

REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
December 10, 2019

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 6:04 p.m. on Tuesday, December 10, 2019. The meeting was held in the Lower Library at Upland High School, 565 W. 11th St., Upland, California 91786.

Trustees present: President Linda Angona, Vice President Wes Fifield, Clerk Mary Locke, Member Robert Bennett, and Member Jack Young.

Administrators present: Dr. Nancy Kelly, Superintendent of Schools, Shinay Bowman, Assistant Superintendent Elementary Education, Pamela Salgado, Assistant Superintendent Secondary Education, Dr. Sergio Canal, Assistant Superintendent Human Resources and Arik Avanesyans, Assistant Superintendent Business Services; Also present was Administrative Assistant to the Superintendent, Cheri Fitzgerald.

Employee representatives present: Greg Lander Upland Teachers Association (UTA) and Laurie Link, California School Employees Association (CSEA)

Employee representatives absent: Upland Management Association (UMA)

B. PLEDGE OF ALLEGIANCE

- Led by Upland High School students Gracie Anderson and Riannel Arevalo.

C. ADOPTION OF AGENDA

Any addendum(s) to the posted agenda must be approved by a two-thirds vote of the governing board. The agenda has been adopted as presented.

Moved by: Robert Bennett

Seconded by: Mary Locke

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D. ORGANIZATIONAL MEETING

The Annual Organizational Meeting was held and the following members were unanimously elected:

- D.1 • Approved the Election of **Linda Angona** as President of the Upland Unified School District Board of Trustees.

Moved by: Wes Fifield

Seconded by: Robert Bennett

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

- D.2 • Approved the Election of **Wes Fifield** as Vice-President of the Upland Unified School District Board of Trustees.

Moved by Jack Young

Seconded by: Mary Locke

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

- D.3 • Approved the Election of **Mary Locke** as Clerk of the Upland Unified School District Board of Trustees.

Moved by: Linda Angona

Seconded by: Jack Young

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.4 • Approved the Election of **Robert Bennett** as the district's delegate to the San Bernardino County Committee on School District Organization.

Moved by: Wes Fifield **Seconded by: Jack Young**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.5 • Approved the Election of **Linda Angona** as the district's alternate delegate to the San Bernardino County Committee on School District Organization.

Moved by: Wes Fifield **Seconded by: Jack Young**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.6 • Approved the appointment of **Linda Angona** and **Jack Young** as the district's representative to the Executive Committee of the City/School Committee.

Moved by: Wes Fifield **Seconded by: Robert Bennett**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.7 • Approved the appointment of **Wes Fifield** as the district's alternate representative to the Executive Committee of the City/School Committee.

Moved by: Jack Young **Seconded by: Linda Angona**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.8 • Approved the appointment of **Mary Locke** as the district's representative to the Legislative Network Committee.

Moved by: Wes Fifield **Seconded by: Robert Bennett**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.9 • Approved the appointment of **Wes Fifield** as the district's representative to the Traffic Safety Advisory Committee.

Moved by: Jack Young **Seconded by: Robert Bennett**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
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Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.10 • Approved the appointment of **Jack Young** as the district's representative to the Baldy View Regional Occupation Program Commission, December 1, 2019 – November 30, 2020.

Moved by: **Wes Fifield**

Seconded by: **Robert Bennett**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D.11 • Approved the appointment of **Mary Locke** as the district's alternate representative to the Baldy View Regional Occupation Program Commission, December 1, 2019 – November 30, 2020.

Moved by: **Robert Bennett**

Seconded by: **Wes Fifield**

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

E. SUPERINTENDENT'S COMMENTS

During Superintendent Comments, Dr. Kelly introduced Upland High School's new principal, John Abbott, who thanked the Board for the opportunity to serve. Principal Abbott also thanked students and staff for attending tonight's meeting.

Superintendent Kelly welcomed the graduating class of 2020. She recognized the Upland High School Cross County Team and shared the team's journey through CIF play and their qualification for State Championships. She reported that student Jeremiah Castellano earned CIF Division I, Individual Cross Country Champion for the first time in forty years and qualified for State Championships in Clovis, CA. Dr. Kelly shared her appreciation of the support shown by coaches, parents and others involved and thanked the student athletes for their hard work and sacrifice.

F. BOARD COMMENTS AND CORRESPONDENCE

Mrs. Locke welcomed everyone to tonight's meeting. She reported having attended a Boy Scout Meeting, Reflections Contest, and various fundraisers. Mrs. Locke attended the Upland Elementary Garden Grand Opening, the Dick Butkus Award presentation, PTA School Board Dinner, and the Upland Tree Lighting Ceremony. She attended the CSBA Conference in San Diego and reported that the sessions were very interesting including Technology Addiction. The Upland High School Pipe Band also caroled at her home.

Mr. Fifield reported having attended the Reflections Contest, Annual Boy Scout Fundraiser Dinner, Jazz Band performance, and the UHS Regiment's Bon Voyage event. He congratulated the UHS Regiment on their third-place finish at their recent competition in Fresno, CA. Mr. Fifield reported that the UTA dinner was very educational and thanked UTA for inviting him to attend. He attended the CSBA Conference in San Diego and shared their suggestion that districts begin early to consider forming focus groups to look at moving school start times to 8:30 a.m. as well as various rotating schedules. Mr. Fifield suggested that we stay ahead of the law on this. He also commented on teacher evaluations and suggested that we look at growth as a basis for teacher evaluations. Dr. Kelly stated that we will form a task force to look at the potential for late start, rotating schedules and early-outs on Wednesdays. Dr. Kelly shared that the law goes into effect in 2.5 years.

Mr. Young thanked the graduating class of 2020 for attending tonight. He reported having attended a ROP meeting, LVN graduation, and provided a brief update on Baldy View ROP's grant application status. Mr. Young shared that he attended the Reflections Contest, various fundraisers, UHS Regiment's Bon Voyage event, the Upland Elementary Garden Opening, and Dick Butkus Award Ceremony at UHS. He participated in the annual Turkey Trot 5K/1K, CSBA Conference, Upland tree lighting, and Upland Shop Small event.

Mr. Bennett welcomed everyone to tonight's meeting. He reported having attended the National PTA Reflections Awards night at Upland High School, UTA's Regional Holiday Dinner and the Annual CSBA Conference in San Diego where he attended Monrovia Unified School District's presentation of Wellness Centers. Mr. Bennet shared having completed Suicide Risk Assessment & Intervention training, visited Citrus Elementary, Hillside High School

and the USD Facilities location on 9th Street. Mr. Bennett congratulated Director of Child Welfare and Attendance Richie Vega for his innovative solutions for our children and their families

Mrs. Angona reported having attended the Reflections Contest event, enjoyed seeing the fantastic projects that the student’s submitted this year, and shared that Sherry Smith did a wonderful job. Mrs. Angona read an email from Michelle Richardson where she recognized her theatre group for their recent award recognition. She also thanked Sara Johangiry for sharing the Universal Design for Learning Video.

G. ADMINISTRATIVE REPORTS

- Upland High School’s Social and Emotional Learning (SEL) Report was presented by Principal John Abbott, Assistant Principal Sean Diaz, Discipline Directors Brian Chavez and Laura McMullen. Probation Officers Rodriguez and Ayala described the program and introduced UHS students who shared their group involvement and what it has meant to them.
Mr. Young thanked Principal Abbott, Assistant Principal Diaz and their team for taking the lead on this. He stated that Social and Emotional Support is crucial and that it is good to know that we are addressing the issues and assisting our students. Mr. Young also thanked Assistant Principals Sommers and Domonoske for helping organize tonight’s meeting.
Mr. Bennett shared that Social and Emotional Learning is so important. He is excited to see the future growth and development of the resources that are out there for our students and their families. Mr. Bennett expressed the desire to expand this program to the junior highs in the future.
Mrs. Angona stated that they all work in the community with a variety of organizations. She shared that they can’t do the work alone and we truly need our outside partners. Thank you to everyone who has worked so hard on this project and thank you to the students who shared with us tonight.

- The First Interim Report and Budget Transfers was presented by Assistant Superintendent Business Services Arik Avanesyans. Mr. Avanesyans thanked the Business Department and Senior Director Fiscal Services Josh Behnke for the many hours they have spent to prepare this report. Mr. Avanesyans reported that we met the self-certification of positive and will be bringing the budget back for final approval in June. Mr. Avanesyans answered questions from the Board including concerns regarding the structural deficit, increasing our reserves, the effect of school start times on the budget, Prop 13, and CalPers. Mrs. Angona thanked Mr. Avanesyans and Mr. Behnke for their presentation.

H. AUDIENCE PARTICIPATION

- No Speakers

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

Upland Teachers’ Association (UTA) Greg Lander greeted everyone on behalf of the Upland Teachers’ Association. Mr. Lander shared the success of the recent student rally at UHS and how hard his ASB students worked to provide this event to all students. Mr. Lander thanked those who attended the UTA dinner, he reported having submitted UTA’s Sunshine Letter regarding negotiations. Mr. Lander encouraged everyone to commit to moving this district forward toward 100 percent renewable energy involving students as well as the community.

2.0 CONSENT CALENDAR

Upon a motion by **Wes Fifield** and a second by **Jack Young** the Board of Trustees **APPROVED** the adoption of the Consent Calendar as amended excluding item 2.11 by the following vote:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

Those items approved were:

- 2.1 Approved the October 22, 2019 Regular Board Meeting minutes.
- 2.2 Approved the November 12, 2019 Regular Board Meeting minutes.
- 2.3 Authorized and/or ratified changes in certificated and/or classified personnel assignments, leaves of absence resignations, terminations, and/or salaries, and/or transportation allowances, in accordance with recommendations included on the attachment to the agenda.
- 2.4 Approved Williams Quarterly Uniform Complaint Report Summary October – December 2019.

- 2.5 Approved Memorandum of Understanding (MOU) between Riverside County Superintendent of Schools and Upland Unified School District RIMS-CTI Consortium Professional Teacher Induction Program Fiscal Year 2019-2022.
- 2.6 Approved stipulated expulsion student #CWA2020-001.
- 2.7 Approved Settlement through Office of Administrative Hearings OAH Case #2019080425.
- 2.8 Approved Due Process Settlement OAH Case #2019070997.
- 2.9 Ratified, pursuant to Education Codes §17604, 17605, and 42632 the General Fund registers totaling \$2,702,100.27, Bond registers totaling \$175,461.32, Adult Education registers totaling \$10,197.65, Cafeteria registers totaling \$267,085.54 and Capital Facilities registers totaling \$143,814.58 for a grand total of \$3,298,659.36.
- 2.10 Ratified, pursuant to Education Codes §17604, 17605, and 42632, Purchase Orders #201610 to #201801 for period November 2, 2019 through December 2, 2019.
- 2.12 Approved Self-Insurer's Annual Report of Liabilities.
- 2.13 Accepted with gratitude the list of gifts and donations.

Item 2.11 Discussion took place regarding a \$665,724.00 expenditure. Assistant Superintendent Avanesyans reported that this expense was cumulative for the year for flooring, painting, etc. and that no salaries were included in this expenditure.

Approved Developer Fee Report for the fiscal year ended June 30, 2019.

Moved Wes Fifield Seconded Jack Young

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

3.0 ACTION

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

- **Item 3.1** Approved the proposed calendar of regular meetings of the Board of Trustees for the 2020 calendar year.

Moved Mary Locke Seconded Robert Bennett

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

- **Item 3.2** Approved Increase in the California Minimum Wage Adjustment.

Moved Robert Bennett Seconded Mary Locke

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

- **Item 3.3** Certified and approved the First Interim Report and Budget Transfers.

Moved Mary Locke Seconded Robert Bennett

Vote by Trustees:

Linda Angona:	Aye: X	No: _____	Abstain: _____	Absent: _____
Robert Bennett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

4.0 CLOSED SESSION


Recessed into Closed Session at 8:00 p.m. pursuant to:

- Government Code §54957 Public Employee Appointments: Certificated Management

At 9:15 p.m. the Board reconvened into Open Session, announced that discussion occurred and the following action was taken:

The Board of Trustees voted unanimously to approve the appointment of Kellie Cushman as Interim Principal of Cabrillo Elementary School.

The meeting was adjourned at 9:20 p.m.



President



Clerk

Minutes respectfully submitted by: Cheri Fitzgerald as Administrative Assistant to the Superintendent