



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
May 25, 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, May 25, 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, and Dr. Sergio Canal, Assistant Superintendent Human Resources. 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 Catherine Florentino, 1st grade student from Sycamore Elementary School.

C. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Robert Bennett 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.

D. RECOGNITION

- The Board of Trustees and District Cabinet recognized the 2021 RIMS AVID Senior Scholarship Award recipient Jasmine Ruiz from Upland High School. Also recognized was long time community partner Dr. Loren Sanchez, for his valuable contributions to the success of Upland Unified School District students.

E. SUPERINTENDENT'S COMMENTS

During the Superintendent's Comments, Superintendent Carmen Day welcomed all who were in attendance, and expressed her gratitude for them taking the time to join the meeting. Dr. Carmen Day spoke about the Senior Walk that takes place on an annual basis, that would be taking place during the week. She described this as a long standing tradition where high school seniors would return to their elementary schools to see their teachers, school, and roots. The Senior Walk also serves as an exciting opportunity for elementary students. Superintendent Carmen Day acknowledged that CSEA negotiations were settled and how thankful she was for their partnership. She also shared her enthusiasm for the memorandum of understanding that would be coming forward between UUSD and Western University of Health Sciences, which would allow nursing students to complete nursing hours in the district. Dr. Carmen Day also shared that during the next Board of Education meeting, staff would be discussing the District's Local Control Accountability Plan (LCAP) for the following school year. She described the process involving over 100 voices of families, and how actions and services have been aligned to the District priorities. Superintendent Carmen Day addressed the concerns regarding masks, and shared that state and federal COVID-19 mandates have changed repeatedly, but the District continues to adjust despite the challenges. She shared that she looks forward to the time that individuals are able to go without masks again. In closing, Dr. Carmen Day praised the efforts to ensure a great vaccination event that was sponsored by San Bernardino County Department of Public Health where over 300 individuals were able to participate.

F. BOARD COMMENTS AND CORRESPONDENCE

Trustee Young began his comments by thanking Board President Fifield, and congratulated Pepper Tree Elementary School on their 30 Year Anniversary. He shared that the school was celebrated during the Upland City Council Meeting. At the same meeting, President Fifield, Superintendent Carmen Day, and others spoke on behalf of the proposal for the marquee at Upland High School. Trustee Young congratulated President Fifield for his years of hard

work on the project. Mr. Young shared that he attended the Upland Junior High Talent Show, and watched the Pioneer Junior High Showcase online. He stated that he attended a fundraiser at Valencia Elementary, attended a meeting with CSEA along with Trustee Garnett, where they discussed concerns about staff at sites, classifications, changes of schedule, start times, state legal requirements, and requests for more than one classification of IT work.

Trustee Garnett welcomes all who were in attendance. Mr. Garnett shared that he attended the CSEA leadership meeting along with Trustee Young where they discussed the desire to be more inclusive of legal mandates to have all middle schools and high schools in the state needing to start later in the day. He shared that the dialogue was positive and an agreement was made to meet on a quarterly basis. Trustee Garnett also stated that a lengthy discussion was had related to full day kindergarten and the transition plan. He shared that since the Governor's budget has come out, and once signed would be doing full time kindergarten starting in the 2022-2023 school year for all 4 year olds. He shared that this would start with a March 2nd cutoff date, and requested that information to be included on the District website. Mr. Garnett stated that this could mean more students coming to the District as more could qualify. Trustee Garnett also discussed Assembly Bill 104 regarding retention and that part of the bill had been reworked. The notification of retaining the students the following year will take place, the ability to have grades changed from a letter grade to pass/fail is being heard and will potentially be back to the Governor's desk soon. In closing, Mr. Garnett stated that with this bill, students that are behind could potentially be given a chance for a 5th year of high school, or a 130 credit option; as many of these students are homeless, foster, and military dependent.

Trustee Locke welcomed all who were in attendance, and had a special welcome to the class of 2021 students. She shared that she was looking forward to the graduation and promotion ceremonies that would be taking place in the coming weeks. She wished the students the best of luck in their futures beyond high school. Mrs. Locke shared that she attended various fundraisers for Upland High School choir, Upland Elementary School, and Valencia Elementary School. She shared that she attended the Governor's Budget Workshop and thanked Trustee Garnett for summarizing several points. Trustee Locke stated that she attended the MarComm Meeting and that the team was moving forward with the new website plan, and that it was composed of a great team. Mrs. Locke thanked President Fifield for all of this work on getting the District another step closer to having the marquee, and that hopefully the District would have the sign soon.

Trustee Bennett shared her excitement to see the families, students, and staff at the meeting. Mr. Bennett shared that he was looking forward to the end of school year celebrations. He shared that he continues to attend the Grab & Go food distribution at various sites, and had the opportunity to attend the Magnolia School Site Council Meeting where he got to listen to unfiltered information from teachers and parents. He shared that a suggestion came up around the library, and requested that staff look at the elementary and junior high libraries to help encourage excitement in reading at all levels. Mr. Bennett stated that the District does not currently have a quarterly library meeting to solve problems that come up as a group of schools. Trustee Bennett stated that he attended the Governor's Budget Workshop, the District Parent Advisory Committee (DPAC), the District English Learner Advisory Committee (DELAC) and was excited to learn about the English Learner program and the accomplishments in the last few years. He shared his excitement for the English Learner celebration that would be taking place on June 1st. Mr. Bennett described additional events that he took part in including various school fundraisers, webinar with California Department of Health, and Blood Donation at Upland High School that was sponsored by the Link Crew. Mr. Bennett stated that he spoke with San Bernardino County Department of Health Quality and Compliance Officer, Ken Johnston regarding additional nutrition resources for UUSD. He shared that he attended the Upland High School Spring Concert, and was impressed with the amount of talented students that are in the District. Trustee Bennett shared that at the last Board Meeting some of his comments were misinterpreted, and that he would like to clarify his thoughts and beliefs regarding equity within the District. He shared that he would always put all of the students and families first, as he has always done; and that he would continue to ask questions and ensure that all UUSD resources are shared equitably for the benefit of all students, staff, teachers, and families. Additionally, he shared that he is confident that all students can meet the high expectations set forth through Upland's educational programs. In closing he asked that families continue to forward their thoughts, concerns, and suggestions to him as the District moves forward in its next educational goals.

Trustee Fifield opened his comments by stating what an honor it is to serve alongside Trustee Bennett, and that his care and respect for students is unprecedented. Mr. Fifield stated that the Board has a great deal of respect for him, and all that he does for the District. Mr. Fifield expressed his appreciation for Trustee Young, Superintendent Carmen Day, Ms. Robyn Wilson, and Mr. Greg Lander for showing their support during the Upland City Council meeting. In closing Mr. Fifield thanked the Upland City Council, and stated that he was excited to finally get a sign up at Upland High School.

G. ADMINISTRATIVE REPORTS

- Assistant Superintendent Mrs. Pamela Salgado shared a presentation regarding the Learning Opportunities Grant as part of the Learning Loss Mitigation Funds (LLMF), also known as Cares Act money. Mrs. Salgado stated that according to the grant there are 7 supplemental areas of instruction and support categories that the funds are required to be spent on. The deadline to utilize these funds is August 2020. During her presentation she addressed proposed expenditures such as summer programs, intervention supports, wellness and social emotional support, and addressing learning loss. Assistant Superintendent Salgado fielded questions from Board Members regarding access to programs, advertising and communication, and utilization of funds.
- Assistant Superintendent, Ms. Shinay Bowman introduced Mr. Raul Santana, Director of Technology Services and Ms. Michelle Wavering, Coordinator of Learning Innovations to present the Innovation Technology Plan. Mr. Santana and Ms. Wavering described the program not being just about technology, but also encompassing teaching and learning environments. They also shared the goals for the upcoming year, and fielded questions from Board Members regarding access, programs, potential collaboration, and technology replacement.

H. PUBLIC COMMENT

- Ms. Emily Cadzow made public comments regarding mask requirements for the 2021-2022 school year.
- Ms. Brienne Cadzow made public comments regarding mask requirements for the 2021-2022 school year.
- Mr. Justin Cadzow made public comments regarding mask requirements for the 2021-2022 school year.

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

California School Employees Association (CSEA) Ms. Laurie Link declined to make comments.

Upland Teachers' Association (UTA) Mr. Greg Lander declined to make comments.

Upland Managers Association (UMA) Ms. Michelle Wavering shared that it would be her last time attending a UUSD Board Meeting as the UMA President. She stated that all of the elementary administrators have been spending a lot of time planning the Senior Walk, and that there would be several district administrators who would also be attending. Ms. Wavering stated that she was looking forward to supporting the sites and all that they are doing for the students. In closing, Ms. Wavering thanked the Board of Education for their support in all of this work.

II. CONSENT CALENDAR

Upon a motion by **Robert Bennett** 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:

- Approve the minutes from previous Board Meetings
- Approve the Second Reading of School Board Policies
- Approve the Brandman University Supervised Fieldwork Agreement
- Approve the New Salary Schedule for Assistant Superintendents
- Approve the Brandman University Supervised Unpaid District Employee Fieldwork Agreement
- Approve the Brandman University Supervised Internship Agreement
- Approve the Western University of Health Science/Master of Science in Nursing Entry (MSN-E) Program
- Approve the Western University of Health Science/Master of Science in Nursing Entry (Excluding MSN-E)

- I. Approve the Interquest Detection Canines of San Diego Agreement
- J. Approve the Certificated and Classified Personnel Recommendations
- K. Approve the amended County of San Bernardino Probation Department Agreement
- L. Approve the authorization of signature changes
- M. Approve the Acceptance of Gifts and Donations
- N. Approve the Board Report
- O. Approve the Purchase Order Report
- P. Approve the Rejection of Claim #2021040006
- Q. Approve the Rejection of Claim #2021040154
- R. Approve the Designation of 2021-2022 CIF Representatives to League

III. ACTION

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

- **Item III. A.** Approve the Amendment to the Board of Education Calendar of Meetings
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			

- **Item III. B.** Approve the Expanded Learning Opportunities Grant
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			

- **Item III. C.** Approve the Revised Certificated Management position for Director of Equity and Access
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 III. D.** Approve the Tentative Agreement between California School Employees Association and Upland Unified School District

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 III. E.** Approve the Employment Agreement with Assistant Superintendent, to be preceded by an oral report of the salary and compensation paid in the form of fringe benefits in the proposed agreement

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			

IV. CLOSED SESSION

Recessed into Closed Session at 7:27 p.m. pursuant to:

- A. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1).) Student v. Upland USD, 1 Matter
- B. Public Employee Employment Government Code §54957 Certificated, Classified and Management
- C. Public Employee Discipline/Dismissal Release Government Code § 54957
- D. 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
- E. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent
- F. Consideration of Student Readmission Following Expulsion (Education Code §§ 35146, 48912, 48916)
- G. Conference with Labor Negotiator (Government Code § 54957.6, Unrepresented Employee: Assistant Superintendent, Agency Negotiator: Superintendent

At 9:56 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 and approved the following:

Pursuant to Government Code §54956.9 approval by 5-0 vote was given by the Board of Education to accept settlement agreement through Alternative Dispute Resolution #CR027.

Pursuant to Government Code § 54957 (b), the Board of Education took action to approve the following: Antonio Gonzalez, Director of Equity & Access

Reinstatement following stipulated expulsions of students in matter numbers CWA2019-018 and CWA2020-001 by a vote of 5-0.

V: ADJOURNMENT

The meeting was adjourned at 9:57 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