

**Upland Unified School District  
CERTIFICATED HUMAN RESOURCES BOARD REPORT  
October 13, 2020**

**SUBSTITUTE EMPLOYMENT - \$130.00/daily, effective 2020/2021\***

Sophia Buckner Fahie | Emma Richman | Marina Rodriguez | Kimberly Slagle

*\*pending compliance with criminal background check*

**EMPLOYMENT ENDING**

Employee Name	Assignment	Effective Date	Remarks
Laura Burton	Independent Study Teacher	10/12/2020	Retirement
Cristal Palma	Special Education M/M Teacher	09/23/2020	Resignation
Alexandra Sarcona	Elementary Teacher	12/07/2020	Retirement
Janet Yoss	Special Education M/M Teacher	09/26/2020	Retirement

**INCREASE IN HOURS**

Employee Name	Assignment	Effective Date	Remarks
Keri Camacho	Preschool Teacher-SV	08/24/2020-06/11/2021	3.75 to 7.5

**ADDITIONAL ACTIVITY POSITIONS**

Employee Name	Recommended Position	Stipend	Effective Date
Beth Stone	Yearbook-Jr. High School-FK	\$1,089.55/stipend	2020/2021
Benjamin Whieldon	Athletic Director-UHS	\$9,905.00/stipend	09/21/2020

**ADDITIONAL ASSIGNMENTS**

Ashlee King Danielle McGhee Allyson Wisz	Teachers from Valencia Elementary School attended (virtual/in-person) Leadership meeting on 08/17/2020; NTE 4 hours/ea. at Curriculum Planning Rate. (Funded by SITE)
Melanie Kirk Stephanie Miller	Teachers assisted with the Special Education Department summer planning days from 08/06/2020-08/12/2020; NTE 20 hours/ea. at Curriculum Planning Rate. (Funded by SPED)
Melanie Kirk Stephanie Miller	Teachers attended (virtual) IEP meetings from 08/06/2020-08/12/2020; NTE 20 hours/ea. at Curriculum Planning Rate. (Funded by SPED)
Shawn Goehring Matthew Jordan Yen Chiu Lou Shawna Moller	New Certificated employees attended (virtual) ongoing professional learning on August 31, 2020; NTE 1 hour/ea. at Curriculum Planning Rate. (Funded by LLMF)
Trish Banks Noble Yvette Massie	Admin Designee assignment when the Cabrillo Elementary School Administrator is not available from 08/26/2020-06/11/2021; NTE 50 hours/ea. at Curriculum Planning Rate. This is an increase of 20 hours/ea., previously Board approved on 09/08/2020. (Funded by SITE)
Britany Douglas Alicia Ogas	Additional hours for Pioneer Jr. High teachers to attend (virtual/blended model) AVID planning meetings from 08/14/2020-08/21/2020; NTE 4 hours/ea. at Curriculum Planning Rate. (Funded by SITE)
Britany Douglas Alicia Ogas	Additional hours for Pioneer Jr. High teachers to attend (virtual/blended model) AVID student interviews from 05/05/2020-05/21/2020; NTE 3 hours/ea. at Curriculum Planning Rate. (Funded by SITE)
Robin Ogden	Additional hours from 08/10/2020-08/12/2020 for a Cabrillo Elementary School teacher to attend (virtual) the training for 6-8 science teachers on new TCI Science Curriculum; NTE 15 hours at Curriculum Planning Rate. (Funded by LLMF)

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Cindy Steuben Additional hours from 08/18/2020-08/21/2020 for a teacher from Citrus Elementary School to create asynchronous lessons; NTE 20 hours at Curriculum Planning Rate. (Funded by LLMF)

Kathy Henson Teachers from Pepper Tree Elementary School attended (virtual zoom/blended model) Multi-Tier System of  
Jean Stoll Supports (MTSS) planning meeting on 08/14/2020; NTE 8 hours/ea. at Curriculum Planning Rate. (Funded by LPSGB)

Shawna Moller Teacher at Upland High School will provide (virtual) afterschool tutoring in Math Lab and Power Math from 04/28/2020-06/04/2020; NTE 16 hours at Intervention Rate. (Funded by ELLI)

Sheryl Bizzell Special Ed. Teacher will be assisting with writing IEPs, Distance Learning Plans and extra asynchronous support from 09/16/2020-06/11/2021; NTE 75 hours at current hourly rate. (Funded by SPED)

Trevor Foglesong Extra hours needed for Upland High School Librarian from 06/15/2020-09/04/2020; NTE 100 hours at Intervention Rate. (Funded by SITE)

Patti Coulter Summer hours from 06/13/2020-08/22/2020 for Upland High School Link Crew leaders; NTE 60 hours/ea. at  
Jaime Jennings Intervention Rate. (Funded by SITE)  
Laura McMullen  
Kimberly Morales Bradley

Sheryl Bizzell Special Education teacher to provide new teacher support for the new Special Education M/M teachers from 09/02/2020-10/30/2020; NTE 10 hours at Curriculum Planning Rate. (Funded by SPED)

Marisol Hernandez Additional hours to work on the master schedule at Upland Jr. High School from 07/01/2020-09/01/2020; NTE 100 hours at current hourly rate. (Funded by TTLI)

Diana Bonilla Teacher will work during her prep time from 08/24/2020-06/11/2021; NTE .75 hours (.10 FTE) at current hourly rate. (Funded by SPED)

Gladys Martinez Torres Teacher will work during her prep time from 08/24/2020-06/11/2021; NTE .75 hours (.10 FTE) at current hourly rate. (Funded by SPED)

Keri Camacho Teacher will work during her prep time from 08/24/2020-06/11/2021; NTE .75 hours (.10 FTE) at current hourly rate. (Funded by SPED)

Victoria Sage Teacher from Upland High School will teach an extra period (6th/5th) from 09/07/2020-10/30/2020. (Funded by GNED)

Cindy Pimentel Student Support Specialist at Citrus Elementary school to work an additional hour per day from 08/24/2020-06/11/2021; NTE 184 hours at current hourly rate. (Funded by ESSA (CSI))

Teachers are providing Home Hospital online instruction from 08/26/2020-10/23/2020; NTE 5 hours/ea. at Intervention Rate. (Funded by SPED)

Carolle Artilles	Jimese Bennett	Sheryl Bizzell	Kimberly Camarena	Heather Farnsworth
Joy Jackson	Katie Lord			

Certificated staff attended (virtual) training on District recommended web conferencing in Blocks! and/or Google Meet on 09/01/2020; NTE 1 hour/ea. at Curriculum Planning Rate. (Funded by LLMF)

Jorge Arredondo	Carolle Artilles	Deanna Bechard	Karen Bossano	Kimberly Camarena
David Condino	Jason Dashinsky	Mike Diaz	Hannah Esparza	Aldo Garbick
Jennifer Garbick	Shawn Goehring	Chris Hauk	Jessica Huerta	Karen Kipley
Stacy Little	Jessica Lora	Dawn Marshburn	Velia Martinez	Shawna Moller
Chris Morgan	My Nguyen	Angelica Ortiz-Smith	Maria Sanchez	Janet Yoss

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Certificated staff attended (virtual) New Teacher Academy training from 08/18/2020-08/20/2020; NTE 15 hours/ea. at Curriculum Planning Rate. (Funded by LLMF)

Shannon Beutler	Avon Bunaguen	Nadia DeLeon	Courtney Dunkel	Matthew Jordan
Katherine Kinsey	Yen Chiu Lou	Holly Mead	Michael Murray	My Nguyen
Cara Ottaway	Sharmika Phillips	Cindy Pimentel	Allyson Wisz	Melissa Xa

Secondary teachers finalized Curriculum Instruction Assessment (CIA) mapping project from 08/10/2020-08/17/2020; NTE 10 hours/ea. at Curriculum Planning Rate. (Funded by LLMF)

Carolle Artiles	Christine Aguilar	Stacie Bangle	Richard Becerra	Karen Bossano
Kimberly Camarena	Megan Christensen	Susan Coffee	Stephanie Collins	Shawna Dixon
Ana Garcia	David Geller	Elizabeth George	Jimi Gillespie	Erika Huizar
Douglas Hutchings	Matthew Jordan	Katherine Kinsey	Bryan Kyhn	Desirea Kyle
Sharyn Landers	Stacy Little	Jessica Lora	Ashley Louis	Anita Marquez
Dawn Marshburn	Jennifer McAdams	Christeen Molchan	Angel Montes	Eva Morales
Kimberly Morales Bradley	Juliana Nelson	My Nguyen	Alicia Ogas	Jeanne Pandzic
Sean Piscioneri	Victoria Sage	Lynn Sato	Derrick Taylor	Jamie Whitten
Judy Wilson	Melissa Xa			

Elementary teachers created asynchronous lessons for their grade level from 08/10/2020-08/17/2020; NTE 20 hours/ea. at Curriculum Planning Rate. (Funded by LLMF)

Shannon Beutler	Madeline Cho	Nadia DeLeon	Alyson Esbenshade	Nina Freeman
Renee Guerra-Vasquez	Lori Jacobson	Taylor Kalmikov	Diane Schlitt	Cynthia Steuben

Certificated staff attended (virtual) training on 09/08/2020 to learn how to use EdPuzzle and/or Screencastify; NTE 1 hour/ea. at Curriculum Planning Rate. (Funded by LLMF)

Renee Acevedo	Annette Avalos	Cindy Bailey	Savita Bal	Diana Barrera
Deanna Bechard	Caroline Benavidez	Shannon Beutler	Gerrilyn Boer	Mary Booth
Kimberly Camarena	Cynthia Castillo	Katie Cevallos	Virginia Chaney	Megan Christensen
Dave Condino	Jason Dashinsky	Mike Diaz	Matthew Eden	Elaine Edwards
Christina Filer	Lupe Fillinger	Cynthia Franco	Suzanne Gamboa	Lindsay Geer
Shawn Goehring	Nancy Hauffen	Chris Hauk	Debbie Haynes	Nicholas Hernandez
Jamie Jennings	Vicki Kawasaki	Sharyn Landers	Karen Lemoine	Yen Chiu Lou
Nicole Love	Alegjandra Lugo	Andrea Maddox	Gladys Martinez Torrez	Heather McMahon
Shawna Moller	Angel Montes	Reba Myers	Derek Neri	My Nguyen
Julianna Okamoto	Stacy Olguin	Kat Peel	Ailene Ramirez	Jennifer Randell
Sara Ries	Tregg Ries	Carina Rivera	Terry Robinson	Gabrielle Roldan
Eddie Rosas	Elizabeth Salazar	Alexandra Sarcona	Lynn Sato	Mary Stockwell
Sandra Timpano	Timothy Torres	Karen Van Dam	Lisa Yoshimura-Kitamura	Janet Yoss

Certificated staff attended (virtual) August Summer Workshops: Virtual Teaching and Learning Sessions from 08/03/2020-08/20/2020; NTE 15 hours/ea. at Curriculum Planning Rate. (Funded by LLMF)

Justin Adams	Cristine Aguilar	Courtney Allen	Marc Alzamora	Rosalba Ambriz
Mindi Amrhein	Raghbinder Anderson	Julie Andolsen	Jamie Arnold	Carolle Artiles
Annette Avalos	Katelyn Aven	Francine Avila	Cindy Bailey	Savita Bal
Julie Balcom	Ken Balcom	Stacie Bangle	Trisha Banks Noble	Diana Barrera
Katie Bassett	Tracy Beck	Caroline Benavidez	Shannon Beutler	Darla Bircheff
Sheryl Bizzell	Gerilyn Boer	Mary Booth	Karen Bossano	Kimberly Bova
Elizabeth Bradbury	Suzanna Bratzler	Michele Brooks	Alyson Brown	Cathy Brown
Lorrie Buehler	Avon Bunaguen	Nadine Buries	Emily Butrick	Keri Camacho
Kimberly Camarena	Maria Campau	Sandra Campbell	Robert Cantwell	Daniel Carrasco

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Belen Carrillo	Kevin Cassidy	Cynthia Castillo	Cody Castro	Gabrielle Catalano
Emer Cervantes	Virginia Chaney	Jennifer Chavira	Madeline Cho	Megan Christensen
Susan Coffee	Krista Collier	Stephanie Collins	Dean Connor	Emily Cowley
Allyson Crawley	Joe Darrow	Jason Dashinsky	Leah Davis	Carolyn De Fazio
Connie Delaney	Jacqueline Delaney	Mirna DeLeon	Nadia DeLeon	Shawna Dixon
Emily Donohoe	Britany Douglas	Lainie Dunavant	Dallas Duncan	Robyn Duncan
Matthew Eden	Sherry Edmundson	Elaine Edwards	Alyson Esbenshade	Hannah Esparza
Jennifer Espinoza	Ana Esquivel	Neil Estep	Christine Fenton	Christina Filer
Lupe Fillinger	Jackie Fitzgerald	Valarie Flores	Anthony Forlenza	Shawn Francis
Cynthia Franco	Nina Freeman	Tamara Gabonay	Edilia Galan	Candice Gallego-Cory
Jeanne Gamboa	Aldo Garbick	Jennifer Garbick	Ana Garcia	Lori Garrobo
Jimi Gillespie	Pamela Giaspell	Shawn Goehring	Emily Gomez	Cynthia Gonzalez
Pawandeep Goraya	Ruben Goussen	Renee Grages	Renee Guerra-Vasquez	Lorena Guerrero
Kaitlin Gurley	Barbara Hamilton	David Hammond	Joy Hannan	Leticia Hannant
Barbara Hansen	Lisa Harich	Melissa Hauck	Nancy Hauffen	Chris Hauk
Debbie Haynes	Carla Hegler	Cathy Henderson	Dalvina Henrich	Kathy Henson
Evelyn Hernandez	Marisol Hernandez	Nicholas Hernandez	Jennifer Hickler	Elizabeth Hicks
Loreen Hoffman	Elyse Huesca	Erika Huizar	Christine Hunter	Douglas Hutchings
Lori Jacobson	Janet Jankoski-Pelkey	Allison Jaworoski	Lisa Jenne	Jaime Jennings
Rebecca Jimenez	Debra Johnson	Matthew Jordan	Kathryn Juarez	Taylor Kalmikov
Anne Kartun	Vicki Kawasaki	Terry Kimberling	Ashlee King	Lindsay King
Karen Kipley	Melanie Kirk	Bryan Kyhn	Desirea Kyle	Kimberly laird
Sharyn Landers	Gabriela Larson	Dina Lattuga	Lori Lavarias	Daniel Lawrence
Tamatha Lawrence	Karen Lemoine	Sandra Lewis	Crystal Loftis	Jennifer Loop
Jessica Lora	Ashley Louis	Nicole Love	Alejandra Lugo	Andrea Maddox
Cristina Mancuso	Kalliope Marantidis	Anita Marquez	Wendy Marquez	Michelle Marshall
Dawn Marshburn	Gregg Martin	Jacqueline Martin	Veilia Martinez	Wendy Martinez
Gladys Martinez Torrez	Steven Mason	Yvette Massie	Susan Massman	Bonnie Masters
Stephanie Masterson	Christa Matthews	Kelly Mattocks	Jennifer McAdams	Brenda McClellan
Doug McCully	Danielle McGhee	Melody McHaffie	Erin McKenna	Heather McMahan
Marci McMahan	Deborah McReynolds	Katie McWhirter	Stephanie Medellin	Christine Mendez
Jean Mendez	Kathryn Mensen	Melinda Meyer	Ariel Micallef	Stephanie Miller
Kevin Miramontes	Kristi Mistone	Rikki Mitchum	Marla Mittskus	Christeen Molchan
Angel Montes	Julie Morage	Eva Morales	Kimberly Morales Bradley	Jessica Moran
Elizabeth Morton	Shauna Murphy	Reba Myers	Juliana Nelson	Derek Neri
My Nguyen	Kristyl Nuckolls	Courtney O'Hara-Tsai	Lourdes Ocon	Alicia Ogas
Robin Ogden	Julianna Okamoto	Stacy Olguin	Luz Ortiz	Angelica Ortiz-Smith
Cara Ottaway	Mark Owen	Kristine Palisoc	Deborah Panattoni	Bianca Pandino
Jeanne Pandzic	Kat Peel	Tu Peng	Robert Perkins	Debbie Peters
Julie Phillips	Sharmika Phillips	Cari Pike	Madeline Pirrone	Doug Porter
Roberta Ragains	Ailene Ramirez	Jennifer Randell	Carrissa Rangel	Wendy Reed
Michele Richardson	Linda Richter	Alessandra Ries	Sara Ries	Tregg Ries
Carina Rivera	Manuel Rivera	Jennifer Robertson	Scott Robertson	Terry Robinson
Gabrielle Roldan	Eddie Rosas	Lisa Rowe	Kelly Rushing	Catherine Rusk
Elizabeth Rynear	Victoria Sage	Elizabeth Salazar	Beth Salen	Brianna Sall
Maria Sanchez	Noemi Sandoval	Alexandra Sarcona	Lynn Sato	Jeanette Savko
Annie Schaumleffel	Lisa Scheuerman	Diane Schlitt-Thompson	Stephanie Schoening	Lisa Scoggin
Swadha Sharma	Nathan Sharp	Deyon Shearer	Melinda Shepherd	Anastasia Shipman
Brianne Shiraishi	Randi-Lynn Silver	Melody Simons	Maribel Smith	Kelley Smith
Patricia Snively	Susan Snyder	Lori Solorzano	Kelsey Sorenson	Amanda Soto
Kimberly Spears	Jordan Spelts	Ellen Sperling	Adrienne Spina	Eleanor Sprague
Casey Steinert	Cynthia Steuben	Mary Stockwell	Jean Stoll	Beth Stone
Amanda Swan	Angelique Tahajian	Renate Tang	Karen Tanner	Mayuko Tetsubayashi
Darry Thomas	Sandra Timpano	Kelly Tolliver	Timothy Torres	Karen Van Dam
Laura Vega	Dawn Vierira	Rochelle Villalobos	Richard Villanueva	Nancy Waldowski

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Debbie Weatherell	Paula Weiland	Mary Weiss	Lindsey White	Jamie Whitten
Lisa Whobrey	Laura Wilkin	Andrea William	Donna Wills	Judy Wilson
Josh Wish	Allyson Wisz	Laura Woodward	Melissa Xa	Lisa Yoshimura-Kitamura
Janet Yoss	Melody Zoelle			

Certificated staff attended (virtual) training on 09/15/2020 to learn how to use Blocks, Google Classroom, Kami and/or Seesaw; NTE 1 hour/ea. at Curriculum Planning Rate. (Funded by LLMF)

Renee Acevedo	Jorge Arredondo	Stacie Bangle	Diana Barrera	Richard Becerra
Deanna Bechard	Shannon Beutler	Cathy Brown	Nadine Buries	Emily Butrick
Megan Christensen	Dave Condino	Emily Cowley	Emily Donohoe	Mike Diaz
Lindsay Geer	Pamela Glaspell	Shawn Goehring	Chris Hauk	Dalvina Henrich
David Hodgins	Bob Hopwood	Christine Hunter	Lori Jacobson	Debra Johnson
Katherine Kinsey	Emily Lavender	Karen Lemoine	Yen Chiu Lou	Shawna Moller
Eva Morales	Reba Myers	My Nguyen	Luz Ortiz	Robert Ragains
Eddie Rosas	Lisa Rowe	Elizabeth Rynear	Lynn Sato	Deyon Shearer
Anastasia Shipman	Casey Steinert	Mary Stockwell	Renate Tang	Karen Tanner
Sandra Timpano	Timothy Torres	Allyson Wisz		

Additional hours for Upland High School Counselors to complete student scheduling from 08/01/2020-09/4/2020; NTE 20 hours/ea. at current hourly rate. (Funded by GNED)

Janell Aven	Claudia Cantu	Patti Coulter	Monica Gullo	Art McCain
Bridget Santoyo	Marnie Simmons			

Summer hours for Upland High School AVID teachers to attend planning meetings from 07/10/2020-08/19/2020; NTE 8 hours/ea. at Curriculum Planning Rate. (Funded by ELLI)

Richard Becerra	Aldo Garbick	Kathryn Juarez	Kevin Miramontes	Derrick Taylor
Darryl Thomas	Swadha Sharma	Rochelle Villalobos		

Extra hours for Certificated staff to provide Upland High School registration support from 08/14/2020-08/24/2020; NTE 45 hours/ea. at Intervention Rate. (Funded by 0000)

Stacie Bangle	Sheryl Bizzell	Brian Chavez	Grant Fitch	Aldo Garbick
Jennifer Garbick	Anna Garcia	Dave Geller	Renee Grages	Christopher Hauk
Robert Hopwood	Joy Jackson	Jaime Jennings	Desirea Kyle	Michael Macias
Laura McMullen	James Miura	Frank Nilon	Lourdes Ocon	Kristine Palisoc
Debbie Panattoni				

Teachers from Upland Jr. High attended (virtual/blended model) planning days from 08/01/2020-08/23/2020 to prepare for Distance Learning; NTE 2 days/ea. at Curriculum Planning Rate. (Funded by TTL/ELLI)

Diana Barrera	Milos Blagojevic	Timothy Cagley	Maria Campau	Stephanie Collins
Alicia Comito	Brennan England	Michael Flowers	Dana Flynn	Ruben Goussen
Denise Guerrero	Siri Jespersen	Anne Kartun	Sharyn Landers	Daniel Lawrence
Tamatha Lawrence	Diedre Lesley	Jennifer Loop	Dawn Marshburn	Christopher Martinez
Deborah McReynolds	Melinda Meyer	Christeen Molchan	Shauna Murphy	Veronica Navarro
Mark Owen	Jeanne Pandzic	Melissa Payne	Douglas Porter	Maria Sanchez
Ann Smith	Susan Snyder	Jordan Spelts	Raquel Valdez	Melissa Xa

Teacher leaders planned and facilitated (virtual/blended model) professional learning sessions from 08/03/2020-08/21/2020; NTE 40 hours/ea. at Curriculum Planning Rate. (Funded by LLMF)

Rosalba Ambriz	Katelyn Aven	Kenneth Balcom	Trisha Banks-Noble	Elizabeth Bradbury
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Susan Coffee	Nadia DeLeon	Emily Donohoe	Fred Easton	Alyson Esbenshade
Hannah Esparza	Jennifer Garbick	Ana Garcia	Shawn Goehring	Lisa Grijalva
Barbara Hamilton	Joy Hannan	Lisa Harich	Melissa Hauck	Carla Hegler
Rob Ingels	Lisa Jacobson	Anne Kartun	Katherine Kinsey	Yvette Massie
My Nguyen	Cristal Palma	Gregory Peck	Deborah Peters	Sandy Reis
Lisa Rowe	Melody Simons	Ellen Sperling	Angelique Tahajian	Nancy Waldowski
Josh Wish	Allyson Wisz	Jennifer Yang		

Long term substitute teachers and resident substitute teachers attended (virtual) ongoing professional learning on August 31, 2020; NTE 1 hour/ea. at current hourly rate. (Funded by LLMF)

Jorge Arredondo	Rabekah Arroyo	Deanna Bechard	Natalie Carlton	Kevin Crawford
Emily Ehlenburg	Jessica Huerta	Rebecca Larratt	Graham Lewis	Maria Moya
Leslie Nielsen	Courtney O'Hara-Tsai	Collen Obrien	Alyssa Potts	

**CONFERENCE**

Employee Name	Conference	Dates	Cost	Remarks
Pamela Salgado	Assistant Superintendent Leadership Network (ASLN) / Virtual	09/01/2020-06/30/2021	NTE \$2,000.00	Funded by TTL2

**CONSULTANT AGREEMENT**

Spectrum Assessment Services	To conduct Tri-Annual Assessment for special education students for various school sites from 09/1/2020-06/11/2021, NTE \$28,000.00. (Funded by SPED)
Robyn Manaserro	To provide speech therapy services for special education students from 08/24/2020-06/30/2021, NTE \$47,700.00. (Funded by SPED)
Raechel Beaudoin.	To provide comprehensive psychoeducational evaluations for special education students from 08/26/2020-06/11/2021, NTE \$45,000.00. (Funded by SPED)
Leadership Associates	To provide Board workshops and Assistant Superintendent advisement services during the 2020/2021 school year, NTE \$14,800.00. (Funded by GNED)
Leadership Associates	To provide individual principal and cohort advisement services during the 2020/2021 school year, NTE \$15,500.00. (Funded by GNED)