



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
April 18, 2023

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:32 p.m. on April 18, 2023. The meeting was held at Foothill Knolls STEAM Academy of Innovation.

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. Pamela Salgado, Assistant Superintendent of Student Services, Dr. Sergio Canal, Assistant Superintendent of Human Resources, Mrs. Shinay Bowman, Assistant Superintendent of Instructional Services; Mr. Terry Connick, Assistant Superintendent of Business Services, Mrs. Liz Pinney-Muglia, Director of Communications, and Mrs. Michelle Brandin, Chief of Staff.

Employee representatives present: Mr. Greg Lander, UTA President, Dr. Andrew Stager, UMA Vice-President., and Ms. 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 5:33 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: Sergio Canal, Assistant Superintendent, Human Resources Employee organization: Upland Teacher Association. Conference with Labor Negotiators (Government Code § 54957.6) Agency designated representative: Sergio Canal, 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), 6 matter
5. Consideration of Pupil Services Matters Pursuant to Education Code Section 48918-2 Matters: CWA 2022350612, CWA 2022-281207
6. Conference With Legal Counsel – Existing Litigation (Government Code § 54956.9(d)(1) 2 Matters: CR0043, 2023043794
7. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent

II. RECONVENE OPEN SESSION

At 6:36 p.m. the Board reconvened into Open Session and announced that discussion occurred and the following action was taken:

1. A. Pursuant to Government Code 54957(b), the Board took action to approve:
 - Oscar Oyama - Assistant Principal
 - Nadine Buries - Assistant Principal
 - Chantel Sarver - Assistant Principal
 - Sandy Ries - Assistant Principal
 - Julie Miller - Assistant Principal
 - Patti DeRobles - Assistant Principal
 - Trisha Banks Noble - Assistant Principal
 - Allyson Wisz - Principal, Valencia Elementary School

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: _____ |

B. In Closed Session, the Board took action to accept the resignation of Assistant Superintendent of Human Resources, Dr. Sergio Canal, effective April 30, 2023.

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: _____ |

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5. A. Pursuant to California Government Code Section 48918 approval by 5-0 vote was given by the Board of Education to approve the following case for expulsion: **CWA2022-110520**.

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. Pursuant to California Government Code Section 48918 approval by 5-0 vote was given by the Board of Education to approve the following case for expulsion: **CWA2022-81207**.

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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6. Pursuant to California Government Code Section 54956.9, approval by 5-0 vote was given by the Board of Education to accept settlement agreement through Alternative Dispute Resolution **#CR043**.

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: _____ |

III. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

- The Flag Salute was led by Jael Jackson, 5th Grade Student from Foothill Knolls STEAM Academy.
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B. RECOGNITION

1. National History Day Competition

The Board and Superintendent recognized winners of the National History Day Competition:

- Kyle Capasso, 4th Grade, Valencia Elementary School
- Joseph Hirsch, 4th Grade, Valencia Elementary School
- Paige Jarvey, 4th Grade, Valencia Elementary School
- Joseph Sanchez, 4th Grade, Valencia Elementary School
- Eleanora Swanberg, 4th Grade, Valencia Elementary School
- Rene Miramontes, 8th Grade, Foothill Knolls STEAM Academy of Innovation
- Vaughn Ball, 9th Grade, Upland High School
- Ryder Contreras, 9th Grade, Upland High School
- Courtney Goss, 9th Grade, Upland High School
- Owen Macklam, 9th Grade, Upland High School
- Nora Maung, 9th Grade, Upland High School
- Alec Mesa, 9th Grade, Upland High School
- Cooper Mitchum, 9th Grade, Upland High School
- Lucas Munevar, 9th Grade, Upland High School
- Cooper Omness, 9th Grade, Upland High School
- Cyrus Ortega, 9th Grade, Upland High School
- Alexis Pacheco, 9th Grade, Upland High School
- Sergio Shiekh, 9th Grade, Upland High School
- Aaron Sung, 9th Grade, Upland High School
- Nolan Vu, 9th Grade, Upland High School
- Nicolas Amezcua, 10th Grade, Upland High School
- Claudine Aquino, 10th Grade, Upland High School
- Nadine Aquino, 10th Grade, Upland High School
- Ethan Chang, 10th Grade, Upland High School
- Elle Escano, 10th Grade, Upland High School
- Srinivas Gollapudi, 10th Grade, Upland High School
- Kaden Huang, 10th Grade, Upland High School
- Kyle Huang, 10th Grade, Upland High School
- Chris Reeves, 10th Grade, Upland High School
- Martin Shiekh, 10th Grade, Upland High School
- Oliver Shiekh, 10th Grade, Upland High School
- David Walker, 10th Grade, Upland High School

2. Edison International Scholarship

The Board and Superintendent recognized Thomas Chang from Upland High School for being selected as a 2023 Edison Scholar.

3. 2023 Science Fair Competition

The Board and Superintendent recognized winners of the 2022/2023 District Science Fair Competition:

- Julian Krieger, 9th Grade, Upland High School
 - Nora Maung, 9th Grade, Upland High School
 - Kaden Huang, 10th Grade, Upland High School
 - Kyle Huang, 10th Grade, Upland High School
 - Snow Cameron, 11th Grade, Upland High School
 - Shahd Ellahib, 11th Grade, Upland High School
 - Guia Llovido, 11th Grade, Upland High School
 - Dallas Latiolait, 12th Grade, Upland High School
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C. 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: 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. SUPERINTENDENT'S COMMENTS

Dr. Carmen Day began her comments by sharing that at the next board meeting the District would be honoring recent retirees, students with high achievement and growth, and athletics. She stated that there were many groups who were greatly appreciated for their support of UUSD students. As such, a resolution was being brought forward for approval to recognize both certificated and classified employees. Dr. Carmen Day stated that it was Public School Volunteer Week, and that she was grateful for all that they do. Additionally, she shared that May is Mental Health Awareness Month, and that the Support Services Department was planning an event. Superintendent Carmen Day also shared that she attended the Baldy View Student Success Awards, and anticipated a growth in CTE pathways. Also shared was that the LCAP Community Forum took place to gather feedback, and that the plan would be presented in June. Dr. Carmen Day indicated that an unfortunate and sad video recently surfaced on the internet, and that she was disappointed by what took place. She shared that over the next six weeks, educators would learn about empathy and compassion through professional learning. Also shared was that Assistant Superintendent Bowman, had the opportunity to meet with Bill Gates along with students and Chaffey staff to discuss the UCollege Academy, and that a member of the Bill Gates Foundation would be going to UHS to interview one of the students. In closing, Dr. Carmen Day shared how special the program was in serving as a bridge for students, and expressed her gratitude to Ms. Bowman.

E. BOARD MEMBER'S COMMENTS

Trustee Locke began her comments by congratulating all of the district winners being recognized, and shared how she loves that the district is able to give students so many opportunities for their future, such as with the UCollege Program. Trustee Locke states that over the past several weeks she participated in CSBA Legislative Action Week where she met with officials from across the state to discuss a variety of issues. Mrs. Locke also shared that she attended the Narcan First Aid Training, and that it was very informative, she has been continuing the Equity Training through CSBA that she started with Trustee Young and Superintendent Carmen Day last year, attended the LCAP Community Forum, and the Family Recognition Ceremony. Trustee Locke congratulated and thanked all of the wonderful families that have stepped in to help schools do even more for students. In closing, Mrs. Locke asked that all the high school seniors stand to be recognized.

Vice-President Young thanked all who were in attendance for joining the meeting. Mr. Young shared that he attended the District Band Showcase, the Baldy View ROP Commission Meeting and Student Celebration, the Foothill Knolls PTA Meeting, visited Sycamore Elementary, attended the Sierra Vista Open House, the State of the City, along with a number of fundraisers. In closing, Trustee Young reminded the audience that Earth Day was on Saturday.

President Garnett began his comments by congratulating all of the History Day, Science Fair, Edison Scholar, and future graduates. Mr. Garnett shared that he attended the Upland State of the City Event, and that not only was it a sold out event, but he had the opportunity to showcase the district's programs. Mr. Garnett expressed his appreciation to Director of Communications, Liz Pinney-Muglia for her assistance. In closing, President Garnett shared that he met with Trustee Cruz, Assistant Superintendent Salgado and CWA Director, Mr. Vega regarding revising the School Climate and Culture Handbook following input.

Trustee Fifield began his comments by thanking Foothill Knolls Principal, Ms. Jennifer Morris for being a great host, and how fun it was to see the student projects displayed. Mr. Fifield shared a message to parents of students, inviting them to support the District Science Fair as they are always looking for judges. In closing, Mr. Fifield expressed his sentiments to Assistant Superintendent Canal, and thanked him for his years of service.

Trustee Cruz welcomed all who were in attendance and extended his congratulations to the students recognized, and that some of his fondest memories were participating in History Day and Science Fair competitions. He stated that the skills the students put into these projects are ones they will carry throughout their lives. Mr. Cruz shared that he had the opportunity to attend Career Day at Upland Junior High, where he was invited to speak to students about his former and current career and the importance of working hard in school. Also shared was his attendance at the State of the City event along with other board members. In closing, Trustee Cruz shared that he attended the Family Resource Center Grand Opening at Citrus Elementary and that it was a truly great event.

F. GOVERNANCE UPDATE

Trustee Young shared that Baldy View ROP has what they refer to as their norms and protocols, as well as UUSD with the Governance Handbill, and that this resource is always available to board members on the dais, and for members of the public upon request.

G. ADMINISTRATIVE REPORTS

1. Foothill Knolls STEM Academy of Innovation Presentation

Foothill Knolls Principal, Ms. Jennifer Morris provided a presentation of highlights including ways the school is working to keep students engaged and connected as well as how they were able to grow 5% in their CAASPP ELA scores between 2019 to 2022. Principal Morris also shared feedback from students about how connected they felt at school, and the partnership the school has for inclusion with the University of La Verne, before and after school programs, and their many community events. Mrs. Morris also shared about the different pathways the school offers such as robotics, coding, green architecture, and more that will connect them with the CTE pathways at Upland High School.

2. Mental Health and Wellness Presentation

Dr. Mario Jacquez, Director of Support Services provided a presentation about the mental health and wellness initiatives across the district, beginning with an introduction to the variety of staff that the district has to support the needs of our students and families. Dr. Jacquez also shared the process for requests for assistance, the number of requests for support, and the many programs offered such as Boys Council, Strong, Kids, and more. The Support Services Department will be hosting their annual mental health event on May 11, 2023 - Bridging the Gap to Mental Health Supports.

H. PUBLIC COMMENT

- Ms. Camie made public comments regarding her concerns about the lack of afterschool programs for students.
 - Mr. Bryant Galvez made public comments about his concerns about I-ready.
 - Dr. Kevin Miramontes made public comments regarding the AVID College Field Trip.
 - Mr. Tremale Ratcliffe made public comments regarding the promotion of new programming for UUSD.
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I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

Mr. Greg Lander, President of - Upland Teachers' Association, shared that he was impressed with Dr. Miramontes, and that his comments were timely. Mr. Lander shared that it has been a rough few weeks, and that he sees the challenges they have faced as an opportunity for change and improvement. Mr. Lander also shared about how staff has been willing to help and make remedy to issues. Mr. Lander shared his concerns about the utilization of an outside agency and impacts to employee retirement. In closing, Mr. Lander shared that he was able to go on the AVID trip, and that he appreciated the work that the students and staff do.

Mrs. Roxanne Rubert - Upland Managers Association, shared greetings on behalf of UMA, and that there were about 7 weeks of the school year remaining. She stated that both staff and students were looking forward to celebrations, growth, and opportunities such as the Kiwanis Track Meet and the first Elementary Basketball Competition.

CSEA - No comments made

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, and was adopted as presented 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. Receive for Second Reading the following Minor Revisions of Board Policies, Administrative Regulations, Exhibits and Bylaws
- C. Approve the Certificated and Classified Personnel Recommendations
- D. Approve the Memorandum of Understanding (MOU) between Upland Unified School District (UUSD) and Jaime Escalante Math Program
- E. Approve the CSEA MOU for Speech Language Pathology Assistant
- F. Approve the CSEA MOU for Secretary II
- G. Approve the CSEA MOU and updated Job Description for Library Technician
- H. Approve the CSEA MOU and new Job Description for Wellness Center Aide
- I. Approve the Riverside County Superintendent of Schools Memorandum of Understanding and Agreement
- J. Approve the Cal State Polytechnic University, Pomona Master of Science Psychology Program Practicum Site Agreement
- K. Approve the University of Denver Morgridge College of Education Agency Affiliation Agreement
- L. Approve the agreement with Bickmore Actuarial for actuarial services
- M. Approve New Courses at Upland High School
- N. Approve Pepper Tree Elementary 6th Grade Science Camp
- O. Approve the County of San Bernardino Probation Department Agreement
- P. Approve agreement between Upland Unified School District and Stony Brook University
- Q. Approve the Agreement between Kenco Construction Services and Upland Unified School District
- R. Approve agreement between Upland Unified School District and Eide Bailly
- S. Approve the Cell Phone Stipend
- T. Approve the Purchase Order Report
- U. Approve the Board Report
- V. Approve the Acceptance of Gifts and Donations

V. ACTION

A. Approve Resolution 4-18-23(a) Designating May 8-12, 2023 as Upland Unified School District Teacher Appreciation Week

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. Approve Resolution 4-18-23(b) Designating May 21-27, 2023 as Upland Unified School District Classified Employee Appreciation Week

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: _____ |

C. Approve the Declaration of Need for Fully Qualified Educators

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: _____ |

D. Approve the Audit Report

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: _____ |

E. Approve the Audit Report for Measure K Building Fund

Moved by: Wes Fifield 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: _____ |

F. Approve the Purchase of One Work Truck for Support Facilities

Moved by: Wes Fifield 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: _____ |

VI. DISCUSSION

A. Discussion / Receive for First Reading the following Minor Revisions Board Policies, Administrative Regulation, Bylaws and Exhibits

No discussion took place.

At 8:23 p.m. the Board recessed into Closed Session to continue discussion regarding the following topics:

- Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent

At 10:15 p.m. the Board returned into Open Session and shared that discussion took place, but no action was taken.

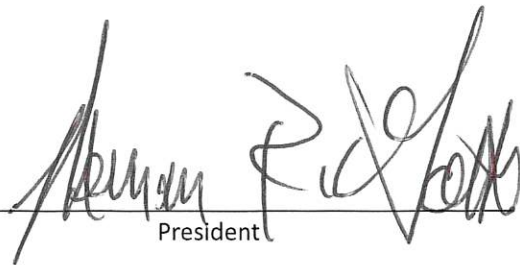
VII. ADJOURNMENT

The meeting was adjourned at 10:16 p.m.

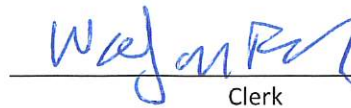
Moved by: Mary Locke Seconded by: Chris Cruz

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 submitted by: Michelle Brandin, UUSD Chief of Staff