



**REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
February 23, 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 6:03 p.m. on Tuesday, February 23, 2021. The meeting was held via Zoom.

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

Administrators present: Lynn J. Carmen Day, 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 Senior Executive Assistant to the Superintendent and Board of Trustees, Michelle Brandin.

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

B. PLEDGE OF ALLEGIANCE

- Led by Assistant Superintendent of Secondary Instruction, Ms. Pamela Salgado

C. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Robert Bennett Seconded by: Mary Locke

Vote by Trustees:

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

D. SUPERINTENDENT’S COMMENTS

During Superintendent’s Comments, Superintendent Carmen Day congratulated Michelle Wavering, President of Upland Managers Association for her recognition of the Wilson Grace Award from ACSA. She also shared information about the reopening of elementary schools in Upland. Sites will return in a phased-in approach starting with Transitional Kindergarten on February 24, 2021. She expressed her gratitude for donations made by the Upland Rotary Club, YMCA, and the Upland Assistance League. Superintendent Carmen Day shared that the California Department of Public Health (CDPH) has informed us that we will not be closing schools again, unless there is a statewide closure. She also shared some highlights of events taking place throughout the District. Recently, UUSD schools received recognition from the County of San Bernardino Superintendent of Schools as recipients of the 2020 Positive Behavior Interventions Support (PBIS) award. Additionally, Superintendent Carmen Day attended the Homecoming event for Upland High School which took place as part of a Drive-in movie offering. She was grateful for the opportunity hosted by Upland High School Associated Student Body (ASB). Superintendent Carmen Day also shared her enthusiasm for sports returning, and the first Cross Country competition that took place at UHS. It was further discussed that the District will be putting together program information by March 1st relating to the upcoming school year. In closing, Superintendent Carmen Day shared that she had the opportunity to visit Hillside High School and see the Tiny House Project, which recently received a generous donation from Ms. Becky Lepins and Ms. Kathleen Brennan on behalf of Teamsters Local 1932. Superintendent Carmen Day thanked San Antonio Regional Hospital for their support in helping to vaccinate educators so we can feel safer about returning to schools.

E. BOARD COMMENTS AND CORRESPONDENCE

Mr Garnett welcomed all who were in attendance. He shared that he had the opportunity to attend the Groundbreaking Ceremony at Pioneer Junior High School, and believes that this work will be a great addition to the community. Mr. Garnett also shared that all three of his children attended Pioneer Junior High School, and that this work is a welcome addition. Board Member Garnett had the opportunity to meet with Assistant Superintendent of Secondary Instruction, Pamela Salgado and her team to discuss interdistrict transfers and how we might work to improve the numbers. A presentation will be brought before the Board on March 9th, that will include additional information. Mr. Garnett recently joined the District Marketing and Communications Team known as MARCOMM,

along with Trustee Locke. Mr. Garnett shared that he attended the CSBA Awards night and was pleased to see that local districts were being recognized. Trustee Garnett also shared that he was appointed by the West End to serve as the local representative for San Bernardino County District Advocates for Better Schools (SANDABS). Mr. Garnett expressed gratitude to School Counselor, Ms. Lisa Grijalva for taking the time to discuss the transition process with him. In closing, Mr. Garnett congratulated Ms. Michelle Wavering for her achievement in receiving the Lifetime Wilson Grace Award.

Mr. Young welcomed the High School Seniors and visitors in attendance. He reminded the audience that February is Career Technical Education (CTE) month. Mr. Young shared some of the highlights that he had the opportunity to take part in including, Wednesday Webinars, San Bernardino County Budget Perspectives Meeting, the Ground Breaking at Pioneer Junior High School for their new gymnasium, PTA Fundraiser for Magnolia and Pepper Tree Elementary Schools., and the Community Meeting at Baldy View. Mr Young was grateful for the opportunity to tour and learn about the Tiny Home Project at Hillside High School, and thanked Teamsters Local 1932 for their donation. Trustee Young also had the opportunity to attend Upland High School's Family Night that included over 200 in attendance Mr. Young congratulated Ms. Wavering for her award, and shared his appreciation and congratulations to Board Member Garnett who was elected to serve as the representative for the West End Schools in SANDABS.

Ms. Locke welcomed families, staff, and the Class of 2021 to tonight's meeting. She shared that she had the opportunity to serve as a judge for the San Bernardino County Academic Decathlon Varsity interviews. She also attended the Wednesday Webinars, Budget Workshop, fundraiser for Pepper Tree Elementary, and her weekly visit to the Grab & Go Meal Distribution at different school sites. Trustee Locke stated that she also recently joined the District's MARCOMM Committee and was looking forward to their presentation in March. She reported having attended the groundbreaking ceremony at Pioneer Junior High School, as well as the Homecoming Drive-In event for Upland High School. Ms. Locke also congratulated Leilani, this year's Homecoming Royal, and commended the great work of Upland High School Associated Student Body (ASB). Trustee Locke also stated that she participated in a walkthrough of Baldy View and Citrus along with Mr. Bennett, and Superintendent Carmen Day, as well as having also visited the Tiny Home Project at Hillside High School. Ms. Locke recognized the great work the site staff is doing. Ms. Locke closed by stating that she was looking forward to in person meetings soon and seeing students back on campus. She thanked all who were in attendance.

Mr. Bennett welcomed students, families and staff to the meeting. He stated that he is looking forward to our schools being filled with children again. Mr. Bennett reported having met with Superintendent Carmen Day, and having attending the Governor's Budget Workshop. He also attended the San Antonio Regional Health (SARH) Vaccination Webinar, and expressed his gratitude to Trustee Fifield for being on the SARH Board and for guiding this process to get vaccinations for our staff. Trustee Bennett also attended the CSBA Golden Bell Awards and the Upland Parent Teacher Student Association (PTSA) Council Meeting. He also shared that he attended the ground breaking ceremony at Pioneer Junior High School. Mr. Bennett recognized the great work being done at Upland High School this week for Welcome Week 2025, particularly the UHS Link Crew. Mr. Bennett stated that he also visited the Tiny Home Project at Hillside High School, and thanked Principal, Mr. Jerry Adams, Teacher, Mr. Roger Connor, and Office Manager, Ms. Beth Boswell for providing a great experience to our students. Trustee Bennett also expressed his great appreciation to Ms. Kathleen Brennan and Ms. Becky Lepins from Teamsters Local 1932 for their generous donation to this program, and stated that he was excited to continue the collaboration. Mr Bennett shared that he attended the Facility Walk at Baldy View Elementary school, and thanked Principal, Ms. Angela Huerta and Dr. Jacqueline Martin for taking the time to assist and participate in the walkthrough. Mr. Bennett also stated that he did a Facility Walk at Citrus Elementary School and thanked Principal, Ms. Shayna Golbaf for joining them on the visit. He also shared that he attended various food fundraisers for school sites, and continued to correspond with parents, guardians, students, and staff relating to the safe opening of schools. Mr. Bennett recognized Ms. Ksenia Glen, Director of Nutrition Services and Ms. Lynette Griffin, Nutrition Services Operations Manager for the great work their team continues to do for Grab & Go Food Distribution. Mr. Bennett stated that 1319 pound of vegetables and fruit has been provided. Trustee Bennett shared that he recently completed his second COVID vaccination shot and was feeling fine. In closing, Mr. Bennett stated that he was holding those that are experiencing the ravages of the pandemic in his thoughts, prayers, and actions, particularly in remembering the more than 501,000 deaths in the United States.

Mr. Fifield welcomed all who were in attendance and thanked them for joining the meeting. He shared that he had the opportunity to visit the Tiny House Project at Hillside High School and was grateful for the wonderful partnership with Teamsters Local 1932 and thanked Trustee Bennett for connecting with them to support our students. Trustee Fifield also stated that he was able to attend the groundbreaking ceremony at Pioneer Junior High, and was pleased that the project has started. Mr. Fifield stated that staff is currently working on an opportunity for the site staff and community to participate in celebrating this event, and details will be coming in the future. Mr. Fifield shared that he sat on a panel for a Teacher Tech Grant for Measure K, and expressed that it was great to hear

about enhancing learning experiences. Trustee Fifield also expressed his appreciation to SARH, as they have been through a lot during the pandemic and have been wonderful about supporting the surrounding community. He also made a note about the Public Hearing item on the agenda relating to Developer Fees, and stated that the fees are not for salaries or benefits, but are for new and improvement of facilities. Mr. Fifield closed by thanking all for joining the meeting and sharing that he hopes that we will get back to normal soon.

F. ADMINISTRATIVE REPORTS

- Ms. Shinay Bowman, Assistant Superintendent of Elementary Instruction and Ms. Christina Tesmer, Coordinator of Equity & Access provided a presentation about updates to the English Learner Programs with Upland Unified. The presentation included information about the Road Map for English Learners and efforts to increase the percentage of reclassifications within the District. The presentation also included information about a Dual Immersion Program coming to Upland Unified, and the benefits to students including the opportunity to receive a Seal of Bilingualism upon graduation.
- Ms. Kellie Cushman, Principal of Cabrillo Elementary school shared a presentation and video inclusive of highlights from the students and staff at Cabrillo Elementary.
- Ms. Shinay Bowman, Assistant Superintendent of Elementary Instruction shared a video presentation about Black History Month that included collaborative pieces of interactive art from various school sites within the District.
- Ms. Rhenda Curry, Supervisor/Dispatcher of Transportation provided a presentation about transportation operations within the District. The presentation included information about the current fleet of buses available, and a summary of the current routes across the District.

G. PUBLIC COMMENT

- Samuel Arias and Mrs. Arias made public comments regarding the opposition of the increase to developer fees. They also addressed their concerns regarding the academic needs of all students, struggling special education students, student services versus attorney's fees, the District's use of the legal firm F3, and encouraging the District/Board to vote no on the WESELPA Local Plan.
- Ms. Anne Dover addressed the Board by first expressing her gratitude for vaccinations being available to staff. She stated that she is concerned for students, particularly high school seniors who have been missing out on celebrations within their last year of school.
- Ms. Melissa Collier made public comment regarding her concerns for the timeline that UUSD is implementing for returning students back to school.
- Ms. Brie Kabia made public comment and shared that she opposes the increase to developer fees, and also expressed her sentiments regarding litigation costs related to special ed, and her concerns about the needed revisions to the District website related to COVID information.
- Ms. Marianne Grosner made public comment regarding her opposition to the increase in developer fees and expressed concerns regarding the District's use of legal firm F3.
- Ms. Claudia Chanez made public comment and addressed the board regarding her concerns about the lack of support she received from her daughter's school site during a challenging time. She also expressed her concerns about the amount of time established for special education students in their cohort.
- Ms. Jessica Martinez, expressed her disagreement with the increase of developer fees, as well as her concerns about litigation costs paid by the District.
- Ms. Sharyn Landers addressed the Board during public comment and expressed her gratitude to the Board and to UUSD staff for the extra work they have been putting in to adjust during the pandemic, and the resources that they have made available for staff.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

Upland Teachers' Association (UTA) Greg Lander greeted everyone on behalf of the Upland Teachers' Association. Mr. Lander expressed his appreciation to the Board and to Cabinet for their efforts to obtain vaccinations for UUSD staff. He shared that all staff have been doing their best under the current circumstances, and that he was looking forward to getting back to class as safely as possible. Mr. Lander thanked all who were involved in getting the Upland High School Homecoming Event approved.

California School Employee Association (CSEA) Chapter 163 President Laurie Link thanked Superintendent Carmen Day and staff for their efforts in not only getting vaccinations for staff, but for the extra efforts made in emails and phone calls to be sure that staff were aware of the opportunity. She also thanked Assistant Superintendent, Pamela Salgado for including her in the collaborative planning for returning to in-person. Ms. Link stated that receiving the vaccination was a relief, and that she is looking forward to going back soon.

Upland Management Association (UMA) President Michelle Wavering greeted everyone in the audience and expressed her gratitude for the kind words shared by the Board members regarding her award. She also stated that she was excited to support the elementary sites in preparing for students to come back to school. In closing, she thanked the Board and Cabinet for the vaccination opportunity as it created a great comfort for staff to return safely.

II. CONSENT CALENDAR

Upon a motion by **Jack Young** and a second by **Mary Locket** 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: X	No: _____	Abstain: _____	Absent: _____

Those items approved were:

- A. Approved the 1/19/21 Organizational Board Meeting Minutes.
- B. Approve the California State University Northridge (CSUN) Clinical Practicum Agreement
- C. Approve the Certificated and Classified Personnel Recommendations
- D. Approve the California minimum wage increase adjustment
- E. Approve the Solution Tree License Agreement for Cabrillo Elementary
- F. Approve the 2020-2021 Comprehensive School Safety Plans
- G. Approve the Board Report
- H. Approve the Acceptance of Gifts and Donations
- I. Approve the Purchase Order Report
- J. Approve the Authorization of Signature Change
- K. Approve the Reduction of the Mileage Rate

III. PUBLIC HEARING

Open the Public Hearing regarding Resolution No.02-23-21(a), Increase of Developer Fees
 Close the Public Hearing regarding Resolution No. 02-23-21(a), Increase of Developer Fees

Moved: Sherman Garnett

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			

- D.** Public Employee Employment Government Code §54957 Certificated and Classified
- E.** 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

At 10:50 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 The Board of Trustees met in Closed Session, pursuant to Government Code Section 54957(b), and took action to approve the following Classified regular employment and termination.

Certificated:

Jason Lotz Elementary Teacher – FK
Sara Roberson Special Ed. M/S – UHS

Classified:

Diana Aispuro Health Technician – UE
Chris Allen Boys Football Assistant I – UHS
Chris Allen Boys Frosh Baseball Coach – UHS
Gabriela Arzate Noon Aide – PT
Jason Burell Boys Football Assistant I – UHS
David Calderon Boys Football Assistant I – UHS
Cynthia Gandara Duran Paraeducator I – UHS
Leslie Evangelista Accounting Specialist – Payroll
Samantha Dobrzynski Girls JV Volleyball Coach – UHS
Cynthia Gandara Duran Paraeducator I – UHS
Iryna Lopez Paraeducator I – FK
Gabriela Lopez Paraeducator II – UHS
Larry Moss Boys Football Assistant II – UHS
Jessica Murillo Paraeducator II – UHS
Devon Sanabria Health Technician – FK
Alejandro Sandoval Grounds Worker II – MOT
Kimberly Slagle Noon Duty Aide – SV
Robert Snyder Paraeducator II – UHS

Employment Ending

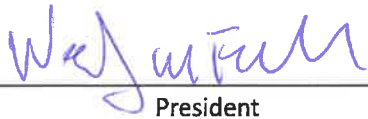
Certificated:

Nadia DeLeon Reading Specialist – Resignation effective 6/30/2021
Fastac Mutua Special Ed. M/S Teacher – Resignation effective 6/30/2021
Cindy Pimentel Teacher/Counselor (TOSA) – Resignation effective 6/12/2021
Certificated Employee 7257-Resignation effective 06/30/2021
Certificated Employee 6975-Resignation effective 06/30/2021
Classified employee 7474 – Termination effective 1/22/2021
Classified Substitute 7539 – Termination effective 2/11/2021

The meeting was adjourned at 10:50 p.m.

Moved: Sherman Garnett 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