



**REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT  
BOARD OF TRUSTEES  
March 9, 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 Tuesday, March 9, 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 Assistant Superintendent of Business Services, Mr. Arik Avanesyans.

**C. ADOPTION OF AGENDA**

The agenda was adopted as presented by the following vote:

**Moved by: Sherman Garnett                      Seconded by: Robert Bennett**

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 welcomed the Board and members of the public for attending. She expressed her gratitude for being able to return to in-person Board Meetings, but especially being able to have our students coming back to school. Superintendent Carmen Day shared that the District has had students back for three weeks, and would be sharing a community update soon that would discuss the intent to bring back secondary students on April 6th as case rates have gone down drastically. She also stated that the District’s intent is to open traditionally in the fall for the 2021-2022 school year, but will be offering contingency plans in the event that health orders prevent a traditional opening; although the model would not be the same as the one currently in place. Superintendent Carmen Day also shared her enthusiasm for the return of in-person sports such as football and waterpolo. She also shared that through the work of ASB and Mr. Greg Lander, Upland High School now has an E-Sports Team. Ms. Carmen Day shared that this was a great opportunity, especially as a future career path for students. Superintendent Carmen Day also expressed her appreciation for the generous donations of several community partners; The Rauch Family, Mr. Randall Lewis, and FH II Home Builders. In closing Ms. Carmen Day thanked the Board of Education for their dedication to getting students back in schools.

**E. BOARD COMMENTS AND CORRESPONDENCE**

Mr. Garnett welcomed all who were in attendance and shared that he had the opportunity to attend a fundraising event for Sycamore Elementary School. Trustee Garnett stated that he has continued to work with Mr. Richie Vega on student transfers and attendance which the Board would receive an update on this evening. He also shared that he has been involved with the MARCOMM committee in efforts to market the programs and services offered by the District. In closing Mr. Garnett shared that he would be attending the San Bernardino County District Advocates for Better Schools (SANDABS) meeting the following day.

Mr. Young thanked staff, students, and guests for joining the meeting. He expressed how nice it was to be back in person. Trustee Young shared that he attended fundraisers for Magnolia and Sycamore Elementary Schools, attended a filming for Baldy View ROP promotion ceremony that would be hosted online in April. He also expressed his appreciation for having students return to campus. Mr. Young also shared that as COVID rates continue to decline

that he is hopeful that the District's middle schools and high schools will soon be returning as well. In closing, Trustee Young thanked San Antonio Regional Hospital (SARH), Mr. Fifield, and staff for their work to secure vaccinations for District Employees, that it was a great peace of mind to have this opportunity.

Mr. Bennett welcomed students, families, and staff for joining the meeting and expressed his excitement for students that are returning to in-person classroom instruction. He shared that he attended facilities walks with Trustee Locke, Superintendent Carmen Day, and Ms. Robyn Wilson at Magnolia, Sycamore, Cabrillo, Upland Elementary, and Healthy Start. He expressed his appreciation to Ms. Caryn Sanchez, Ms. Chantal Sarver, Dr. Qiana Jackson, Mr. Fred Easton, Ms. Kellie Cushman, Ms. Trish Noble, Ms. Leila Dodge, Ms. Nina Freeman, Ms. Melissa Rubio, and Ms. Noemi Mai. Mr. Bennett also stated that several school sites do not presently have a PTA, and that a resource might be other parent groups such as DPAC or DELAC. Mr. Bennett stated that the Citizen Bond Oversight Committee is currently looking for candidates, and for interested parties to contact the District Office.

Trustee Bennett also shared that he attended the Welcome Event for incoming freshman students at Upland High School. He shared that it was very exciting as cars drove through campus, with an opportunity to see highlights of sports, performing arts, clubs, and academic programs. Trustee Bennett stated that the Link Crew of UHS did a great job. Mr. Bennett shared that he also attended the virtual PTA meeting for Pepper Tree Elementary, and various food fundraisers throughout the District. Mr. Bennett thanked Ms. Pam Salgado and Ms. Susan Waasdrop for expanding the UUSD resources with two MSW interns, and thanked staff for the Farm to School Program monthly updates, and how impressed he is with the 1600 pounds of fruit and vegetables provided. He also stated that he is looking forward to hearing about a solution to provide food for students after the subsidy comes to an end in June, 2021. Mr. Bennett shared that he was very pleased that students, staff and families have been returning to campuses and district offices so that we can once again experience performing arts, athletics, community, and academics. He stated that he is looking forward to water polo and football next. He acknowledged and celebrated Social Worker Appreciation and Women's History Month in March. Trustee Bennett thanked everyone for their resilience, diligence, determination, creativity, and adaptability in 2020 and 2021 during the pandemic. In closing, Mr. Bennett shared that he completed his COVID vaccination regimen and is feeling well, and that he continues to hold those who have experienced the ravages of the pandemic in his heart, thoughts, and prayers. He asked that everyone continue to wear masks and practice social distancing whenever possible.

Ms. Locke expressed how wonderful it was to see everyone in person, and thanked them for coming out. She also acknowledged the seniors who were in attendance. Trustee Locke shared that she has been able to attend facilities walks with Trustee Bennett and Superintendent Carmen Day at Magnolia, Cabrillo, Sycamore, Upland Elementary, and Healthy Start. She stated that she was grateful to visit these amazing schools, and also find out about things that the District may want to work on; that the visits give them the opportunity to experience the site as staff and students do. Trustee Locke stated that she continues to visit Grab & Go Meal Distribution at various sites, and commended the Nutrition Services Team for their great work in planning, ordering, and packaging meals for families. She stated that she has attended several fundraisers, and recently had a meeting with the City of Upland along with Trustee Fifield and Superintendent Carmen Day to discuss collaboration opportunities that will benefit the Districts students, families, and community. In closing Ms. Locke shared that she received her second vaccination in the morning, and was feeling good.

Mr. Fifield welcomed all who were in attendance and thanked them for joining the meeting. He shared how important community partnerships are, and how hard the District and Board have worked to develop partnerships with YMCA, SARH, and the community. Trustee Fifield stated that he is excited to see these partnerships continue to grow to benefit UUSD students and families. He shared that both he and Superintendent Carmen Day recently met with Chief Darren Goodman to create partnerships to bring the community closer together. Mr. Fifield also expressed his excitement for the work that is underway at Pioneer Junior High School, for those who have not yet seen it. He stated that the project is going well, and that Mr. Arik Avanesyans and Ms. Robyn Wilson are working hard, and adjusting to challenges that have arisen to keep the project moving quickly and along the timeline. In closing Mr. Fifield thanked everyone for joining, and expressed that he was glad to be back in person.

## **F. ADMINISTRATIVE REPORTS**

- Superintendent of Schools, Ms. Lynn Carmen Day introduced Mr. Eric Mensen, Director of Auditorium & Facilities and MARCOMM Co-Lead. Mr. Mensen shared an overview about the District's Strategic Communications Plan that is currently being enacted by a committee of UUSD staff with a diverse set of skills. He shared that their participation is voluntary and secondary to their primary job responsibilities. Mr. Mensen also shared challenges that the District is currently facing, and provided recommendations. Mr. Mensen fielded questions from Board Members relating to current processes.
- Assistant Superintendent of Secondary Instruction, Ms. Pamela Salgado introduced Mr. Richie Vega, Director of Child Welfare and Attendance. Mr. Vega shared an overview of the District policy for

interdistrict transfers and discussed the process for updates to policy of transfers in and out of the District. He also shared information about declining enrollment and the importance of having a pulse on the communities that are transferring into and out of UUSD. Mr. Vega fielded questions from Board Members relating to why students are transferring, and opportunities that the District has to leverage marketing to help highlight programs.

- Assistant Superintendent of Business Services, Mr. Arik Avanesyans provided a report regarding the Second Interim Report and where the District stands from a financial perspective. Mr. Avanesyans shared that the District will be requesting a positive qualification as being able to meet financial requirements for the next 3 years as required. He also shared information around projections for higher increases in health and welfare services, as well as the increase of federal revenue through learning loss mitigation funds. Mr. Avanesyans fielded questions from Board Members relating to budget details and the pending COVID relief bill.

**G. PUBLIC COMMENT**

- Ms. Brie Kabia attended the meeting and made public comment. She stated that she had difficulty accessing the materials on the website through the new agenda platform. In addition, Ms. Kabia shared her concerns about the Board Meeting platform not being a hybrid model to allow more participation for parents who are unable to attend in person. Ms. Kabia also stated that she felt that students at lower levels would remain in the district if test numbers increased.

**H. COMMENTS FROM EMPLOYEE REPRESENTATIVES**

California School Employee Association (CSEA) Chapter 163 - declined comments

Upland Teachers' Association (UTA) Mr. Greg Lander greeted everyone on behalf of the Upland Teachers' Association. Mr. Lander announced that their members have reached a tentative agreement and would be meeting to discuss and vote for 2019-2020. He also shared that members are excited to be back for in person learning, and that the teachers are doing great things. Mr. Lander expressed his gratitude to elementary teachers, classified staff, administration, and the Board of Education in making it happen. He stated that he wanted to especially thank Maintenance & Operations and Ms. Robyn Wilson for all of their work to get everything prepared. Mr. Lander shared that he toured Upland Elementary School with Ms. Robyn Wilson and Superintendent Carmen Day and were able to address some issues and move forward. He also shared that work was being done on an MOU for the possible reopening of secondary schools. Mr. Lander thanked Assistant Superintendent, Pamela Salgado and all others behind the scenes to ensure staff is on the right track to return. In closing, Mr. Lander shared his enthusiasm for the event at Upland High School to welcome incoming 9th grade students. He thanked Ms. Briana Hawkins who along with her assistant organized the event, Mr. Bill Wielden for coordinating the athletic portion, and Javier at Taco Bout Good who provided tacos for students and their families during the event.

Upland Managers Association (UMA) Ms. Sara Domonoske welcomed all who were in attendance, and shared how excited she was that schools were reopening. She stated that staff have been working hard collaboratively to make this happen, and how much she enjoyed being able to welcome back kindergarten students. She stated that she is looking forward to the rest of the students returning.

**II. CONSENT CALENDAR**

Upon a motion by **Sherman Garnett** and a second by **Jack Young** 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 minutes from the February 23, 2021 Board Meeting
- B. Approve the Certificated and Classified Personnel Recommendations
- C. Approve the Paper Education Company, Inc. Service Agreement

- D. Approve the Acceptance of Gifts and Donations
- E. Approve the Purchase Board Report
- F. Approve the Purchase Order Report
- G. Approve the Proposal between Upland Unified School District and Fence Craft

**III. ACTION**

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

- **Item III. A. Approve the Second Interim Report and Budget Transfers**  
**Moved: Mary Locke      Seconded: Robert Bennett**

**Vote by Trustees:**

Trustee	Aye	No	Abstain	Absent
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 7:49 p.m. pursuant to:

- A. 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
- B. Public Employee Employment Government Code §54957 Certificated and Classified

At 9:01 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:**

- Victoria Castillo Paraeducator I SPED – FK
- Joy Cooper Clerical Substitute
- Francis Justo Paraeducator I SPED – PJH
- James Navarrete Custodial Substitute
- Claudia Mendoza Clerical Assistant II – VAL
- John Payne Custodial Substitute
- Monica Pitts Paraeducator I SPED – FK
- Ashley Solis Noon Aide – SYC
- Joshua Soto Head Custodian – FK
- Anna Starr Noon Aide – FK

Tommie Taylor Custodial Substitute

**Certificated:**

Chandler Campbell Substitute Teacher  
Jill Dixon Substitute Teacher  
Mark Llacuna Substitute Teacher  
Brian Lupiani Substitute Teacher  
Kaitlyn McArdle Substitute Teacher  
Sarah O Substitute Teacher  
Michael Ramirez Substitute Teacher  
Alejandra Vega Soto Substitute Teacher

**Leave of Absence**

**Classified:**

Kristin McDonald Campus Proctor – UHS – Effective 2/11/2021- 6/11/2021

**Employment Ending**

**Classified:**

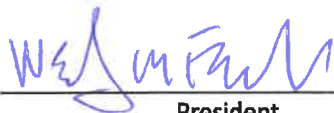
Claudia Mendoza Noon Aide – Resignation 3/9/2021  
Robert Snyder Paraprofessional II – did not meet probation 3/5/2021

The meeting was adjourned at 9:06 p.m.

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

**Vote by Trustees:**

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



\_\_\_\_\_  
President



\_\_\_\_\_  
Clerk

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