



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
November 14, 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 November 14, 2023. The meeting was held at the Upland Unified School District, District Office.

Trustees present: President, Mr. Sherman Garnett; Vice-President, Mr. Jack Young; Clerk, Mr. Wes Fifield; 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. Antonio Gonzalez, UMA Member; Mrs. Ann Smith, UTA Interim-President and Mrs. Laurie Link, CSEA Chapter 163 President.

A. PUBLIC COMMENT ON CLOSED SESSION MATTERS

- No requests for public comment were made.

B. CLOSED SESSION

The Board of Education convened into Closed Session at 5:31 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), 3 matters
5. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) 2 Matters: CIVSSB2201088, OAH2023070500
6. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent

II. GENERAL FUNCTIONS

At 6:34 p.m., the Board reconvened into Open Session and announced that discussion occurred, but no 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.

A. PLEDGE OF ALLEGIANCE

- The Flag Salute was led by Kaelyn Navarro and Elijah Thompson, 6th-grade students from Citrus Elementary School.

B. ADOPTION OF THE AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Jack Young Seconded by: Wes Fifield

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: ___ Absent: X

C. SUPERINTENDENT'S COMMENTS

Dr. Carmen Day began her comments by stating that Veterans Day recently took place and that schools across the district celebrated in a variety of ways. The city's annual Veterans Day celebration also took place. She expressed her gratitude to anyone who is a current or former member of the Armed Services. The Superintendent also shared that Retired Teachers' Week had recently occurred and that she had sent out appreciation cards to retired UUSD teachers. Also shared was that the YMCA's Healthy Halloween event was going on and that 18 bikes were donated by the YMCA. Students across the district turned in over 1,200 pounds of candy to enter to win a bike. Dr. Carmen Day also shared exciting information about the UHS theater team, who have continued to win honors, such as earning the nationwide licensing for the new Beatles musical *Let It Be*. They recently had a play called *All About Eve*, which is an example of how great the program is. Dr. Carmen Day invited several individuals who participated in the District Elementary cross country meet to be recognized along with their coaches and the program coordinators. The Superintendent shared how wonderful the CSEA Job Shadowing that took place on November 1st was and that members of the Executive Cabinet and the Board had an opportunity to job shadow a variety of classified roles, such as Paraprofessional, Plumber, Registrar, Proctor, Speech Language Pathologist, and more. She shared how amazing the opportunity is to allow the Board and Executive Cabinet to better understand the roles of the district's classified employees. Dr. Carmen Day also invited students to come forward to provide a recap about the recent Student Voice Session that took place at Upland High School on November 8th. Adalin Brault, Ethan Chang, and Snow Cameron shared their personal experiences from the meeting, and overall how meaningful they found the opportunity to be. The Superintendent also shared that there was a fall concert for choir, which was outstanding, and that the band at UHS just won the 4A Regional Championship for several categories. She also shared that the Bagpipers were recently invited to the Upland City Council meeting and that she had the opportunity to attend. She also shared that she attended the Chaffey Report to Community event with Dr. Loren Sanchez, where they were highlighting the amazing program being implemented at UHS through the dual enrollment U'College program. She recognized Dr. Shinay Bowman, who has been implementing innovative programs such as these through her activation and dedication to doing what's best for students. Dr. Carmen Day provided information about a Family Safety Presentation that would be taking place in the UHS Auditorium on the fentanyl crisis. In closing, Dr. Carmen shared that a break was coming up and that it was a month of gratitude.

D. BOARD MEMBER'S COMMENTS

Trustee Young began his comments by welcoming everyone in attendance, especially families and students, and expressed how nice it was to see everyone there. Mr. Young shared that he attended a number of events, such as the fundraiser for Sycamore, the choir concert, the Baldy View ROP Meeting, the CASA fundraiser, and the Student Voice Session. Trustee Young congratulated the band for their success and performance and recognized Dr. Martin Gomez for his contribution to the Ed Cal magazine article. Mr. Young also shared that he serves on the Foothill Family Shelter Board and that they would be distributing Thanksgiving baskets for approximately 1000 families.

President Garnett began his comments by inviting all senior students in the audience to stand to be recognized. Mr. Garnett shared that to those who have an interest in becoming a teacher, a grant is being authorized through the CSU and the UC system with \$20,000 available. Mr. Garnett thanked the students who participated in the Student Voice meeting, and she said how much he appreciated their insight and their openness to the Board.

Mr. Fifield welcomed all who were in attendance and expressed how wonderful it was to hear from students regarding their experiences during the Student Voice Session. He stated that half of the Board's job is customer service and that the students are their customers. He also stated that the Board is here to make sure students are getting a quality education and that if they see something on the campus that is not right or have ideas on how to improve something to please email them. Mr. Fifield stated that the job shadowing was great and that he was able to participate in a special ed class at Magnolia Elementary. He also shared that it really gave him a different perspective and a greater appreciation for all of the hard work that the Teachers, Paraprofessionals, and other staff are doing on a daily basis. Mr. Fifield expressed his appreciation for being invited to attend, and he looks forward to this each year. In closing, he stated that he enjoyed the last UHS football game of the season and that it was an exciting game with amazing athletes.

Trustee Cruz welcomed all who were in attendance and shared that he was able to attend the *All About Eve* theater production, which he thoroughly enjoyed. He expressed his appreciation to Michelle Richardson,

who continues to do a great job leading the students. Mr. Cruz also shared how appreciative he was to participate in the CSEA Job Shadowing event, where he participated at a Wellness Center, and how eye-opening it was to see the progress made. Also shared was that the Student Voice Session was great and how fun it was to connect with UHS students again to hear what has or has not changed since he attended the school. Mr. Cruz had the opportunity to fulfill his duties as a San Bernardino County Representative on School District Organization at a meeting where representatives are elected and attended a session on AI and how it's playing out in school districts. In closing, Trustee Cruise expresses appreciation to all who have served or are serving in the military.

E. GOVERNANCE UPDATE

President Garnett reminded the audience that the Board previously developed governance protocols, which was spearheaded by Vice-President Jack Young.

F. ADMINISTRATIVE REPORTS

1. Farm to School Presentation

Mrs. Ksenia Glenn, Nutrition Services Director, and Mrs. Cassidy Boardman, Farm to School Program Manager, provided a presentation to the Board about recent highlights from their team. The Farm to School Program was recently showcased in KCRW with a story featuring Baldy View Elementary School; they also have a Garden Club at every school site across the district, where over 1,200 pounds of produce have been harvested and provided to students and the community.

G. PUBLIC COMMENT

- Mr. Matt Hall made public comments regarding his concerns about library materials in UUSD schools.
- Mr. Chris Vargas-Rojas made public comments, introducing himself as the new CSEA representative in Region 55.
- Ms. Rita Loof made public comments regarding her concerns about special education practices and litigation.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA: Upland Teachers Association Interim President, Mrs. Anne Smith - Mrs. Smith shared that she has lived in Upland for 57 years and has taught at Upland Junior High for over 30 years and that she would not want to be in another district. She stated that all children deserve to go into a library and see a book that they can identify with and that she hopes the Board continues to support all students.

CSEA: CSEA Chapter 163, President Laurie Link - Mrs. Link began her comments by stating that she echoed the comments made by Mrs. Smith. She also shared that a Summer Assistance Program is available for employees who work 10-11 months, and that is something they are interested in to support their staff. Mrs. Link stated that she is hopeful that the district and union can work together on this to support all students.

UMA: Upland Managers Association Member, Dr. Antonio Gonzalez - Dr. Gonzalez extended a message of gratitude to students, families, staff, and the board, and that they are looking forward to a lot of momentum going into 2024.

IV. CONSENT CALENDAR

Upon a motion by **Wes Fifield** and a second by **Jack Young** the Board of Trustees **APPROVED** the adoption of the Consent Calendar 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: _____	No: _____	Abstain: _____	Absent: X
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
- C. Approve the Updated Job Descriptions for Paraeducator - I General, Paraeducator I - Special Education, and Paraeducator II - Special Education
- D. Approve the Claremont Graduate University Affiliation Agreement Amendment
- E. Approve the Azusa Pacific University Social Work Memorandum of Understanding
- F. Approve the Updated Classified Management Salary Schedule
- G. Agreement with Mental Health Services, Inc.
- H. Approve contract with School Services of California
- I. Approve agreement with Lunch Assist
- J. Approve Grant from Action for Healthy Kids to Upland Unified School District Nutrition Services.
- K. Approve the Purchase Order Report
- L. Approve the Board Report

V. ACTION

A. Sufficiency of Instructional Materials

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: _____	No: _____	Abstain: _____	Absent: X
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

VI. DISCUSSION

A. Student Voice Session Debrief

President Garnett shared how appreciative he was of the opportunity and how excellent the group of students he met with was. He stated that it gave him better insight into the needs of the UHS students and that both he and the students took a lot of notes.

Vice-President Young shared that students in his group took it upon themselves to ask other students about topics they felt should be brought to the attention of the Board. One of the concerns brought forward was about the safety of crossing the street. Mr. Young expressed that he wants students to have an enjoyable experience and have as many options and choices as possible while they prepare for the next stage in their lives.

Trustee Cruz expressed his appreciation for the opportunity and how students brought forward not only concerns but solutions as well. He shared that they had discussions about safety, post-high school, and college guidance. Mr. Cruz stated that the experience was very insightful and that he was looking forward to receiving the detailed notes so that they could get to work on making changes.

Trustee Fifield shared that the students did an amazing job and thanked them for participating.

At 7:45 p.m. the Board of Trustees convened back into Closed Session to finalize discussion on matters previously listed for Closed Session.

VII. ADJOURNMENT

At 9:09 p.m., the Board reconvened into Open Session and announced that discussion occurred, and the board approved the following:

- The Board of Trustees met in Closed Session, pursuant to California Government Code Section 54956.9, approval by 4-0-1 was given by the Board of Education to accept settlement agreement OAH202307500

Moved by: Chris Cruz Seconded by: Wes Fifield

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: _____	Absent: X
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

- The board Rejects claim CD0827 which was filed on October 12, 2023 for alleged damages that occurred, against Upland Unified School District.

Moved by: Chris Cruz Seconded by: Wes Fifield

Vote by Trustees:

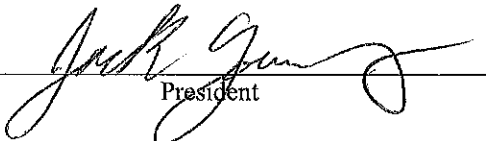
Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: ___	No: _____	Abstain: _____	Absent: X
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

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

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: ___	No: _____	Abstain: _____	Absent: X
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____


President


Clerk

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

