



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
September 21, 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 6:04 p.m. on September 21, 2021. The meeting was held at Sierra Vista Elementary School.

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; California School Employees Association #163 President, Ms. Laurie Link, and Upland Managers Association Member, Ms. Roxanne Rubert.

B. PLEDGE OF ALLEGIANCE

- Led by Logan Smith and Malia Middlebrook, 6th grade students from Sierra Vista Elementary School.

1. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Table with 5 columns: Moved by, Seconded by, and three columns for vote counts (Aye, No, Abstain, Absent). Rows list trustees: Robert Bennett, Wes Fifield, Sherman Garnett, Mary Locke, and Jack Young.

C. SUPERINTENDENT'S COMMENTS

Dr. Carmen Day began her comments by expressing her enthusiasm for the opportunity to have visited the majority of school sites. Superintendent Carmen Day also thanked Sierra Vista Principal, Ms. Roxanne Rubert and staff for being great hosts of the Board Meeting. Dr. Carmen Day also discussed that steps were being taken to address the shortages of substitute teachers as well as the support being provided to mitigate concerns regarding vandalism of bathrooms as the result of a challenge on social media. She also announced that Valencia Elementary School received recognition as a National Blue Ribbon School, and also provided an overview of the next Superintendent's Community Update video. In closing, Dr. Carmen Day shared her appreciation for the upcoming CSEA job shadowing day that was going to take place soon.

D. BOARD COMMENTS AND CORRESPONDENCE

Trustee Garnett began his comments by welcoming all who were in attendance and shared that as an educational consultant he is aware of concerns across the state around mental health and the need to provide support to students. Mr. Garnett also expressed concerns regarding the social media challenges taking place that invites students to do a number of activities that are not aligned with the typical behavior of most students. Trustee Garnett acknowledged that the District has Wellness Centers at school sites, and requested that staff bring a presentation back to the Board with updates. Additionally, Mr. Garnett shared updates regarding AB104 around the opportunity for parents to request that if their student received a poor grade, it could be changed to a pass/fail which would be accepted by UC schools. Mr. Garnett also shared updates around AB167 and independent study. Trustee Garnett also expressed his desire to have a presentation on the Underground Railroad by Mr. Hardy Brown, and that Dr. Carmen Day would be on a CSBA panel in December with him. In closing, Mr. Garnett shared his appreciation for the students who led the Flag Salute, Principal Rubert, and requested that staff provide something in addition to certificates to the students being recognized or who are participating at Board Meetings.

Trustee Locke began her comments by sharing her enthusiasm to be back at school sites for Board Meetings, and also called upon the audience to recognize that there were a number of Class of 2022 Seniors in attendance. Ms. Locke acknowledged that the District has been experiencing substitute teacher shortages, and that previously Members of the Board were updated weekly on absences and the District's need of subs. She requested that this process continue. Trustee Locke congratulated Valencia Elementary School for receiving recognition as a National Blue Ribbon School, and that she was grateful to have been present when the announcement was made to the staff. She also stated that she recently drove by Pioneer Junior High, where she saw that good progress was taking place with a wall up around the new gym. In closing, Trustee Locke expressed her concerns around the social media challenges, and that she has heard from parents who are worried about the damage to restrooms and their availability to students. She requested that staff provide updates to the Board on damages and how quickly they are getting repaired and if there are any alternative solutions.

Trustee Young began his comments by welcoming all who were in attendance. He congratulated Sierra Vista Elementary for the upgrades to the school and stated that it looked very nice. Mr. Young also congratulated Valencia Elementary School for their National Blue Ribbon School recognition for significantly closing achievement gaps for students. Trustee Young shared an update from Baldy View ROP including that a Blood Drive was taking place, and that ROP was focused on taking care of the mental health of students and even had social worker and counselor interns. Trustee Young also shared that Baldy View ROP recently did their unaudited actuals and that everything was in good shape. Mr. Young shared that he attended several events including fundraisers, Wednesday Webinar on Suicide Prevention, a UHS home football game, back to school nights, and the Hispanic Heritage Month Celebration at UHS. In closing he congratulated the Girls Volleyball Team for doing well in their season and thanked all for attending.

Trustee Bennett began his comments by welcoming all who were in attendance and thanking Principal Rubert for hosting the meeting and taking the time to walk through the campus prior. Mr. Bennett shared his enthusiasm for the Hispanic Heritage Celebration at Upland High School where there was fantastic food, entertainment, music, and conversations with families. He expressed that he felt it was a great community event. Trustee Bennett shared that he attended several meetings and events including a meeting with Dr. Antonio Gonzalez, Director of Equity & Access, and thanked him for his work to benefit our students and families. He also shared that he attended a webinar from CSBA, the UUSD Wednesday Webinar on Suicide Prevention, and met with Ms. Melissa Rubio and Ms. Donna Castelli from Support Services regarding expanding the District's Medi-Cal claim and further evaluating Health Care Services and staff training. Mr. Bennett also shared that he attended the School Site Council Meeting at Sycamore Elementary. Mr. Bennett stated that he continues to receive correspondence from parents, guardians, students, staff, and teachers regarding schools. Trustee Bennett expressed that he was looking forward to the CSEA Job Shadowing opportunity, and requested that he be able to shadow a proctor. In closing, Mr. Bennett reminded the audience that *if you see something, say something*, and that this practice applies to many situations and benefits everyone.

President Fifield opened his comments by congratulating Valencia Elementary School for receiving recognition as a National Blue Ribbon School. Mr. Fifield also thanked Principal Rubert and Ms. Reece for hosting the Board Meeting at their school site and for being so welcoming.

E. ADMINISTRATIVE REPORTS

1. Sierra Vista Presentation

Assistant Superintendent of Support Services, Ms. Pamela Salgado introduced Sierra Vista Principal, Ms. Roxanne Rubert to provide the presentation on Sierra Vista. Ms. Rubert welcomed the Board back to their campus and shared highlights including students returning to campus, new paint, outdoor learning spaces, and the Farm to School Program. Ms. Rubert also shared information about the sites SPSA Goals, and fielded questions from the Board regarding enrollment and the site's music programs.

2. Hispanic Heritage Month Presentation

Director of Communications, Ms. Liz Pinney-Muglia introduced Mr. Greg Lander, ASB Activities Director to lead the presentation. Mr. Lander invited up students from Upland High School, Class of 2022 Seniors, Franky Sotelo and Hazel Zapatier to also take part in the presentation. Both students provided an overview of the event that took place at UHS for Hispanic Heritage Month including information about the Upland Community such as the percentages of Hispanic population within the school and District. The students also responded to questions from the Board Members regarding their future plans after high school.

F. PUBLIC COMMENT

There were no requests for Public Comment.

G. COMMENTS FROM EMPLOYEE REPRESENTATIVES

California School Employees Association (CSEA) #163 - Ms. Laurie Link, President of CSEA #163 shared her excitement for the CSEA Job Shadowing opportunity that would be taking place, and stated that if the Board had specific jobs that they were interested in they should communicate with herself or Michelle Brandin. In closing, she shared that they have been experiencing challenges at sites with substitute coverage.

Upland Teachers Association (UTA) - Mr. Greg Lander, UTA President welcomed all in attendance and expressed his appreciation to Ms. Liz Pinney-Muglia for her assistance during the Hispanic Heritage event, and thanked Dr. Carmen Day for helping to fund a portion of the event. Mr. Lander stated that recently, there were 15 teachers absent at UHS, however, nearly every Executive Cabinet Member came and subbed at the school. He expressed this was a great example of the District being in the trenches, and that we are all in this together. Mr. Lander shared that he was informed that a plan is in place to prevent substitute shortages in the future. In closing, Mr. Lander stated that there are still some things to work through, but having the sense that everyone is in it together makes a big difference.

Upland Managers Association (UMA) - Ms. Roxanne Rubert, UMA Member, provided an update that i-Ready testing was being rounded out and that principals have been helping support teachers with the process.

II. CONSENT CALENDAR

Upon a motion by **Mary Locke** and a second by **Robert Bennett** 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 New Job Description for Maintenance Supervisor
- D. Apex Learning
- E. Approve the Acceptance of Gifts and Donations
- F. Approve the Board Report
- G. Approve the Purchase Order Report

III. ACTION

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

- **Item III. A. Approve as complete the work performed by PacificWest Energy Solutions**

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			

IV. CLOSED SESSION

Recessed into Closed Session at 7:06 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. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) Student v. Upland USD, 2 Matters - CR031, CR032

At 9:09 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 Colette Bozek as Assistant Principal of Foothill Knolls STEM Academy of Innovation K-8 School.

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			

The Board of Trustees met in Closed Session, and took action to approve the increased daily rate of pay for Credentialed Substitutes

- Current Short-term Daily Rate of Pay \$130.00
- New Short-term Daily Date of Pay \$155.00
- Current Long-term Daily Rate of Pay \$155.00
- New Long-term Daily Rate of Pay \$180.00

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			

Pursuant to Government Code Section 54956.9 approval by 5/0, approval was given by the Board of Education to accept settlement agreement through Alternative Dispute Resolution - CR031

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 54956.9 approval by 5/0, approval was given by the Board of Education to accept settlement agreement through Alternative Dispute Resolution - CR032

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			

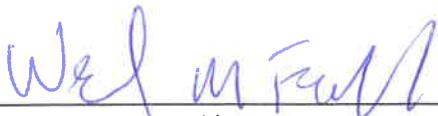
V: ADJOURNMENT

The meeting was adjourned at 9:10 p.m.

Moved: Robert Bennett Seconded: Sherman Garnett

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

