



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
March 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 6:02 p.m. on Tuesday, March 23, 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 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) Sara Domonoske.

B. PLEDGE OF ALLEGIANCE

- Led by Jazmyn Nunez, Transitional Kindergarten Student from Baldy View Elementary School

C. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Jack Young 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.

D. RECOGNITION

The Board of Trustees and Superintendent recognized several of our Upland High School Students for being 2021 San Bernardino County History Day Competition winners. Recognition was awarded to:

- Elizabeth Cameron: The Casket Letters: Queen Mary - Performance
Emily Hsi & Roxanna Mousavi: The Silent Heroes - Group Website
Justin McMillin & Abigail Wessely: World War One Carrier Pigeons - Group Exhibit
Anthony Nguyen: How the Romans Communicated - Documentary
Lhamo Wangyal: Seneca Falls Convention - Historical Paper
Jenna Thai: Communicating Feminist Ideas Through Fashion - Individual Exhibit

E. SUPERINTENDENT'S COMMENTS

During Superintendent's Comments, Superintendent Carmen Day welcomed the Board and members of the public for attending. She expressed her appreciation for the wonderful job Jazmyn Nunez did in leading the Pledge of Allegiance, and congratulated the History Day winners. She stated that she was grateful that on April 6th, secondary students would be returning to in-person instruction. Ms. Carmen Day congratulated the principals for their work, and thanked families and staff for persevering during these difficult times. She shared that the District anticipates being able to return to traditional instruction in the fall. She expressed gratitude for San Antonio Regional Hospital, as they recently donated more than 5000 additional masks for our students and staff, as well as additional supplies to schools. Superintendent Carmen Day stated that athletics are now permitted to compete with testing requirements, and shared that prom will be happening in a unique fashion on May 1st. Ms. Carmen Day thanked the ASB for their

great work in planning the event. She also congratulated District Spelling Bee winner Aiden Gonzalez from Foothill Knolls. In closing, Superintendent Carmen Day shared that although there were many hardships taking place across the country, she was grateful for the peace within the Upland Unified School District. She wished all in attendance a great Spring Break.

#### **F. BOARD COMMENTS AND CORRESPONDENCE**

Trustee Young welcomed all who were in attendance, and thanked the students and their family members for attending. Mr. Young shared recent events that he was able to take part in, including the Upland Elementary Family Fitness Event, with another coming soon at Magnolia. He also shared that Baldy View ROP has a thorough prevention and safety program for reopening, as they have a more complicated schedule. Mr. Young shared that he attended Family Literacy Night at Sierra Vista Elementary, and thanked Ms. Roxanne Rubert and team. He also shared that he attended the Upland PTA Council Meeting where he saw a presentation on LCAP, and attended a PTA Meeting at Foothill Knolls. Trustee Young thanked Sean, Shayna, and Christina. He also stated that he recently met with Mr. Mike Merchant from the Arbinger Institute to discuss the Superintendent's Evaluation and Board Protocols, and had the opportunity to view the Pioneer Junior High School's video for school reopening.

Trustee Garnett welcomed all who were in attendance and thanked them for coming to the meeting. He congratulated the Upland High School History Day Champions in sweeping the competition at the event. Mr. Garnett stated that he was looking forward to elementary and middle schools being involved in the future, and expressed his appreciation to all of the teachers that were involved. Trustee Garnett shared that he recently attended the SANDAAB Meeting, where they spoke about legislation and discussed unanimously supporting the Biden Administration's Bill to increase Special Education Funding from 10 percent to 13 percent over the next several years. Trustee Garnett shared that he also attended the District MarComm Meeting and received updates on the plans for the District Website, and that the team would be meeting again soon to discuss issues that currently exist, as well as their efforts to develop a more succinct communications program. He shared that they have been discussing declining enrollment during the meetings and strategies to counter this challenge. Mr. Garnett also shared that he was grateful to see advertisements in the paper about Upland's Dual Language Immersion (DLI) program. Trustee Garnett stated that he attended a presentation put on by the San Bernardino County Gangs and Drugs Taskforce, which offers many programs that are free of charge.

Trustee Locke opened her comments by asking about 2021 seniors, and thanked them for attending. She shared that over the past few weeks she has had the opportunity to attend several events including a fundraiser for Upland High School Choir, and some Volleyball Games. She expressed her gratefulness to see student's faces and seeing them have a great time. Ms. Locke shared that she continues to attend meal distribution on Mondays at various sites, and recognized Nutrition Services for the great work they are doing. She stated that they recently had to give out 2 weeks worth of food, and even provided a ham and pie to families for Easter. She shared that she attended the Student Advisory Council along with Trustee Bennett, which she found to be very interesting as it included groups of students from various West End High Schools, where they discussed issues impacting students, such as post-secondary education, and alternative options. She shared that it was a great experience to hear from a mix of students on their different perspectives on returning to school, and the challenges they are facing. In closing, Trustee Locke shared that she went to Upland High School to meet with the robotics students as they prepped for the WESCOMM event, and had a discussion with Principal, Mr. John Abbott about future plans.

Trustee Bennett welcomed students, families, and staff for joining the meeting and expressed his excitement for students that are returning to in-person classroom instruction while some students have elected to remain in distance learning. Mr. Bennett shared that he had the opportunity to take part in various activities including meetings with Superintendent Carmen Day, the Virtual Family Fitness Night for Upland Elementary, the Upland PTA Council Meeting where he talked with Ms. Stephanie McMasters. He also stated that he joined "Java with Jackson" meeting at Sycamore Elementary where they reviewed the LCAP. He attended the Upland High School Blood Drive, as well as the Upland High School presentation and oral defence panel informational meeting. Trustee Bennett stated that Chino and Fontana school districts have student representatives on their governing boards, and that he was looking forward to including a student on the board in Upland. Mr. Bennett also shared that he attended the Pepper Tree Elementary 4th grade campus preview, the District Parent Advisory Committee meeting (DPAC), and the Upland High School senior yard sign pick up where they gave out free Krispy Kreme donuts to students. Mr. Bennett also attended various food fundraisers for schools and programs. Trustee Bennett shared that he continues to correspond with parents, guardians, students, and staff regarding their concerns about the safe reopening of schools. He shared that Upland has great athletic teams, coaches, trainers, and parents who are involved in the District's successful programs, and requested that these facts should be publicized with pictures, biographies, and statistics in an effort to attract and retain our students within UUSD. Trustee Bennett said that he was looking forward to the Student "Voice Sessions", where School Board Members would hear from a group of students. He also thanked Assistant Superintendent, Mr. Arik Avanesyans and Director of Nutrition Services, Ms. Ksenia Glenn for the Farm to School Program. Mr. Bennett expressed his excitement to welcome students and families back to campuses and district

offices, to once again directly experience performing arts, athletics, community, academics, vocational endeavors, and safety drills. He also thanked Mr. Chris Haulk for History Days, and said we must remember to learn and revel in our history. Trustee Bennett congratulated the San Bernardino County History Day Competition winners, and shared that he completed his COVID-19 regiment and has been feeling fine. In closing, he stated that he holds those that are experiencing the ravages of the pandemic in his thoughts, prayers, and actions in remembering the 543,000 plus deaths in the United States, and for everyone to continue to wear their masks and practice social distancing whenever possible.

Trustee Fifield shared how pleased he was to be able to drive around Upland and see that things going back to normal. He shared that there have been challenges in the renovation of the multipurpose room at Pioneer Middle School, including challenges underground which is causing the process to slow. Mr. Fifield expressed his appreciation to Assistant Superintendent Mr. Arik Avanesyans and Director of Maintenance & Operations Ms. Robyn Wilson for their work.

#### **G. ADMINISTRATIVE REPORTS**

- Superintendent of Schools, Ms. Lynn Carmen Day introduced Principal of Baldy View Elementary School, Ms. Angela Huerta who shared highlights about her school site including the site's mission statement, school data and engagement. Principal Angela Huerta shared information about the efforts the site has been making to connect with families, such as providing meals, and doing home visits.
- Assistant Superintendent of Elementary Instruction, Ms. Shinay Bowman introduced Mr. Chris Beeson, Director of Data & Assessment who shared a presentation on the District's Clean Data Initiative including information about the different data management systems and future plans for improvement.
- Assistant Superintendent of Secondary Instruction shared a presentation on the graduation plans for 2021 seniors this year. She shared that the intent is for students to graduate at the Toyota Arena, with the possibility of multiple ceremonies taking place to ensure adequate social distancing. Ms. Salgado also shared that contingency plans are being developed that include alternate locations being considered. In closing she shared that if approval was not received from the state by April 9th, then the District would move forward with their contingency plans.

#### **H. PUBLIC COMMENT**

- Mr. Peter Attwood made public comments regarding the District's use of attorneys in student matters.
- Ms. Arias made public comments regarding staff conduct, and her concerns regarding the matter. She also expressed her concerns regarding the District's use of attorneys in special education student matters.

#### **I. COMMENTS FROM EMPLOYEE REPRESENTATIVES**

Upland Teachers' Association (UTA) Mr. Greg Lander greeted everyone on behalf of the Upland Teachers' Association. Mr. Lander shared that after speaking with his ASB students, they indicated that their preference would be to have their graduation in the Toyota Arena, even if it were being done in segments. Their second choice would be to have a drive thru venue, with the primary desire that they all be together. Mr. Lander recognized the staff at Upland High School and the Human Resources Staff for pivoting and providing an opportunity to continue COVID testing at the District Office. Mr. Lander closed by stating that he appreciates and values the remarkable representatives who have opened his eyes and caused him to grow substantially as a person; and that he encourages everyone to do all that they can to figure out a way to allow opportunities to diversify our employee base to better reflect Upland Students and the community.

California School Employees Association (CSEA) Ms. Laurie Link stated that she did not have comments to provide at this time.

Upland Managers Association (UMA) Ms. Sara Domonoske welcomed all who were in attendance, and echoed the sentiments of Mr. Greg Lander, as a long time employee of the district, she sees that there is progress being made. She shared how excited she was for secondary students to be returning on April 6th, and how it has been a huge collaborative effort to be prepared. Ms. Domonoske stated that the Educational Services Team has been busy working with administrators on collection data for the Local Control Accountability Plan (LCAP) to ensure every stakeholder has their input in the process. She thanked the Board, Cabinet, and staff for all that they do to help the District.

**II. CONSENT CALENDAR**

Upon a motion by **Sherman Garnett** and a second by **Robert Bennett** the Board of Trustees **APPROVED** the adoption of the Consent Calendar. The Consent Calendar was adopted, **with the removal of item E** 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 minutes from the March 9, 2021 Board Meeting
- B. Approve the Certificated and Classified Personnel Recommendations
- C. Approve the Western Governors University (WGU) Student Teaching Letter of Agreement
- D. Approve the Information Technology Solutions Agreement Addendum
- F. Approve the SoCal United Way (ISCUW) Memorandum of Understanding
- G. Approve the Board Report
- H. Approve the Acceptance of Gifts and Donations
- I. Approve the Purchase Order Report

**III. ACTION**

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

- **Item III. A.** Accept the California School Employees Association Chapter #163 Initial Proposal for the 2020-2021 School Year

**Moved: Robert Bennett**

**Seconded: Mary Locke**

**Vote by Trustees:**

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

- **Item III. B.** Approve the Tentative Agreement between the Upland Teachers Association and Upland Unified School District

**Moved: Robert Bennett**

**Seconded: Jack Young**

**Vote by Trustees:**

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

- **Item III. C. Accept the Proposal of Increased Salary for Certain Non-Represented Employees**  
**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 III. D. Approve the Career Technical Education (CTE) District Advisory Committee Members**  
**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			

**IV. DISCUSSION**

- **Item IV. A:** Receive for First Reading the following Minor Revisions of Board Policies, Administrative Regulations and Exhibits

**V. CLOSED SESSION**

Recessed into Closed Session at 8:08 p.m. pursuant to:

- A. Public Employment Performance Evaluation (Government Code § 54957) Title: Superintendent
- B. 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
- C. Public Employee Employment Government Code §54957 Certificated and Classified
- D. Public Employee Discipline/Dismissal Release Government Code § 54957

At 9:26 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.

**New Employment**

**Classified:**

- Vijayalakshmi Annamalai Noon Duty Aide – PT
- Joseph Carletello Comp. Systems Support Tech - DO
- Nicholas Dunhill Comp. Systems Support Tech - DO
- Christian Hernandez Comp. Systems Support Tech - DO
- Daniel Macias Comp. Systems Support Tech - DO
- Sarah Martinez Noon Duty Aide – PT

Henry Ortega Computer Systems Support Tech - DO  
Nicole Rodriguez Buyer II - DO  
Kevin Vasquez Computer Systems Support Tech - DO  
Carolyn Willard Clerical Assistant - MAG  
Gary Wright Computer Systems Support Tech - DO

**Certificated:**

Jacklin Terzian Elementary Teacher - PT

**Leave of Absence**

**Classified:**

Instisar Rasheed Child Care Assistant – FK – Effective 04/05/2021-05/09/2021

**Certificated:**

Cynthia Garcia Secondary Teacher – HHS – Effective 04/05/2021-06/11/2021

**Employment Ending**

**Classified:**

Vijayalakshmi Annamalai Noon Duty Aide Resignation 03/24/2021  
Andrea Colbert Noon Duty Aide Resignation 03/05/2021  
Debra Coleman Paraeducator I 39-month re-hire  
Brandon Davis Custodian Resignation 03/20/2021  
Nicole Rodriguez Support Services Billing Technician Resignation 03/24/2021

**Certificated:**

Karleen Mowery  
Jason Skrzat

**Temporary Increase in Hours**

**Classified:**

Devon Sanabria Health Technician-FK Effective 03/08/2021-06/11/2021

**VI: ADJOURNMENT**

The meeting was adjourned at 9:27 p.m.

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			

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Clerk

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