



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
January 16, 2024

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:31 p.m. on January 16, 2024. The meeting was held at Upland Elementary School.

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

Administrators present: Dr. Lynn Carmen Day, Superintendent of Schools; Dr. 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; Mrs. Michelle Brandin, Chief of Staff and Mrs. Liz Pinney-Muglia, Director of Communications

Employee representatives present: Mrs. Ann Smith, UTA Vice-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 5:32 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.
4. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code § 54956.9 (d) (1), 4 matters
5. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) 3 Matters: OAH 2023070500, CIVSB2201088, 2023043794
6. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent
7. Consideration of Pupil Services Matters Pursuant to Education Code Section 48918 -1 Matter: CWA480131

II. RECONVENE OPEN SESSION

At 7:02 p.m., the Board reconvened into Open Session and announced that discussion had occurred, and the following action was taken:

- 1. Public Employee Employment Government Code §54957 (b) Certificated, Classified and Management
• Approval of Veronica Guzman as Director’s Secretary, Educational Services.

Moved by: Mary Locke Seconded by: Wes Fifield

Vote by Trustees:

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

- 5. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1)
• Approval for settlement agreement number CIVSSB220108 was given by a 5-0 vote to approve payment in the amount of \$77,500 as a shared cost agreement with SISC.

Moved by: Chris Cruz Seconded by: Wes Fifield

Vote by Trustees:

Grace Garbick - Grade 5
Alexis Gorman - Grade 6
Samantha Holloway - Grade 5

Santiago Villela - Grade 6
Jacob Weischedel - Grade 6
Leah Weischedel - Grade 5

Coach: Noah Walker

2. Upland High School Regiment State Champions

Adams, Isaiah A	Huiswoud, Kahlani A
Adams, Niko K	Ickis, Helena
Angel, Mateo D	Jimenez, Destiny J
Arch, Ethan	Khoe, Noah
Bail, Sienna A	King, Diana L
Baker, Elijah K	Koch, Christopher D
Ball, Vaughn	Leiva, Isabella
Barrera, Karina	Lepins, Jacob
Bass, Victoria	Linares, Katherine
Brown, Ethan	Lomeli, Jasmine D
Cadzow, Emily	MacMaster, Shaun D
Caringi, Gabriela	Marroquin, Diego J
Cisneros, Ivy	Marroquin, Sebastian
Comia, Lance	Marroquin, Willy A
Cuevas, Gabriela	McVay, Jessica E
Diaz, Eliana	Medina, Savannah J
Endale, Heaven	Mendoza, Julianne M
Escalante, Matthew	Menke, Rebecca A
Espadas, Damian	Mitchell, Emily
Espadas, Mina	Molinar, Makayla A
Espinoza, Francisco	Montgomery, Taylor R
Evans, Madison	Mora, Michelle M
Ewing, Alexander	Nguyen, Clayton T
Fash, Ryan	Nguyen, Jaytten M
Fernandez, Renyiel	Ojeda, Barbara
Flores, Charlotte	Ortega, Ailet
Flores, Lucas	Ortega, Calais
Garcia Gonzalez, Cesar	Ortega, Cyrus Vidal O
Garcia, Helber A	Pacheco, Alexis
Garcia, Kaylin	Perez, Cloey E
Gibson, Oundrea N	Pol, Andrew M
Givens, Annika M	Prasetyo, Mila T
Gomez, Emma L	Prashad, Sasha V
Gonzales, Anabelle	Quiroz, Oscar A
Gonzalez, Abigail J	Rendon, Alexandra L
Gonzalez, Jazmin L	Robinson Garcia, James D
Goodman, Jonathan	Rodrigues, Victoria Bella M
Goss, Courtney M	Rodriguez, Marcus J
Green, Mckenzie L	Rojo, Jayleen D
Hall, Corey E	Roman, Daniel A
Halpern, Kaeden M	Ruel, Alexandra M
Hartman, Christopher	Ruz, Elijah N
Hartrick, Abigail A	Samuyo, Vincent F
Haynes, Heath J	Sandoval, Aylin S
Heider, Emily I	Silva, Abigail E
Helton, Amara M	Slater, Carissa M
Hernandez, Aliyah	Spencer, Daniel I
Hernandez Rodarte, Cesar P	Stepanovich, Emma
Hernandez, Carolina N	Sun, Alexandre
Hernandez, Cesar	Sun, Amelia
Hernandez, Maddox Y	Sun, Michelle
	Taranto, Matthew P
	Tepet, Madison E

E. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS

Mr. Sherman Garnett began his comments by sharing that prior to the holidays. He was invited to attend a fundraiser for Citrus Elementary School at Applebee's in Montclair. He stated that as early as 8:00 AM, the entire restaurant was sold out and that one group even had four generations of families in attendance. He expressed how dynamic the students were and said that he had never seen such success. He expresses gratitude to Citrus Elementary, their community, the Principal, teachers, and staff who gave their time. Mr. Garnett also shared that some UUSD principals attended the ACSA Training Academy and had a chance to meet with other administrators in Southern California who volunteered their time for behavior intervention strategies. He expressed gratitude to those administrators who attended, and that they had the opportunity to learn from outstanding individuals, including one from the county office and one from San Bernardino City Unified.

Vice President Fifield began his comments by thanking the UHS Regiment, the Pepper Tree Soccer Team, and the wonderful artist Kennedy Le. He shared how nice it was to see so many accomplished students and how pleased he was to be able to serve as a judge for the Science Fair this year, which marked his 15th year doing so. He shared how great it was to see so many hard-working students, and he appreciated having an opportunity to speak to them about their projects. He also said that it was great to hear about their ideas and thoughts about how they develop their experiments. Mr. Fifield thanked Dr. Carmen Day for the site visits that he was able to join her on. In closing, Trustee Fifield expressed gratitude for the school board appreciation gift and that he's never seen anything like it.

Trustee Locke began her comments by congratulating all those who were recognized during the meeting and that it was so much fun. She said that it was quite a show of appreciation and that she loved the gift she received. She said that she was looking forward to looking at the drawings and comments from students within the gift. Mrs. Locke shared that the students are the board's Why, and they each want to do their best for them. In closing, Mrs. Locke inquired if there were any Upland High or Hillside High Seniors in attendance and asked them to stand.

Trustee Cruz began his comments by reiterating his congratulations to the students and stated how great it was to hear the progress that the district is making. He expressed gratitude to administrators, teachers, and staff who were continuously working to make a difference. Mr. Cruz also expressed his appreciation to the students and those who helped coordinate the wonderful flowers, and it warmed his heart to see that they were both in English and Spanish, and some were even from where he went to school in Upland.

President Young began his comments by thanking the seniors for attending the meeting and shared that he hoped everyone had a great Martin Luther King Jr. Day. Trustee Young stated that he attended a number of fundraisers as well as the Science Fair, distribution of Boxes of Love, support for Foothill Family Shelter, attended a number of soccer games, as well as the Citrus House Party and shared how amazing it was to attend. In closing, President Young shared that he had also attended a Baldy View ROP Meeting recently.

F. GOVERNANCE UPDATE

No updates provided.

G. PUBLIC COMMENT

- Miss Laurie Haner made public comments regarding the district, contracts, and library materials.
- Reverend Leslie Mankey made public comments regarding the Upland High School Regiment and presented a check to the UHS Regiment Boosters.
- Mr. Matt Hall made public comments regarding library materials.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

- UTA: Upland Teachers Association Vice-President, Mrs. Anne Smith - Mrs. Smith expressed her appreciation to the board and the district for continuing to work with the Upland Teachers Association, and that they just completed negotiations and would be starting to work on a three-year contract in about a month or so. She expressed appreciation for working collaboratively with them and that they know there's a hard road ahead with budget cuts but that they were all committed to ensuring students are the best they can be.
 - CSEA: CSEA Chapter 163, President Laurie Link - no comments made.
 - UMA: no representative present..
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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: _____

VI. DISCUSSION

A. Cultural Proficiency Including Unconscious Bias Training

The Superintendent shared that every UUSD employee is being trained in cultural proficiency. She stated that the training looks at the cultural proficiency continuum, and she wants to be sure the board is also offered the opportunity to participate and discuss the topic.

Each board member provided input regarding their interest in the training, and it was determined that this would be an agenda item during a future Special Board Meeting.

At 8:24 p.m., the Board of Trustees convened back into Closed Session to finalize discussion on matters previously listed for Closed Session.

At 9:09 p.m., the Board reconvened into Open Session and announced that discussion had occurred, but no action was taken.

VII. ADJOURNMENT

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

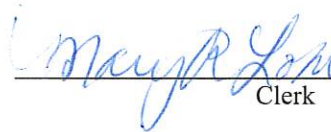
Moved by: Mary Locke Seconded by: Chris Cruz

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: _____



 President



 Clerk

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