



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
September 7, 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 6:07 p.m. on September 7, 2021. The meeting was held at 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, and Mr. Terry Connick, Assistant Superintendent of Business Services. Also present was Senior Executive Assistant to the Superintendent and Board of Trustees, Ms. Michelle Brandin.

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

B. PLEDGE OF ALLEGIANCE

- Led by Geovanni Gardner, 5th grade student from Citrus Elementary School.

1. ADOPTION OF AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Mary Locke	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 opened her comments by sharing her excitement to have students back at school. She shared that in addition to Geovanni, over 10,000 students showed up for school, and that she was grateful for the Board’s support in ensuring a safe and positive return and academic year ahead. Superintendent Carmen Day shared a few additional highlights around reopening including the opportunity for Principals to connect with families through “Sunday Funday”, community chats, and weekend visits. Additionally, she stated that there has been an emphasis on SEL Learning, that includes lifting up students on a regular basis, and asking schools to carefully respond to students to ensure we are keeping social emotional wellbeing at the top of the District’s priority list. Dr. Carmen Day also shared that the District is forming different opportunities at school sites to produce student agency for self accountability, social contracts, and responsibility of being a contributing member of class and school. She stated that in terms of enrollment, the District had approximately 10,000 students, and that staff has worked diligently to ensure contact was made with students and families who had not previously connected with their school site. Staff has spent a significant amount of time and effort in making calls and home visits, which resulted in the majority of Upland students returning to school. She shared that the District had declined in enrollment less than originally anticipated, and applauded the schools for being so inviting and engaging. Additionally, Dr. Carmen Day shared that the month of September was Suicide Prevention Month, and that at least 1 in every 5 students have considered self harm. She stated that all should ensure we are aware of signs to aid in prevention. Next, Dr. Carmen Day discussed new guidance that was received from the California Department of Public Health on outdoor activities for Band and Color Guard to allow them to practice indoors with masks and social distancing as feasible. She also shared that indoor athletics could also take place with the use of masks. Superintendent Carmen Day shared her excitement for having attended one of the girls volleyball games with one of the Trustees recently. She also stated that being brought before the Board was a revision to the LCAP, and she thanked all staff and stakeholders who took part in the process. Dr. Carmen Day shared that a Hispanic Heritage Month celebration would be taking place on September 16th at Upland High School and she welcomed all to attend. In closing, she shared that the Board would be

receiving a presentation on the Excellence Guide, which was previously tabled, which provides a clear direction of the work and expectations of the District.

D. BOARD COMMENTS AND CORRESPONDENCE

Trustee Young began his comments by thanking all who were in attendance, especially the students, and how nice it was to have them there. Mr. Young shared that he recently met with the Baldy View ROP Commission and that they have had a good start to the school year. He also shared that UUSD had a great start to the school year. He stated that he attended a walkthrough of the auto shop at Upland High School with Mr. Andy Stager and Trustee Locke, and stated that the improvements were coming along to make it a first class facility. Trustee Young also shared that he drove by several schools on the first day, and that things looked like they were going really well. He thanked Cabinet and the Associations for being prepared to handle COVID related issues among others, especially to Upland High School who had a short time with changes to prepare. Mr. Young stated that staff and students have been doing a great job with the usage of masks. In closing, Trustee Young shared that he attended the Pepper Tree fundraising event and the Upland High School Football Game. He thanked all in attendance, and shared that it was the start of Rosh Hashanah.

Trustee Garnett opened his comments by welcoming students, families, and all who were in attendance for joining the meeting. He shared that he had the opportunity to go to the Counseling Center with Ms. Melissa Rubio prior to the start of the school year, along with Mr. Richie Vega. He said that he was very impressed with the enthusiasm of the staff, as they were ready to provide services and were willing to receive input. Mr. Garnett shared that he would be meeting with them again in the future. He also shared that he drove by several schools on the first day, and commended staff at Pepper Tree and Pioneer for the enthusiasm they demonstrated. Trustee Garnett also shared that teachers expressed that all students had returned, and that contact tracing was being done through assigned seating. He shared that he witnessed seeing the Principal and Assistant Principal present and guiding students. Trustee Garnett said that he attended the MarComm Meeting where the rebranding of UUSD was discussed, and he applauded the team for their efforts. He also shared that with regard to AB130, that amendments would be going to the Governor within the week. He also discussed the change of structure to the independent study model. In closing, Mr. Garnett shared that the San Bernardino County Safety Summit would be taking place in October, and welcomed all to attend.

Trustee Locke began her comments by asking how many seniors were in attendance, and welcomed all for attending the meeting. She shared that she attended the Incredible Edibles event at the YMCA, and expressed what a great evening it was filled with amazing people, and a wonderful fundraising opportunity. Mrs. Locke also shared that the District has a great partnership with the YMCA, and that they will be providing swim lessons to all second grade students in the District. She expressed her gratitude for the incredible opportunity. She also shared that she did a walkthrough of the auto shop at Upland High School, and that it was great to see the progress and programs that they are offering students. Mrs. Locke said that she is looking forward to seeing it progress. In addition she shared that she has been attending the girls volleyball games, and that the team has been doing great. Trustee Locke also shared that she attended the MarComm meeting where they discussed the roll-out of the new logo and new website. She stated that Ms. Liz Pinney-Muglia and team have been doing a great job to steamine the progress and get what all stakeholders want to see. In closing she shared that she recently worked with some Eagle Scouts regarding her work as a Board Member.

Trustee Bennett began his comments by expressing how great it was to see so many seniors in attendance, and welcomed them, families, staff, and all who were present for joining the meeting. He shared some of the events and meetings that he has attended including the Chaffey College & Mount San Jacinto (Sinai Quarry) Junior College Committee regarding different pathways and care for students; and that he would like to see the District further develop pathways and partnerships such as with Chaffey College, Cal Poly, and Ford of Upland. Mr. Bennett shared that he attended several Back to School Night events virtually, and saw many parents involved at Magnolia and Valencia. He shared that he has heard of challenges in 4th grade due to COVID 19, that sites are grappling with it right now as well as difficulties that parents are having with the Aeries portal. Trustee Bennett shared that although there are challenges, he is excited to see everyone back and is thankful for all the efforts everyone has gone through to make it happen. Mr. Bennett thanked staff and shared that he liked seeing the District utilizing virtual platforms as it was a great way to keep families involved. Mr. Bennett shared that he also attended the Incredible Edibles event at YMCA which was very nice, and how excited he was that they were going to be providing swimming lessons to second graders at the Upland YMCA. He shared that he had a conversation with the Mayor of Upland to encourage the connection with Chaffey College. He also stated that he was looking forward to doing a site visit at Pioneer Junior High. Trustee Bennett shared that he continues to receive emails and communications from families regarding returning to school. He also shared that he is greatly anticipating the installation of the Solar Electric project to help reduce expenses. Mr. Bennett expressed his concern with information he received regarding students crossing Benson Ave. between Baseline and the 210 Freeway, and requested that the District look into this and find a solution. He thanked current and future college interns who are helping to address the needs of the District. Mr.

Bennett shared that he was excited to see (reach) that Shaw HR is working as a consultant to provide Engineering advice to the District, as seen on the agenda for the evening. Mr. Bennett acknowledged that a celebration would be taking place at Upland High school for Hispanic Heritage Month, and that he was looking forward to attending. He also shared that he was looking forward to the tutoring partnership with Harvey Mudd College. Trustee Bennett stated that self harm statistics are greatly underreported, and to be mindful of signs such as when students in a classroom are not connected, that the District should encourage staff to step forward and go with their intuition for the benefit of the children. He shared that he was excited about the success of the girl's volleyball team, but that he witnessed a lot of people not properly wearing their masks. He requested that the District put up signs in the gym to encourage the proper use of masks. In closing, Trustee Bennett acknowledged the students of the past, present, and future that have or will serve in the armed services, especially those who have given the ultimate sacrifice.

President Fifield opened his comments by welcoming all to the meeting. He shared the sentiments expressed by other Trustees regarding the success of the start of the school year. He expressed his sincere appreciation for the hard work and effort by all in having to make quick changes. Mr. Fifield also shared his gratitude for the unions stepping up and being part of the solution, which made it a wonderful team effort and was overall very impressive. In closing he thanked Dr. Carmen Day and all who were involved in the success.

E. ADMINISTRATIVE REPORTS

1 UUSD Excellence Guide.

Assistant Superintendent of Instructional Services, Ms. Shinay Bowman shared a presentation on the UUSD Excellence Guide which was previously tabled from an earlier Board Meeting. Ms. Bowman shared how the Guide was created under the leadership of Dr. Carmen Day and is aligned with the District's LCAP goals and voices of students and families. Ms. Bowman stated that the Guide contained 5 actions to guide the District in its pursuit of excellence: Shared Mission, Values, Priorities, and Goals, Relationship-Centered Leadership, Academic Achievement, Applied Professional Learning, and Fiscal and Personnel Efficiency. After reviewing each of the actions with the Board, Ms. Bowman shared that staff will be bringing information on indicators back to the Board at least twice per year. She fielded questions from the Board such as metrics for showing growth, and utilization of in house talent for production.

2. 2020-2021 Unaudited Actuals

Assistant Superintendent of Business Services, Mr. Terry Connick shared a presentation regarding the 2020-2021 Unaudited Actuals. During his presentation, Mr. Connick recognized the unprecedentedness of 2021, as one like anyone has ever experienced. He did a review of what was previously shared earlier this year and included an explanation of revenues and variances. He shared that the District was a little under the state and county reserve requirement, and that next steps would be submitted to the County for approval, and to have external auditors review for accuracy and compliance. Mr. Connick shared that he estimates its completion in December, at which point the Audited Actuals will be presented in January 2022. Mr. Connick fielded questions from the Board such as information about ESSER I,II, and III, timelines, and developer fees.

F. PUBLIC COMMENT

- Ms. Marina Boggio made public comments regarding concerns about 1st grade substitute coverage at Valencia Elementary.
- Ms. Ali Alvarado made public comments regarding concerns about 1st grade substitute coverage at Valencia Elementary and the use of masks.
- Mr. Eric Ikari made public comments regarding concerns about 1st grade substitute coverage at Valencia Elementary and the use of masks.

G. COMMENTS FROM EMPLOYEE REPRESENTATIVES

California School Employees Association (CSEA)- Not Present

Upland Teachers Association (UTA) - Mr. Greg Lander, President of UTA welcomed all who were in attendance, and asked all to mark their calendars for October 15th when the Homecoming Rally and CIF Banner Raising for softball, Boys Soccer League Championship, and Girls State Championship for soccer would be taking place. Mr. Lander expressed his gratitude for the great communication and partnership with the District especially under the challenging circumstances. He shared that he has personal interactions with the majority of Cabinet and that have all been as helpful as can be. He shared that on opening day, many Cabinet members were at school sites to show that the District is there on the ground to make things happen. Mr. Lander shared that although UHS recently had a drastic change with the resignation of the Principal, the District put a lot of good people in place, and that the Union was pleased with how it went. He also shared that there were ongoing concerns from the Union about what to do when there is a COVID positive case, he requested clarity, a flow chart, and any other resources easily accessible. He also shared that there is an interest in a COVID MOU, and that they are working on getting dates. He also shared

that the UTA is up for their 3 year contract, and that there are many things on the horizon that they would like to make sure happen. He reiterated that clarity on COVID issues is their highest priority, the sooner they can get it the better. Mr. Lander also shared that UHS recently had a football game and dance that Mr. Terry Connick assisted with getting everything worked out. He stated that the event had about 300 students, and that it was possibly the largest non-pro event that UHS has had. In closing, he shared his excitement for the Hispanic Heritage Month event that would be taking place, and that he looked forward to seeing some of the Board there.

Upland Managers Association (UMA) - Dr. Shayna Golbaf, Vice President of UMA shared that they are especially aware of students' social emotional needs, and that staff is working to serve all stakeholders. She shared that they are eager to support in educating and loving their students, and thank the District and Board for all of their support.

II. CONSENT CALENDAR

Upon a motion by **Jack Young** 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 New Confidential/Non-Represented position for Risk Management and Employee Benefits Specialist
- C. Approve the Certificated and Classified Personnel Recommendations
- D. Approve agreement between Shaw HR Consulting Inc. and Upland Unified School District
- E. Approve the Concordia University Memorandum of Understanding
- F. Approve the Cal State University Chico, Student Placement Agreement
- G. Approve the Biola University, School of Education Affiliation Agreement
- H. Approve the 2021-2024 Local Control Accountability Plan Updates
- I. Approve the agreement with Paradigm Health Care Services
- J. Approve the UUSD Counseling Center Medi-Cal Rates
- K. Approve the Clay Counseling Foundation Memorandum of Understanding (MOU)
- L. Approve Annual Memorandum of Understanding (MOU) Agreement with San Bernardino County Superintendent of Schools (SBCSS), and Upland Unified School District for Classroom Maintenance of County operated special education classrooms in the District.
- M. Approve agreement between Upland Unified School District and Eide Bailly for consulting services
- N. Approve Memorandum of Understanding (MOU) for a Joint Powers Authority OR a County Office of Education for participation in the Career Technical Education Incentive Grant (CTEIG) and K12 Strong Workforce Grant (K 12 SWP)
- O. Approve Baldy View Regional Occupational Program (ROP) District Operated Program, District Services and Embedded Classes Contracts for the period beginning July 1, 2021 and ending June 30, 2022
- P. Approve the Resolution 09-7-20(a) GANN Limit

- Q. Approve the contract with FoodCorps
- R. Approve the Board Report
- S. Approve the Purchase Order Report
- T. Approve the Acceptance of Gifts and Donations

III. ACTION

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

- **Item III. A. 2020/2021 Unaudited Actuals**

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 Education closed the September 7, 2021 Board of Education Meeting in memory of Mr. Brendan Brandt, former UUSD Board of Education and Upland City Council Member. The Board of Trustees and Superintendent expressed their deepest sympathy to his wife Patty, his family, and many friends. He will be deeply missed by his colleagues and all whose lives he touched.

V. CLOSED SESSION

Recessed into Closed Session at 7:42 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, 1 Matter - OAH 2019070997
- F. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation Pursuant Government Code § 54956.9 - 1 matter

At 10:57 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 California Government Code Section 54956.9, approval by 5/0 was given by the Board of Education to accept settlement agreement through OAH Case No. 2019070997.

V: ADJOURNMENT

The meeting was adjourned at 10:58 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