



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
July 27, 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 6:05 p.m. on Tuesday, July 27, 2021. The meeting was held at Upland Elementary School.

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 Terry Comnick, 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, Upland Teachers Association, Greg Lander

B. PLEDGE OF ALLEGIANCE

- Led by Mr. Terry Comnick, Assistant Superintendent of Business Services

1. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Mary Locke Seconded by: Jack Young

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, Superintendent Carmen Day welcomed all who were in attendance and congratulated Mr. Terry Comnick, Assistant Superintendent of Business Services on the great welcome on his second day of work with Upland Unified. Dr. Carmen Day shared that the District had started its second session of Summer Bridge that would go on for the next several weeks. She stated that the program was set up in a camp type of setting that integrates both academic and social emotional support. In addition, she shared that the District is partnering up with the Upland Police Department for National Night Out, where there would be an event hosted at Upland High School. Also shared was that the District would be hosting another vaccination clinic to help the safety of the community. The event is scheduled to take place on August 4th with the second vaccination scheduled for August 25th. Both vaccinations will be at the new Upland High School gym. Dr. Carmen Day stated that the Center for Disease Control and Prevention (CDC) made another adjustment to guidance, at no surprise to the District. Dr. Carmen Day shared that communication we recently sent out that the District will be pausing on decisions and communications until we are closer to the start of school, and will be updating families once the District feels that it is at a place where guidance will not be shifting again. Superintendent Carmen Day expressed how impressed and appreciative she was for the Nutrition Services team, and shared data that indicated during the 2020 school year the District served over 420,000 meals; however, in 2021 the District has served over 2,000,000 meals. She closed with reminding those in attendance that the government has stated they will continue to feed families this year.

D. BOARD COMMENTS AND CORRESPONDENCE

Trustee Young began his comments by sharing an update from Baldy View ROP, and that they now have counseling interns assisting students with things such as mental health, behavioral health, and professional development. He also shared that they will soon be having a business intern work with them. Mr. Young stated that Baldy View is working with their legal firm to develop a form to track vaccination status. Trustee Young also shared that the Executive Assistant at Baldy View recently met with UUSD Executive Assistant, Michelle Brandin to learn about the system the District uses to develop Board agendas. Mr. Young shared recent activities and meetings that he

participated in including a meeting with the new Director of Communications, Ms. Liz Pinney-Muglia where they covered a variety of topics. He acknowledged that the Olympics were taking place, which was a fun time. Trustee Young shared that he also attended a fundraiser at Pieology including numerous other food fundraisers. He also expressed gratitude for all who have been preparing during the summer for the return to school. Mr. Young shared that although they have time off, staff have been working feverishly to be prepared. He acknowledged custodians, food service, office staff, and maintenance employees, and of course teachers. Trustee Young closed his remarks by sharing his hopes that all goes well, as the CDC and state continue to make changes as they feel medically appropriate.

Trustee Garnett welcomed the Board, Superintendent, and all who were in attendance, and expressed his hope that everyone was having a blessed summer. Mr. Garnett stated that guidelines were changing daily, and that Los Angeles County recently changed their guidelines. Trustee Garnett shared that he was able to participate in a number of activities in events including a retirement celebration with Trustee Bennett where he had a great time. He also shared that he had the opportunity to have an extensive conversation with the mayor during the 4th of July celebration, regarding getting a partnership with Chaffey College, as well as the college's lack of involvement in the city of Upland despite them having large campuses in other neighboring cities such as Fontana, Ontario, Chino, and Rancho Cucamonga. Mr. Garnett stated that the Mayor will be inviting Superintendent Carmen Day, Trustee Bennett, and himself for a meeting to discuss various programs, which he was very appreciative for. Mr. Garnett welcomed our new Assistant Superintendent of Business Services from San Bernardino, Mr. Terry Connick. Trustee Garnett also shared that he works as an educational consultant and that there have been 2 implementations to AB104 as signed by the Governor which mandates that we post on our website that we have a retention policy and that parents have a right to retain students. He stated it is also required that parents can know if their grades are not sufficient in their opinion, that they can change from a letter grade to a pass/fail grade and UC's and Cal State's will not hold it against them on their GPA. Trustee Garnett shared that he had a discussion with Assistant Superintendent, Ms. Pamela Salgado regarding students that might be eligible for this. He also shared that AB130 is a radical change to independent study laws. In closing Mr. Garnett shared that there were many training opportunities taking place, some of which he had the opportunity to attend.

Trustee Locke welcomed all who were in attendance and stated that it was good to be back. Ms. Locke stated that she had the opportunity to take part in a number of meetings including a meeting with the Director of Communications, Liz Pinney-Muglia, and also attended the MarComm meeting. She acknowledged that Ms. Pinney-Muglia would be presenting on behalf of the MarComm Team during the meeting. Trustee Locke also shared that she attended a meeting with key officials from the City of Upland along with Superintendent Carmen Day and President Fifield. She stated that they would be discussing that later in the meeting and how the District can make progress and develop relationships. Ms. Locke shared that she would also be hosting a National Night Out event at her home, as well as Mr. Young. She recommended that all in attendance see if there is a location in their neighborhood to attend, as it is a nice evening to get to know neighbors, discuss safety, and have fun. She shared that she has hosted an event at her home for approximately 6 years. Trustee Locke shared that she has received many emails from families about masks at schools, and she anticipates that the guidance will again change. She also shared that she knows several people who despite being vaccinated have still gotten very sick. She stated we will wait and see, and is hopeful that the numbers will improve. Ms. Locke stated that the District has students who want to wear masks, and currently the guidance says we have to wear masks. She shared that she has seen other states that have gone back to school with masks and students have been given plenty of opportunities for students and staff to take breaks and not have to wear them all the time. She expressed her hope that the District was looking at these types of options so students do not have to wear masks all day long, especially as it would be hot in the early months back to school. She shared that she heard outdoor classes can be done, perhaps having a STEM lab outside or being active in the District's gardens. In closing, Trustee Locke stated that she was hopeful that the numbers would improve.

Trustee Bennett opened his comments by saying how nice it was to be back. He welcomed families and staff for joining the meeting. Mr. Bennett stated that he was excited about the school year beginning. Mr. Bennett discussed the Grab & Go food distribution at the various school sites, and stated that he would like to see banners out so that the community can know that the District is offering meals. Mr. Bennett shared that he had the opportunity to take part in a number of activities including the Back to School in Unity Summit, which has a possibility in the future of having both virtual and in person options available. He also shared that he attended the 4th of July fireworks show with Trustee Garnett, where they had an exciting conversation regarding a partnership with Chaffey and the many possibilities in Upland. Trustee Bennett shared that he is looking forward to a Chaffey presence in Upland if it is possible. Mr. Bennett shared that he spoke with Superintendent Rutherford's, where they are having a Second District Youth Council, as it would be a great opportunity for students to take part in civic involvement and get a better understanding of government function. Mr. Bennett requested that the District post this on its website for students to be able to see what is available. He also shared that if students are not connected with something in Upland, then perhaps they can get connected through this Youth Council. Trustee Bennett shared that he also

continues to receive emails regarding school opening, and one thing that he hopes that the District continues to offer families is a virtual meeting platform so they can more freely access meetings such as Parent Teacher Association Meetings (PTA) or School Site Council meetings. Mr. Bennett stated that he saw that there is an item for UHS Choral and Madrigal on the agenda to go up to Pines retreat, and he hopes that the District would be letting families know so that there is an opportunity if needed to raise funds. Trustee Bennett discussed safety in the District, and his concerns that if landlines were to go down that there would be no way to communicate amongst different sites. He shared that the county has had a practice for several years where every office had a handheld radio, with staff trained on how to use them in a disaster situation, and suggested the District consider something similar. In closing, Mr. Bennett thanked all who were in attendance and asked them to please stay safe, and please vaccinate.

Trustee Fifeld opened his comments by echoing the comments made by other Board members regarding the challenges the District faces in this unprecedented situation. He asked families and staff to continue to work together as the situation is monitored. President Fifield shared that the District and Board's job is to ensure students have the best opportunity to learn. Mr. Fifield stated that he believed all Board Members have had numerous layers of communication with people from different sides of the issue, and acknowledged that although there may not always be an opportunity to respond, the Board and the District are listening and are doing the best that can to make the best decisions as guidance continues to change.

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

- Director of Communications, Ms. Liz Pinney-Muglia shared a presentation updating the Board on the District's branding update which was inclusive of goals established by the MarComm team and marketing department. Ms. Pinney-Muglia shared the District's new logo, mission, and mantra. Also shared was the expected timeline for completion of the District transition to a new website platform. The District logo will be brought back before the Board during the August 10th meeting for approval.
- Assistant Superintendent of Educational Services, Ms. Pamela Salgado shared a presentation on the 2021-2022 school year plans. Ms. Salgado reminded the audience that the District's intention is to still open traditionally in August. She also shared information regarding the change to the start time at UHS to align with SB328 as well as the implementation of U Time. Also shared was information regarding safety protocols and the District's contingency plans. Ms. Salgado fielded questions from Board Members regarding U Time, masks, passing periods, and student involvement.

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

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

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

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

Upland Teachers Association (UTA) - President, Greg Lander began his comments by welcoming all in attendance and sharing that it had been awhile since all were together. He shared that several things have come up in the meantime that he would like to share about. The first was that he was looking forward to getting started with negotiations and seeing what UTA and the District can do to continue to make the District fantastic. Mr. Lander also shared information regarding U Time, and stated that the intention is to spend some time talking about expectations, with a Positive Behavior Interventions and Supports (PBIS) modality, as this will be the first time for many students that they are on a high school campus. He shared that the intention is to spend some time early on relaying to students how to get along in high school, what does it look like, how to find their way around, and other areas. Mr. Lander shared that he would like all to keep in mind that there is confusion about what that looks like. He shared that he liked the idea of getting a committee convened and getting information communication. Mr. Lander closed his comments by stating he was looking forward to continuing working together.

Upland Managers Association (UMA) - Not present

**II. CONSENT CALENDAR**

Upon a motion by **Jack Young** and a second by **Mary Locke** 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. Approve the minutes from previous Board Meetings
- B. Approve the Certificated and Classified Personnel Recommendations
- C. Approve the Baylor University Speech Pathology Field Placement Agreement
- D. Approve Assignment Option under Education Code 44258.7 (b).
- E. Approve the Azusa Pacific University Memorandum of Understanding/Agreement
- F. Approve the San Bernardino County Probation Department Amended Contract
- G. Approval of the AVID Agreement
- H. Approval of the All City Management Services, Inc. Agreement
- I. Approval of the Edulastic Enterprise Plus Agreement
- J. Approval of Cabrillo Elementary 6th Grade Camp
- K. Approval of Foothill Knolls STEM Academy of Innovation 6th Grade Camp
- L. Approval of Baldy View Elementary 6th Grade Science Camp
- M. Approval of Valencia Elementary 6th Grade Camp
- N. Approval of Magnolia Elementary 6th Grade Camp
- O. Approval of Upland Elementary 6th Grade Camp
- P. Approval for Site Improvement Project at Sierra Vista
- Q. Approve the Annual renewal with California School Boards Association (CSBA) for Gamut Online, Meetings and Manual Maintenance Plus for Fiscal Year 2021-22
- R. Approve the Annual Membership Renewal with California School Boards Association (CSBA) for Fiscal Year 2021-22
- S. Approve Contract between Upland Unified School District and Langwasser Construction for Construction of an ADA Restroom at Magnolia Elementary
- T. Approval of the Annual Renewal of San Bernardino County District Advocates for Better Schools (SANDABS)
- U. Approve agreement between Upland Unified School District and Eide Bailly for consulting services
- V. Approve the Purchase Order Report
- W. Approve the Acceptance of Gifts and Donations

X. Approve the Board Report

**III. PUBLIC HEARING**

- **ITEM III A. California School Employees Association (CSEA) Chapter 163 Sunshine Agreement**

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 California School Employees Association (CSEA) Chapter 162 Sunshine Agreement**

**Moved: Sherman Garnett**

**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 Employment Agreements with Assistant Superintendents**

**Moved: Robert Bennett**

**Seconded: Jack Young**

**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 Award to contract Dalke & Son's for the UHS Auto Shop Renovations**

**Moved: Jack Young**

**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			

- **Item IV. D. Approve the Quarterly Uniform Complaint Report Summary**

**Moved: Jack Young**

**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			

- **Item IV. E. Approve the Variable Term Waiver Request for Xochitl Valdez**

**Moved: Mary Locke**

**Seconded: Jack Young**

<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. F. Approve the South Coast Community Services Memorandum of Understanding (MOU)**

**Moved: Jack Young**

**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. G.** Approval of Change Order #01 to Contract 19/20-002 with TELACU Construction Management, Inc. for the Pioneer Jr. High School Gymnasium and Parking Lot Projects

**Moved: Robert Bennett**

**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. H.** Approve the Painting Contract with Tony Painting for Sierra Vista Elementary School

**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			

## V. DISCUSSION

Potential Projects with Community and City Partners

President Fifield opened by sharing that the discussion comes from the meetings that have been taking place between the District and the Upland City Council. Vice President Locke shared that there have been several meetings that included the UUSD Superintendent, herself, President Fifield, City Council members, and the City Manager. She shared that discussions have been around ways to improve the partnership and ideas to benefit the community, students, and families of Upland. She also shared that they discussed communication and additional partnerships within the community as well as a significant amount of discussion that took place around Memorial Park, and ideas to improve it so schools can use it again. President Fifield and Vice President Locke presented the information for the Board to further discuss areas that it would like to focus on to expand the partnership to help make a positive and lasting impact on the community. All were in agreement that they are interested in developing a healthy partnership with the city, and would also like to offer opportunities for City Council members to visit school sites. In closing Mr. Fifield shared that the Upland High School marquee would be going back to the city council on August 9th.

## VI. CLOSED SESSION

Recessed into Closed Session at 8:01 p.m. pursuant to:

- A. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) Student v. Upland USD, 2 Matters (CR028, CR029)
- B. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation Pursuant Government Code § 54956.9 - 2 matters
- C. Public Employee Employment Government Code §54957 Certificated, Classified and Management
- D. Public Employee Discipline/Dismissal Release Government Code § 54957
- 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

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

At 9:54 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 #CR028.

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 #CR029.

**V: ADJOURNMENT**

**The meeting was adjourned at 9:55 p.m.**

**Moved: Sherman Garnett                      Seconded: Jack Young**

**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*