



**REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
October 12, 2021**

I. GENERAL FUNCTIONS

A. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 6:03 p.m. on October 12, 2021. The meeting was held at the Upland Unified School District, Administration Building.

Trustees present: President Wes Fifield, Vice President Mary Locke, Clerk Robert Bennett, Member Sherman Garnett, and Member Jack Young.

Administrators present: Dr. Lynn Carmen Day, Superintendent of Schools, Ms. Shinay Bowman, Assistant Superintendent Instructional Services, Ms. Pamela Salgado, Assistant Superintendent Student Services, Dr. Sergio Canal, Assistant Superintendent Human Resources, Mr. Terry Connick, Assistant Superintendent of Business Services, Ms. Liz Pinney-Muglia, Director of Communications, and Ms. Michelle Brandin, Senior Executive Assistant to the Superintendent and Board of Trustees.

Employee representatives present: Upland Teachers Association President, Mr. Greg Lander; and Upland Managers Association Vice President, Dr. Shayna Golbaf and Treasurer, Ms. Rachael Emery

B. PLEDGE OF ALLEGIANCE

- Led by Ashton SanDiego, Student Council President and Ethan Cambrone, Student Council Vice President, 6th grade students from Valencia Elementary School.

1. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Robert Bennett	Seconded by: Jack Young			
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: _____

C. SUPERINTENDENT’S COMMENTS

Dr. Carmen Day began her comments by acknowledging that the month of October was Principal recognition month. She also recognized the Board for their coordination and participation in the California School Employees Association (CSEA) job shadowing that recently took place. She shared what a great opportunity it was to honor classified employees by walking in their shoes. Superintendent Carmen Day also shared that COVID vaccination clinics would be held at Upland High School in the gym on November 8th & November 29th. In addition, Dr. Carmen Day acknowledged that there are many opinions that exist regarding vaccinations, and that regardless of where a person stands the District would do what is needed to educate students. In closing, she expressed her appreciation for the UUSD staff.

D. STUDENT PERFORMANCE

The Board of Education was provided with a presentation put on by theatre students from Upland High School. The following students performed a scene from the play Steel Magnolias by Robert Harling which will be showcased at UHS November 4-7, 2021. Truvy played by Snow Cameron; M'Lynn played by Erin Parks; Clairee played by Erica Gooding; Ouiser played by Izzy Goussen; Annelle played by Gabriella Thompson; and Shelby played by Sofia Flores

E. BOARD COMMENTS AND CORRESPONDENCE

Trustee Young began his comments by welcoming all who were in attendance. Mr. Young shared that he took part in phone calls with Dr. Adams from Baldy View ROP and Dr. Carmen Day from UUSD regarding ROP personnel concerns. Mr. Young also shared that he participated in a number of events including Think Tank, UUSD home football games, fundraisers for several sites, a memorial service for a UHS student who recently passed, and CSEA job shadowing. He thanked Jose Aguirre and CSEA for the experience. Trustee Young also shared that he met with

Dr. Carmen Day to discuss the onboarding process for new Board Members. In closing he recognized school leaders as it was National School Administrators Week.

Trustee Garnett welcomed all who were in attendance and called to recognize the senior students that were in the audience. Mr. Garnett expressed his pleasure for his participation in the CSEA Job Shadowing event, where he worked with a proctor from Upland Junior High School who despite being new to the role, represented herself as a veteran employee through collaboration and professionalism. Mr. Garnett also informed the audience of updates to Assembly Bills that would be coming forward such as AB101, requiring all students in 2025 to receive course offerings in ethnic studies and that in 2029 it would become a graduation requirement. He also shared about AB27, and the need to post on the district website the contact persons information, AB167 regarding extended timelines for pass/fail grades for students, and Senate Bill 14 which would require at a future date that all school employees receive latest training on mental and behavioral health at schools.

Trustee Bennett began his comments by welcoming all who were in attendance and thanking them for joining the meeting. Mr. Bennett shared that he had the opportunity to take part in a variety of activities including the Sierra Vista PTA meeting, Sycamore Elementary School's Java with Jackson, PTA Council Meeting, the College & Occupational Aid Wednesday Webinar, meeting with Dr. Carmen Day, and the CSEA Job Shadowing in which he thanked Nate McHenry from Upland High School. Mr. Bennett also congratulated the Upland High School Highland Regiment Band and Color Guard for winning first place in their competition. Trustee Bennett brought forward concerns for staff to explore including painting, rebranding, crosswalk repainting, parent volunteer, running clubs, the Shoes that Fit program, campus walkie talkies, cell phone carriers, legal service cost analysis, and usage accounting of Care Solace. Mr. Bennet concluded his comments by encouraging all in attendance to stay safe, healthy, and to vaccinate.

Vice President Locke opened her comments by welcoming the audience for attending the meeting. She shared that she attended a number of events including a variety of school fundraisers, a visit to Upland High School with Dr. Andrew Stager, the celebration of life for Lauren Comia, UHS student, and the CSEA Job Shadowing where she was partnered with Ms. Nicole Rodriguez from the Purchasing Department. Mrs. Locke shared that she enjoyed the CSEA Job shadowing and got to even visit Sycamore, Citrus, and Valencia as Ms. Rodriguez is working to build partnerships with the school sites. Trustee Locke shared her appreciation for all the District administrators for all the work they are doing for their students. She also shared that it was School Lunch Week, and in closing recognized the Nutrition Services Department for feeding all the District's students throughout the pandemic, and that the number of meals that went out is amazing.

President Fifield opened his comments by expressing how much he enjoyed the CSEA Job Shadowing experience. He stated that he had the opportunity to work in the kitchen at Baldy View and arrived very early in the morning where staff was already busy preparing meals for the day. Mr. Fifield shared that the amount of work that the Nutrition Services Team and custodians do every day is very impressive. In closing he thanked Dr. Carmen Day for putting the event together, and thanked the participants for the experience as well.

F. ADMINISTRATIVE REPORTS

1. National Bullying Prevention Month

Assistant Superintendent of Support Services, Ms. Pamela Salgado introduced Mr. Richie Vega, Director of Child Welfare and Attendance, and Ms. Melissa Rubio, Director of Support Services to provide a presentation on Bullying Prevention Month. Mr. Vega shared an overview of how bullying was defined and the implementation steps to encourage positive behavior through Positive Behavior Interventions Systems (PBIS). Ms. Rubio shared an overview about the District's Wellness Centers, and fielded questions from the Board regarding the further development of the Wellness Centers.

2. U Time Intervention/Enrichment Program at UHS

Assistant Superintendent of Instructional Services, Ms. Shinay Bowman shared an overview of U Time, which was created in response to Senate Bill 328 which would require an 8:30 a.m. start time beginning in 2022. Ms. Bowman shared that students would be provided with a list of nearly 100 different topics such as intramural sports, essays for college applications, interview preparation, Google Masters Club, and more.

G. PUBLIC COMMENT

Ms. Jennifer Guzman and Mr. Jim Landeros made public comment regarding their concerns around Upland Unified facilities use for Junior All American Football.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

California School Employees Association (CSEA) #163 - Not present

Upland Teachers Association (UTA) - Mr. Greg Lander, UTA President welcomed all in attendance and stated that it sounded as though the CSEA Job Shadowing event was a good experience for all. He also shared that he was happy to see the presentation on bullying and Wellness Centers in the district. Mr. Lander shared his concerns regarding the limited space available for staff, new programs, and sports. He stated that while the District wants to be good partners to the community, the District is still working with the same size facilities despite adding to the number of programs that utilize them. He also shared his concerns regarding outdated copying machines and how it makes jobs much more difficult when things they need do not work.

Upland Managers Association (UMA) - Dr. Shayna Golbaf, UTA Vice President and Ms. Rachael Emery, UTA Treasurer shared how proud they were of their admin team for providing sure footing for students and families who have struggled into the new school routine. Dr. Golbaf shared how dynamic their teams are, and how deeply they care for the students and families in the district. In closing, Dr. Golbaf shared that although many principals have had to cover classrooms due to shortages of substitute teachers, every one of the admin team has thoroughly enjoyed doing so, as it reminded them of why they are in this field.

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. Approval of the minutes from previous Board Meeting
- B. Approve the Certificated and Classified Personnel Recommendations
- C. Approve the California State University's CalStateTEACH Program Memorandum of Understanding
- D. Approve the Fresno State Memorandum Of Understanding Addendum COVID-19 Agency Field Placement Agreement
- E. Approve the Grand Canyon University Student Teaching Affiliation Agreement
- F. Approve the University of Redlands Educational Fieldwork Agreement
- G. Approve the Chicago School of Professional Psychology, Los Angeles Memorandum of Understanding
- H. Approve the University of Redlands Internship Program Memorandum of Understanding
- I. Mathematical Reasoning with Connections (MRWC) Implementation Memorandum of Understanding
- J. Sycamore Elementary 6th Grade Camp
- K. Apex Learning Learning Amendment
- L. Apex Learning - Adult Education
- M. Signature Authorization Changes
- N. Approval is requested to accept and utilize, where appropriate, the contract between Upland Unified School District Nutrition Services (UUSDNS) and Easter Seals of Southern California, Inc. (ESSC)
- O. Approve the Purchase Order Report

- P. Approve the Board Report
- Q. Approve the Acceptance of Gifts and Donations

III. PUBLIC HEARING

- **Item IV. A. Sufficiency of Instructional Materials**

Moved: Robert Bennett
Vote by Trustees:

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. ACTION

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

- **Item IV. A. Sufficiency of Instructional Material**

Moved: Jack Young
Vote by Trustees:

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. CLOSED SESSION

Recessed into Closed Session at 7:36 p.m. pursuant to:

- A. Public Employee Employment Government Code §54957 Certificated, Classified and Management
- B. Public Employee Discipline/Dismissal Release Government Code § 54957
- C. 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
- D. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent
- E. Settlement Through Alternative Dispute Resolution- CR033
- F. Consideration of Pupil Services Matters pursuant to Education Code Sections 48918 - (4

At 10:32 p.m. the Board reconvened into Open Session, announced that discussion occurred, and the following action was taken:

Pursuant to Government Code Section 54957 (b), the Board took action to approve Brian Smith as Maintenance and Operations Supervisor

Moved: Jack Young 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			

Pursuant to Government Code Section 54957 (b), the Board took action to approve Rosalba "Rosy" Ambriz as Assistant Principal of Upland Junior High

Moved: Jack Young 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			

The Board of Trustees met in Closed Session, and by a vote of 5-0, approval was given by the Board of Education to accept the settlement agreement through Alternative Dispute Resolution.

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			

The Board of Trustees met in Closed Session Pursuant to Education Code 48918, and by a vote of 5-0, approval was given by the Board of Education to approve reinstatement of stipulated expulsion student CWA2020-005

Moved: Jack Young 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

The Board of Trustees met in Closed Session Pursuant to Education Code 48918, and by a vote of 5-0, approval was given by the Board of Education to approve reinstatement of stipulated expulsion student CWA2020-003

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			

The Board of Trustees met in Closed Session Pursuant to Education Code 48918, and by a vote of 5-0, approval was given by the Board of Education to approve stipulated expulsion regarding CWA2022-230156.

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			

The Board of Trustees met in Closed Session Pursuant to Education Code 48918, and by a vote of 5-0, approval was given by the Board of Education to approve stipulated expulsion regarding CWA2022-150273

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			

VI: ADJOURNMENT

The meeting was adjourned at 10:34 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