



ORGANIZATIONAL MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
December 12, 2023

I. GENERAL FUNCTIONS

A. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 7:06 p.m. on December 12, 2023. The meeting was held at Upland High School.

Trustees present: President, Mr. Sherman Garnett; Vice-President, Mr. Jack Young; Clerk, Mr. Wes Fifield; Member, 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, and Mrs. Laurie Link, CSEA Chapter 163 President

B. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Upland High School Students Kathleen Gonzalez and Elyas Tejada

1. ADOPTION OF THE AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Mary Locke Seconded by: Jack Young

Vote by Trustees:

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

C. ORGANIZATIONAL MEETING

1. Election of Board of Education Officers - President: Jack Young

Moved by: Chris Cruz Seconded by: Mary Locke

Vote by Trustees:

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

2. Election of Board of Education Officers - Vice-President: Wes Fifield

Moved by: Jack Young Seconded by: Sherman Garnett

Vote by Trustees:

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

3. **Election of Board of Education Officers - Clerk: Mary Locke**

Moved by: Chris Cruz Seconded by: Jack Young

Vote by Trustees:

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

4. **Approve the Appointment of Chris Cruz as the District's Delegate to the San Bernardino County Committee on School District Organization**

Moved by: Mary Locke Seconded by: Sherman Garnett

Vote by Trustees:

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

5. **Approve the Appointment of Wes Fifield and Mary Locke as the District's Representative to the Executive Committee of the City/School Committee**

Moved by: Sherman Garnett Seconded by: Chris Cruz

Vote by Trustees:

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

6. **Approve the Appointment of Mary Locke as the District's Representative to the Legislative Network Committee**

Moved by: Chris Cruz Seconded by: Sherman Garnett

Vote by Trustees:

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

7. **Approve the Appointment of Jack Young as the District's Representative to the Baldy View Regional Occupational Program Commission, December 1, 2023 - November 30, 2024**

Moved by: Mary Locke Seconded by: Chris Cruz

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: ___	No: _____	Abstain: _____	Absent: X

Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

8. Approve the Appointment of Mary Locke as the District's Alternate Representative to the Baldy View Regional Occupational Program Commission, December 1, 2023 - November 30, 2024

Moved by: Jack Young Seconded by: Sherman Garnett

Vote by Trustees:

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

9. Approve the Appointment of Sherman Garnett as the District's Representative to the California School Board Association (CSBA)

Moved by: Mary Locke Seconded by: Chris Cruz

Vote by Trustees:

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

D. SUPERINTENDENT'S COMMENTS

Dr. Carmen Day began her comments by sharing that it was an exciting night, as the District recently received preliminary information on the California School Dashboard. UUSD showed improved performance on all seven dashboard indicators, and Dr. Carmen Day shared how proud she was of the staff for their hard work. She also shared that further details would be provided during the Board LCAP Study Session. The Superintendent stated that many acts of kindness and giving had taken place. One of those mentioned was the Holiday Giving Tree, where 400 students in need were provided with gifts from UUSD staff and members of the Board. Another event that took place was in the Colonies with the Upland Rotary, which included holiday shopping as well as the Holiday of Miracles event. In total, 300 families and 700 students were supported through community partnerships, for which she expressed her sincere appreciation. Dr. Carmen Day also shared that the Upland Christmas Parade recently took place, and the District was able to provide information about the programs and services offered as well as educational materials. Dr. Carmen Day also shared that the Elementary Soccer Tournament took place the previous week and that the winners would be invited to attend the January Board Meeting. She also shared that, along with members of the Board, she attended the CSBA conference recently and was grateful that the Board is so passionate about remaining current on policies, programs, and opportunities, as well as networking and building partnerships. The Superintendent also expressed appreciation to Trustee Garnett for serving as the Board president this past year. She thanked him for his leadership and stated that he was the perfect leader for the challenges that the District faced in the past year. She also expressed her gratitude and love for the Jazz Band and their contribution to making the end-of-year board meeting a more festive occasion. Dr. Carmen Day stated that this time of year is special to many of the diverse families across the district but that it can also be challenging for some. She asked those in attendance to be mindful of those in their lives who may be struggling over the holiday season.

E. BOARD MEMBER'S COMMENTS

Trustee Garnett began his comments by sharing what an honor it has been to serve as the Board President this past year. Mr. Garnett also shared that he attended the Upland Christmas parade, which he felt was a wonderful celebration, and that he was pleased with the packets that were being handed out. He also extended his

appreciation for Dr. Martin Gomez from Upland High and Dr. Shayna Golbaf from Citrus Elementary, who recently participated in his professional development course. Mr. Garnett closed his comments by asking the High School Seniors who attended to stand and be recognized for attending the meeting.

Trustee Cruz began his comments by stating how great it was for him to be back at Upland High School and that it was the last school he attended while he was a student at UUSD. Mr. Cruz shared that he attended school in Upland Unified from elementary through high school and believes that the District and staff set him up to be successful in college and law school. He also stated that he had much to be thankful for on the UHS campus and the people who made it what it is. Mr. Cruz also shared that he attended the CSBA conference and that it was a wonderful experience where he had the opportunity to hear presentations on safety, enrollment, and budgeting. He also shared that he felt the Upland Holiday Parade was a wonderful event and how much he appreciated seeing so many people in the community there. Trustee Cruz also shared that he had the opportunity to make two visits to Foothill Knolls, where he was able to visit EL classes and see the English Learners in action and the teachers' approach, as well as visit the Student Store, which is run by the students. In closing, Trustee Cruz shared how much he was looking forward to returning to Upland High School for a site visit.

Trustee Lock began her comments by thanking the Jazz Band for attending and for their performance. She shared that the December meeting was one of her favorite meetings because they come and perform. She stated that she had also attended the CSBA conference and that she felt it was a very informative opportunity where she attended a variety of great sessions and had the opportunity to network with other districts, including some neighboring districts, as well as spend time with fellow Board Members, the Superintendent, and the Chief of Staff. Mrs. Lock shared that she recently participated in the annual Pipe Band caroling tradition and shared host privileges with the Senior Apartments in Downtown Upland. She said that there were quite a few people who attended and expressed her appreciation for those who support the program so that the wonderful tradition can continue. Mrs. Locke closed her comments by stating that she recently attended an assembly and performance at Foothill Knolls and was able to visit the fifth-grade student store.

President Young welcomed all who were in attendance. He began his comments by stating that he recently had the opportunity to meet with the Valencia Elementary Principal and several staff members for the Superintendent's Staff Chats. Mr. Young also shared that he attended several other events, including the UHS Regiment Bon Voyage, a meeting with the Baldy View Regional Occupational Program Superintendent, the Pipe Band performance at the Gibson Center, a junior high soccer game, a number of fundraisers, the Upland Holiday Parade, and the CSBA conference. President Young expressed appreciation to the Upland community for all their generosity, whether they are UUSD families or otherwise. He shared that he is part of the Foothill Family Shelter and that they provided 900 meal baskets to families in need during Thanksgiving. In closing, Mr. Young shared that Dr. Pat King recently passed away, that he was the former Superintendent of Ontario Montclair School District, and that his passing was a great loss.

F. GOVERNANCE UPDATE

President Young shared that all Board Members have a placard in front of them that includes established governance standards and protocols, one of them being the board organization, as demonstrated during the meeting. Mr. Young stated that the Board gets along very well, and all school districts and regional occupational programs throughout California go through an organizational process similar to that of UUSD.

G. ADMINISTRATIVE REPORTS

1. Upland High School Presentation

Superintendent Dr. Lynn Carmen Day introduced UHS Principal Dr. Martin Gomez, shared her gratitude for his leadership, and commended him for how he has grown the culture through connecting with students. Dr. Gomez began his presentation by stating that UHS is the gem of the city and is in its 68th year. Dr. Gomez shared that UHS offers Over 40 AP and honors courses to support students, U'College, and Dual Enrollment, which continues to improve. Also shared was information about the school's 5-year outlook and goals, including creating a safe and positive school climate and culture, implementing high-quality instructional programs, and establishing data-driven collaborative teams. Dr. Gomez also shared that UHS's student supporter section, lovingly named Lander's Watch, was nominated 6th out of all schools in the Inland Empire. The presentation also included recognition of various sports, programs, and activities.

2. First Interim Presentation

Dr. Jennifer De Anda, Assistant Superintendent of Business Services, provided a presentation about the District's First Interim, which included information about the Board's Priority of fiscal stability. Dr. De

Anda's presentation included an update on the state's economic outlook and how it impacts UUSD, as well as the District's budget this year as well as a look into the future. Also included in the presentation was that the District will be submitting a positive certification for the First Interim Report. Dr. De Anda fielded a number of questions from the Board, including inquiries about cost of living adjustments.

H. PUBLIC COMMENT

- Mr. Matt Hall made public comments regarding his concerns about the district's library resource practices.
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I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA: No Comments

CSEA: No Comments

UMA: Dr. Andrew Stager, UMA President, began his comments by thanking the Board for their support in all that leaders have been able to accomplish over the past year.

II. CONSENT CALENDAR

Upon a motion by **Mary Locke** and a second by **Sherman Garnett** 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: 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
- C. Approve the Williams First Quarterly Reports
- D. Approve the University of Phoenix Acquisition by Four Three Education Affiliation Agreement
- E. Approve the Western Governors University Clinical Experience Agreement
- F. Designed Protection Insurance Services (DPIS) Agreement
- G. Approve Memorandum of Understanding (MOU) Agreement with San Bernardino County Superintendent of Schools (SBCSS) - Literacy Grant
- H. Citrus Elementary 6th Grade Science Camp
- I. Upland Elementary 6th Grade Science Camp
- J. Approve Memorandum of Understanding (MOU) Agreement with Easter Seals Child Development Services and Upland Unified School District Interagency
- K. Approve the contract with Komplete Business Dietetic Internship
- L. Approve the contract with Ninyo and Moore
- M. Approve the contract with Sprinturf, LLC

- N. Approve the Purchase Order Report
- O. Approve the Board Report
- P. Approve the Acceptance of Gifts and Donations

III. ACTION

A. Approve the Calendar of Regular Meetings of the Upland Unified School District Board of Education for the 2024 Calendar Year

Moved by: Sherman Garnett 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. First Interim Report and Budget Transfers

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: _____

C. Approve the Tentative Agreement between the Upland Teachers Association and Upland Unified School District

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: _____

D. Approve Increased Salary for Certificated Management, Classified Management, Classified Supervisors, Confidential and Non-Represented Employees

Moved by: Sherman Garnett 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: _____

IV. CLOSED SESSION

The Board of Education convened into Closed Session at 8:23 p.m. to discuss the following matters:

- 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: 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
- D. Conference with Legal Counsel - Existing Litigation (Government Code § 54956.95 (1) , 1 Matter - CIVSSB2201088
- E. Conference with Legal Counsel - Anticipated Litigation (Government Code § 54956.9 (1) 3 Matters
- F. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent

V. ADJOURNMENT

At 10:42 p.m. the Board reconvened into Open Session and announced that discussion occurred, and the Board approved the following:

- A. Pursuant to Government Code 54957(b), the Board took action to approve: Jennifer Briones as the Executive Assistant for Human Resources.

Moved by: Mary Locke Seconded by: Wes Fifield

Vote by Trustees:

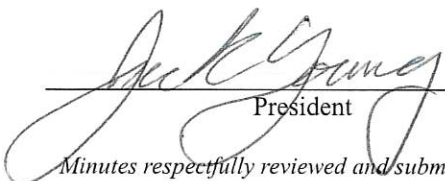
Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: X	No: _____	Abstain: _____	Absent: _____
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

The meeting was adjourned at 10:43 p.m.

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



 President



 Clerk

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

