



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
October 24, 2023

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:30 p.m. on October 24, 2023. The meeting was held at Valencia Elementary School.

Trustees present: President, Mr. Sherman Garnett; Vice-President, Mr. Jack Young; Clerk, Mr. Wes Fifield; Member, Mrs. Mary Locke; and Member, Mr. Chris Cruz

Administrators present: Dr. Lynn Carmen Day, Superintendent of Schools; Mrs. Shinay Bowman, Chief Academic Officer; Mrs. Pamela Salgado, Assistant Superintendent of Student Services; Dr. Jennifer De Anda, Assistant Superintendent of Business Services; Dr. Isabel Brenes, Assistant Superintendent of Human Resources; and Mrs. Michelle Brandin, Chief of Staff.

Employee representatives present: Dr. Andrew Stager, UMA President, Mrs. Ann Smith, UTA Interim-President and Mrs. Laurie Link, CSEA Chapter 163 President.

A. PUBLIC COMMENT ON CLOSED SESSION MATTERS

- Ms. Lisa Peno made public comments regarding closed session matter 540223.

B. CLOSED SESSION

The Board of Education convened into Closed Session at 5:33 p.m. to discuss the following matters:

- 1. Public Employee Employment Government Code §54957 Certificated, Classified and Management
2. Public Employee Discipline/Dismissal Release Government Code § 54957
3. Conference with Labor Negotiators (Government Code § 54957.6) Agency designated representative: Dr. Isabel Brenes, Assistant Superintendent, Human Resources Employee organization: Upland Teacher Association. Conference with Labor Negotiators (Government Code § 54957.6) Agency designated representative: Dr. Isabel Brenes, Assistant Superintendent, Human Resources Employee California School Employees Association and its Chapter 163
4. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code § 54956.9 (d) (1), 1 matter
5. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) 3 Matters: CR030, 2023043794, CIVSB2201088
6. Consideration of Pupil Services Matters Pursuant to Education Code Section 48918 - 5 Matters: CWA110123, CWA540223, CWA160323, CWA240423, CWA651037
7. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent

II. RECONVENE OPEN SESSION

At 6:53 p.m., the Board reconvened into Open Session and announced that discussion occurred and the following action was taken. The Board indicated that they would return to Closed Session at the end of Open Session to finish discussions regarding Closed Session topics

- 5. Pursuant to Education Code Section 48918, approval was given by the Board of Education to accept settlement agreement through alternative dispute resolution CR030.

Moved by: Wes Fifield Seconded by: Mary Locke

Vote by Trustees:

Table with 5 columns: Name, Aye, No, Abstain, Absent. Rows include Chris Cruz, Wes Fifield, Sherman Garnett, Mary Locke, and Jack Young.

- Pursuant to California Government Code Section 48918 approval was given by the Board of Education approve the following case for expulsion: CWA 110123

**Moved by: Mary Locke      Seconded by: Jack Young**

Vote by Trustees:

Chris Cruz:	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: _____

- Pursuant to California Government Code Section 48918 approval was given by the Board of Education approve the following case for expulsion: CWA160323

**Moved by: Mary Locke      Seconded by: Chris Cruz**

Vote by Trustees:

Chris Cruz:	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: _____

- Pursuant to California Government Code Section 48918 approval was given by the Board of Education approve the following case for expulsion: CWA240423

**Moved by: Jack Young      Seconded by: Mary Locke**

Vote by Trustees:

Chris Cruz:	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: _____

- Pursuant to California Government Code Section 48918 approval was given by the Board of Education approve the following case for expulsion: CWA6510371

**Moved by: Chris Cruz      Seconded by: Jack Young**

Vote by Trustees:

Chris Cruz:	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: _____

### **III. GENERAL FUNCTIONS**

#### **A. PLEDGE OF ALLEGIANCE**

- The Flag Salute was led by Siena Tundis and Adeleine Padua, 6th grade students from Valencia Elementary School.

#### **B. ADOPTION OF THE AGENDA**

The agenda was adopted as presented by the following vote:

**Moved by: Jack Young      Seconded by: Mary Locke**

Vote by Trustees:

Chris Cruz:	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: _____

**C. SUPERINTENDENT'S COMMENTS**

Dr. Carmen Day began her comments by sharing that a number of celebrations and events recently took place, including the West End Seal of Biliteracy Ceremony, where 82 students were recognized for being either bilingual or trilingual, and that the district is already on target to surpass previous years' numbers. Dr. Carmen Day thanked Trustee Cruz for also attending. The Superintendent also shared that she had the privilege of attending the Farm to School celebration, where there were a number of special guests including Board Members, City Council Members, and Mayor Velto. The event offered a petting zoo, mobile taste test, among many other stations, in addition to attendees participating in California Crunch in the afternoon. Dr. Carmen Day also shared that she attended the Family Resource Center Open House and had 11 community partners and over 60 attendees. She also shared that the month of October was one of celebration including Filipino Heritage Month, School Bus Safety Month, Week of the School Administrator, and Breast Cancer Awareness Month among many others. Coming up UHS would be hosting a Hall of Fame induction for Jerry Bell, Orlando Huff, and Davey Coggin immediately before the football game. Dr. Carmen Day also shared that the Upland Annual Scary-a-faire annual event would take place on Saturday, October 28th, the annual staff event, Upland U would be taking place on October 30th with over 40 options of classes for classified and certificated employees to enhance their learning. Dr. Carmen Day expressed her appreciation to the board for always making themselves available for CSEA job shadowing, and that it is a great way to honor the hard work our classified members do and learn about their jobs. She also added that the Student Voice Session would be taking place on November 8th, which has been a remarkable opportunity over the last 3 years to hear from students, and how proud she was about the adjustments the district has been able to make based on student feedback. In closing, she shared that she is grateful to the many retired teachers in Upland who have helped build a strong community of learning, and that Retired Teachers Week would be taking place the week of November 6th to 12th.

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**D. BOARD MEMBER'S COMMENTS**

Trustee Locke began her comments by stating that she had the opportunity to attend a number of events, including the Farm to School Event at Citrus, where she had the best time interacting with the community and seeing the City Council members there and supporting them. She also shared that she went to the Foothill Knolls Fall-o-ween Event, where they had a great turn out along with quite a few food vendors and games for students. In closing, she shared that she was looking forward to the annual Upland Scary A-Faire, as well as the CSEA Job Shadowing and Student Voice Meeting.

Trustee Young welcomed all in attendance to the meeting. He thanked Supervisors Hagman and Armendarez, and Mr. Cavalla for their support and attending the meeting. Mr. Young shared that it was recently Week of the School Administrator, and that the Great California Shakeout recently took place. He provided an update from Baldy View ROP, that they now have four social-emotional and academic counselors available to students at the CTC Center in Ontario. He also shared that unfortunately BVROP Assistant Superintendent Rose Bomentrr would be leaving. Mr. Young share that he attended a number of events, including the BVROP Meeting, LCAP review meeting with Wes Fifield and Superintendent Carmen Day, attended several UHS football games, a variety of fundraisers, Fall-O-Ween at foothill Knolls, the Farm to School Event, and the Freddy Rodriguez Teacher of the Year Recognition award for Richard Villanueva. In closing, Trustee Young shared that he was pleased to see a couple of specific items on the consent calendar relating to community action partnerships for the Food Bank and Diaper Bank.

Trustee Cruz welcomed all in attendance and shared that he had the opportunity to attend the Farm to School Event which he felt was fantastic. He thanked the Farm to School Program and Nutrition Services Department, community partners, the Mayor, Upland City Council Members, students and families. He stated that school meals have drastically improved. Mr. Cruz also shared he was able to attend the Seal of Biliteracy Ceremony and how wonderful it was to recognize 82 seniors for being biliterate or trilliterate. He stated that being bilingual is a super power, and that he hopes all students take advantage of our language programs. Mr. Cruz also shared that he received breaking news that the UHS Band Regiment won a Division Four Tournament last night. In closing, he shared that he was cognizant to wear a purple and pink tie to represent not only Valencia Elementary School, but in honor of Breast Cancer Awareness Month.

President Garnett began his comments by expressing his gratitude to two principals, Hillside High School, Chris Beeson, and Cabrillo Elementary, Jerry McCanne. Mr. Garnett stated that in his professional life he runs a training academy for student services administrators and he extended an invitation for individuals to attend. He was thankful that Mr. Beeson and Mr. McCanne attended. Mr. Garnett also shared that he is a CSBA representative for the West-End, and wanted to provide information about two significant legislative pieces that would be coming forward. The first was regarding elementary students beginning in the 2024/2025 school year receiving a 30 minute recess. He also shared that a Willful Defiance bill would be coming forward next year and would require additional documentation from the school. In closing, President Garnett shared that he would be attending the Scary-A-Faire Event and how great it is to take part in it each year.

No comments were provided by Trustee Fifield

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**E. GOVERNANCE UPDATE**

President Garnett reminded the audience that the governance team has taken time to put together a Governance Handbill, which was spearheaded by Trustee Young, which outlines principles for the board

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**F. ADMINISTRATIVE REPORTS**

- **Valencia Elementary School Presentation**  
Ms. Allyson Wisz, Valencia Elementary Principal provided a presentation to the board regarding highlights of the school, including recently, becoming a Service Learning Academy as their school signature program. Also included in the presentation was the student and staff demographic, a highlight of being awarded GOLD in PBIS implementation for the second year, and support provided by the site's Wellness Center. Also highlighted in the presentation was the variety of clubs and programs available on campus, such as the Mileage Club, the VAPA Club, movie nights, and more.
  - **Hispanic Heritage Month Presentation**  
Ms. Shinay Bowman, Chief Academic Officer provided an overview of the Hispanic Heritage month project available to UUSD students. The short video was a collection of projects, put together by students across various grade levels, honoring Hispanic Heritage Month.
  - **Upland High School Sports Complex**  
President Garnett welcomed San Bernardino County Board Supervisors, Curt Hagman and Jesse Armendarez expressed his appreciation for their support. Mr. Garnett also extended his sentiments to Ralph Cavallo. The Board of Supervisors presented checks to UUSD as part of the UHS Sports Complex Project currently taking place at Upland High School.
  - **Adult Education Presentation**  
Dr. Andrew Stager provided a presentation overviewing UUSD's College and Career and CTE Programs. The presentation provided information regarding the learning options available during the day and at night at multiple campuses. Programs such as citizenship classes, welding, and parenting classes are available. UUSD is part of a partnership consortium comprising four districts: Chaffey Joint, Fontana, Upland, and Chino Valley. The consortium works together to build a community of opportunities.
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**G. PUBLIC COMMENT**

- Mr. Matt Hall made public comments regarding his concerns about library materials in UUSD schools.
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**H. COMMENTS FROM EMPLOYEE REPRESENTATIVES**

UTA: Upland Teachers Association Interim President, Mrs. Anne Smith - Mrs. Smith shared how thankful she was for a board and executive cabinet members who are inclusive of society as represented in the classrooms and libraries. She also expressed her appreciation for them seeing children for who they are.

CSEA: CSEA Chapter 163, President, Laurie Link - Mrs. Link shared that she was interested to learn about the Adult Education Programs and that following her retirement she may enroll in the Phlebotomy class. In addition, Mrs. Link echoed the comments expressed by Mrs. Smith. In closing she shared that she was looking forward to the CSEA Job Shadowing day and that she was looking forward to the start of negotiations.

UMA: Upland Managers Association President, Dr. Andy Stager - Dr. Stager shared that Upland managers are looking forward to Upland U, and that this would be the first year two keynote speakers were being offered; one for certificated staff, and one for classified staff. He also shared that over 58 breakout sessions were being offered throughout the day.

**IV. CONSENT CALENDAR**

Upon a motion by **Wes Fifield** and a second by **Mary Locke** the Board of Trustees **APPROVED** the adoption of the Consent Calendar with the exception of a request to pull **Consent Item C** for discussion by the following vote:

Vote by Trustees:

Chris Cruz:	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: _____

Those items approved were:

- A. Approve the minutes from previous Board Meetings
- B. Approve the Certificated and Classified Personnel Recommendations
- D. Approve the new Job Description and Salary Schedule for Elementary School Counselor
- E. Approve the Quarterly Uniform Complaint Report Summary
- F. Approve the UMASS Global Supervised Teaching Internship Agreement
- G. Approve Sierra Vista Elementary 6th Grade Science Camp
- H. Approve Upland Junior High School 7th Grade Science Camp
- I. Community Pantry Program Agreement
- J. Approve the Community Action Partnership Diaper Bank MOU
- K. Approve Agreement between Revolution Foods and Upland Unified School District
- L. Approve Agreement with Incident IQ and Upland Unified School District
- M. Approve the Purchase Order Report
- N. Approve the Board Report

Upon a motion by **Wes Fifield** and a second by **Mary Locke** the Board of Trustees **APPROVED** the adoption of **Consent Item C** by the following vote:

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Sherman Garnett:	Aye: _____	No: _____	Abstain: X	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____

Jack Young:            Aye: X    No: \_\_\_\_\_    Abstain: \_\_\_\_\_    Absent: \_\_\_\_\_

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**V. PUBLIC HEARING**

**A. Sufficiency of Instructional Materials**

- No requests for public comment were made

**Motion to Close Public Hearing**

**Moved by: Wes Fifield    Seconded by: Mary Locke**

Vote by Trustees:

Chris Cruz:	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: _____

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**VI. ACTION**

**A. Approve Amendment to Assistant Superintendent Employment Agreement**

**Moved by: Jack Young    Seconded by: Mary Locke**

Vote by Trustees:

Chris Cruz:	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: _____

**B. Receive the following Revision of Board Policy 6146.1**

**Moved by: Jack Young    Seconded by: Chris Cruz**

Vote by Trustees:

Chris Cruz:	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: _____

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At 8:03 p.m. the Board of Trustees convened back into Closed Session to finalize discussion on matters previously listed for Closed Session.

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**VII. ADJOURNMENT**

At 10:03 p.m., the Board reconvened into Open Session and announced that discussion occurred, and the board approved the following:

5.

- Pursuant to California Government Code Section 48918 approval was given by the Board of Education approve the following case for expulsion: CWA540233

**Moved by: Wes Fifield    Seconded by: Chris Cruz**

Vote by Trustees:

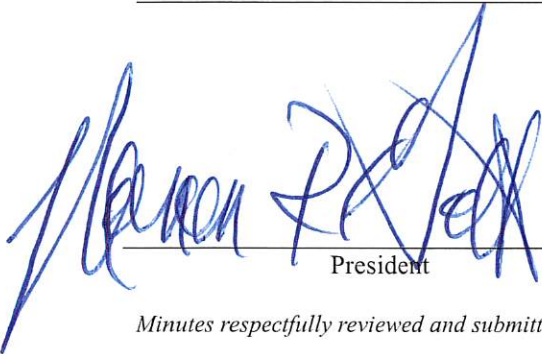
Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: _____	No: _____	Abstain: X	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

The meeting was adjourned at 10:04 p.m.

Moved by: Mary Locke      Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	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: _____



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President



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Clerk

*Minutes respectfully reviewed and submitted by: Michelle Brandin, UUSD Chief of Staff*

