superintendent of Instructional Services, Ms. Shinay Bowman spoke on behalf of Dr. Carmen Day. Ms. Bowman opened by sharing the success of the National Night Out Event that took place the previous week at Upland High School. She stated over 150 people were in attendance. Ms. Bowman also shared her excitement about welcoming students, staff, and families back to school this year. She shared that the District has several layers of communication in place including a social media countdown, a welcome video, community update, as well as various communications directly from the school sites. Assistant Superintendent Dr. Sergio Canal spoke on behalf of Dr. Carmen Day to provide updates around COVID-19 protocols for the coming year. He also stated that the information would be sent out via Aeries to staff, and families within the next several days. Ms. Bowman closed out the Superintendent's comments by sharing that the all-staff professional development day known as the Gathering of Excellence would be taking place on June 19th; however out of an abundance of caution it would take place in classrooms instead of the large auditorium.

D. BOARD COMMENTS AND CORRESPONDENCE

Trustee Garnett opened his comments by welcoming all who were in attendance, and thanking them for coming. Mr. Garnett reminded families in the audience that Assembly Bill 104 was signed by the Governor on July 2nd, and stated that it is important for families to know about, and that it has a very narrow window of time for parents who want to take action. He stated that parents who do not feel comfortable with the education their student received last year, have an opportunity to retain the student for the upcoming year. Trustee Garnett stated that the same narrow window also applied to the changing of high school letter grades to a pass/fail grade. He stated that the information and form is available on the District home page.

Trustee Locke welcomed all who were in attendance, and shared her hopes that everyone was enjoying the last few weeks of summer before the start of the school year. Ms. Locke stated that she attended several fundraising events including one at Vince's Spaghetti for Pepper Tree Elementary. She also shared that she had the opportunity to meet with the new Assistant Superintendent of Business Services, Mr. Terry Cornick. She shared that she enjoyed getting

to know him, and had a great financial conversation. Trustee Locke also shared that she hosted an event for National Night Out at her home, where she welcomed approximately 35 guests. She closed her comments by stating that it was a nice evening out, and a great event for the community to come together.

Trustee Bennett opened his comments by welcoming students, families and staff to the meeting. He shared that he was excited about the forthcoming school year that would begin on August 23rd, with many events taking place prior. Mr. Bennett shared that he also attended the event at Vince's Spaghetti for Pepper Tree Elementary. He also stated that he had the opportunity to visit Upland High School for the National Night Out event, and was able to speak with people from different schools. Mr. Bennett shared that he spoke with Superintendent Carmen Day about having representatives in the future from elementary schools to join in the event. Mr. Bennett also shared that Upland High School hosted a vaccination clinic on August 2nd, with August 25th reserved as the second vaccination date. Trustee Bennett expressed his eagerness to complete a site visit at Pioneer Junior High School. Trustee Bennett also shared that he continues to receive letters from parents, students, guardians, and community members regarding the opening of schools. He stated that he was glad to see that the District will still be offering virtual meeting platforms for meetings such as PTA and School Site Council. He stated that there was a lot of representation on the virtual platforms, and would like to see the District do whatever it can to increase participation. Mr. Bennett inquired about the District's expense report regarding Bear Com, and how long the devices were lasting for. He also shared that he was looking forward to working with Chaffey College and the city to bring a site to Upland. Mr. Bennett also inquired about irrigation for future construction projects. and about the possibility of securing a home golf course as a training location for the Golf Team, and that there were many golf scholarships that go unclaimed each year. Trustee Bennet also encouraged everyone to register to vote. In closing, Mr. Bennett shared that he was excited that the plexiglass was gone, and that he liked the information he was seeing on the District website. He asked all to continue to stay safe and healthy, and to please vaccinate.

President Fifield opened his comments by thanking all who were in attendance for joining, and thanking staff for their reports. He inquired about the Board receiving a one page synopsis regarding the fees that a student and the District pay. Mr. Fifield also expressed his gratitude to the City of Upland for the licensing agreement that was approved during the most recent City Council meeting that will pave the way to put the marquee out in front of Upland High School. Mr. Fifield shared that this is something that has been in the works for the last several years. President Fifield also shared that during the recent Special Board Meeting that the Superintendent's Evaluation was discussed, where Dr. Carmen Day received a satisfactory evaluation. He also shared that the Board performed a self evaluation, which was both meaningful and insightful and the time was appreciated as the Board looks at the direction of the District and how things can be improved, and how they will be accomplished.

#### **E. ADMINISTRATIVE REPORTS**

2. Assistant Superintendent of Student Services, Ms. Pamela Salgado shared a presentation on AB130, which includes the changes to the Independent Study program. Ms. Salgado shared the various changes to AB130 it's impact on instruction and communication. Ms. Salgado fielded questions from Board Members regarding ambiguity in legislation, and the District's plan for contacting students that the District has not heard from.

3. Assistant Superintendent of Student Services, Ms. Pamela Salgado introduced Mr. Andrew Stager, Coordinator of Career Technical Education and ADult Education to share a presentation about the partnership with SouthWest Regional Council of Carpenters that was coming before the Board for approval. Mr. Stager shared the benefits which includes a Memorandum of Understanding for a partnership which will transition students in residential and commercial construction pathways into a pre-apprenticeship program with SWRCC in Ontario. Also being brought before the Board, and included in the presentation was the curriculum through Career Connection with SWRCC which includes a course that is "G" approved. He also introduced representatives from SWRCC, Charlene Whitlinger and Jeffery Scott.

#### **F. PUBLIC COMMENT**

- Ms. Emily Cadzow made public comment regarding the use of masks for students
- Ms. Dawn Cadzow made public comment regarding the use of masks for students
- Ms. Brienna Cadzow made public comment regarding the use of masks
- Mr. Justin Cadzow made public comment regarding the use of masks for students

#### **G. COMMENTS FROM EMPLOYEE REPRESENTATIVES**

California School Employees Association (CSEA) - shared there were no comments at this time

Upland Teachers Association (UTA) -Not present

Upland Managers Association (UMA) - Not present

**II. CONSENT CALENDAR**

Upon a motion by **Mary Locke** and a second by **Sherman Garnett** the Board of Trustees **APPROVED** the adoption of the Consent Calendar. The Consent Calendar was adopted as presented by the following vote:

Vote by Trustees:

|                  |            |           |                |               |
|------------------|------------|-----------|----------------|---------------|
| Robert Bennett:  | Aye: X     | No: _____ | Abstain: _____ | Absent: _____ |
| Sherman Garnett: | Aye: X     | No: _____ | Abstain: _____ | Absent: _____ |
| Wes Fifield:     | Aye: X     | No: _____ | Abstain: _____ | Absent: _____ |
| Mary Locke:      | Aye: X     | No: _____ | Abstain: _____ | Absent: _____ |
| Jack Young:      | Aye: _____ | No: _____ | Abstain: _____ | Absent: X     |

Those items approved were:

- A. Approval of the minutes from previous Board Meetings
- B. Approval of the Certificated and Classified Personnel Recommendations
- C. Approval of the New Job Description for the SEL Counselor on Special Assignment
- D. Approval of the New Job Description for Literacy Coach, Teacher on Special Assignment
- E. Approval of the Document Tracking Services Agreement
- F. Approval of the Upland High School Chorale Thousand Pines Retreat
- G. Approval of the Upland High School Madrigals Thousand Pines Retreat
- H. Approval of the Noredink Agreement
- I. Approval of the Southwest Regional Council of Carpenters Curriculum
- J. Approval of the Southwest Regional Council of Carpenters Memorandum of Understanding
- K. Approval of the Deductive Change Order for Pacific West Energy Solutions, Inc.
- L. Approval of the Adopted Budget In Excess of Minimum Reserve Requirements
- M. Approval of the Board Report
- N. Approval of the Purchase Order Report
- O. Approval of the Acceptance of Gifts and Donations
- P. Approval of the Signature Authorization Changes

**III. PUBLIC HEARING**

- **ITEM III A. Upland Unified School District's sunshine agreement with Upland Teachers Association (UTA)**

**No requests for Public Hearing comments were made**

**CLOSE PUBLIC HEARING**

**Moved: Mary Locke**

**Seconded: Sherman Garnett**

**Vote by Trustees:**

| <u>Trustee</u>         | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|------------------------|------------|-----------|----------------|---------------|
| <b>Robert Bennett</b>  | <b>X</b>   |           |                |               |
| <b>Sherman Garnett</b> | <b>X</b>   |           |                |               |

|             |   |   |
|-------------|---|---|
| Wes Fifield | X |   |
| Mary Locke  | X |   |
| Jack Young  | - | X |

- **ITEM III B. Upland Unified School District's sunshine agreement with California School Employees Association (CSEA) Chapter 163**

No requests for Public Hearing comments were made

**CLOSE PUBLIC HEARING**

**Moved: Robert Bennett**

**Seconded: Mary Locke**

**Vote by Trustees:**

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | -          |           |                | X             |

**IV. ACTION**

All matters listed under Action Items have a need for action.

- **Item IV. A. Approve the Upland Unified School District's sunshine agreement for negotiations with Upland Teachers Association (UTA)**

**Moved: Robert Bennett**

**Seconded: Mary Locke**

**Vote by Trustees:**

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | -          |           |                | X             |

- **Item IV. B. Approve the Upland Unified School District's sunshine agreement for negotiations with California Schools Employee Association (CSEA) Chapter 163**

**Moved: Robert Bennett**

**Seconded: Mary Locke**

**Vote by Trustees:**

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | -          |           |                | X             |

- **Item IV. C. Approve the Revised Upland Unified School District Logo**

**Moved: Mary Locke**

**Seconded: Sherman Garnett**

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | —          |           |                | X             |

- **Item IV. D. Approve Variable Term Waiver Request : Veronica McKelvey, Speech-Language Pathology Services Teacher**

**Moved: Robert Bennett**

**Seconded: Mary Locke**

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | —          |           |                | X             |

- **Item IV. E. Approve the Independent Study - CSBA Sample Board Policies (BP) and Administrative Regulations (AR)**

**Moved: Sherman Garnett**

**Seconded: Robert Bennett**

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | —          |           |                | X             |

## **V. CLOSED SESSION**

Recessed into Closed Session at 7:23 p.m. pursuant to:

- Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) Student v. Upland USD, 1 Matter - CR030
- Public Employee Employment Government Code §54957 Certificated, Classified and Management
- Public Employee Discipline/Dismissal Release Government Code § 54957
- Conference with Labor Negotiators (Government Code § 54957.6) Agency designated representative: Sergio Canal, Assistant Superintendent, Human Resources Employee organization: Upland Teachers Association. Conference with Labor Negotiators (Government

Code § 54957.6) Agency designated representative: Sergio Canal, Assistant Superintendent,  
Human Resources Employee organization: California School Employees Association and its  
Chapter 163

**E. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent**

At 8:42 p.m. the Board reconvened into Open Session, announced that discussion occurred, and the following action was taken:

The Board of Trustees met in Closed Session, pursuant to California Government Code Section 54956.9, approval by 5/0 was given by the Board of Education to accept settlement agreement through Alternative Dispute Resolution #CR030.

**V: ADJOURNMENT**

The meeting was adjourned at 8:43 p.m.

Moved: Mary Locke                      Seconded: Robert Bennett

Vote by Trustees:

| <u>Trustee</u>  | <u>Aye</u> | <u>No</u> | <u>Abstain</u> | <u>Absent</u> |
|-----------------|------------|-----------|----------------|---------------|
| Robert Bennett  | X          |           |                |               |
| Sherman Garnett | X          |           |                |               |
| Wes Fifield     | X          |           |                |               |
| Mary Locke      | X          |           |                |               |
| Jack Young      | —          |           |                | X             |

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Clerk

*Minutes respectfully submitted by: Michelle Brandin, Senior Executive Assistant to the Superintendent and Board of Trustees*