



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
July 22, 2025

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:33 p.m. on July 22, 2025. The meeting was held in the Community Room at the Upland Unified School District, District Office, 390 N. Euclid Ave., Upland, California 91786.

Trustees present at the time of Call to Order: Vice-President, Mrs. Mary Locke, Clerk, Mr. Chris Cruz, Member, and Member, Mr. Jack Young.

Trustees absent at the time of Call to Order: President, Mr. Wes Fifield, Member, Mr. Sherman Garnett (both arrived later and were present during the reconvened Open Session)

Administrators present: Dr. Lynn Carmen Day, Superintendent of Schools; Dr. Shinay Bowman, Chief Academic Officer; Dr. Jennifer DeAnda, Assistant Superintendent Business Services and Dr. Ji Wang, Assistant Superintendent Human Resources.

Administrators absent: Mrs. Pamela Salgado, Assistant Superintendent of Student Services

A. PUBLIC COMMENTS ON CLOSED SESSION MATTERS

No public comments due to Closed Session not being held.

B. CLOSED SESSION

No Closed Session items were presented. A recess was held from 5:34 p.m. until 7:00 p.m.

II. ADMINISTRATIVE REPORTS

A. Nutrition Services Presentation, please see remarks under Adoption of the Agenda.

III. RECONVENE OPEN SESSION

The Board reconvened from recess at 7:05 p.m.

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Vice-President, Mrs. Mary Locke.

B. ADOPTION OF THE AGENDA

The agenda was adopted as amended, moving the Nutrition Services Presentation after the Governance Update, **removing** Consent Items A, Y, Z, and AA, and tabling Action Item A, 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:

C. SUPERINTENDENT COMMENTS

Dr. Carmen Day shared that due to an error with Simbli, the online agenda program, no closed session items were visible to the public, and so the Board will recess until 7:00 p.m. She shared that a Special Board meeting will be held on August 7, 2025, to discuss innovative ideas for the District. The focus will be on expanding some of the current work and inventing new ideas, such as a potential charter school. Dr. Carmen Day spoke on the flexible and personalized learning opportunities, teacher "university", sports academy, and expanding the District's work with CTE, DLI, the STEM Academy, and the Arts Magnet. She also stated that at the August board meeting, it will be recommended that a board professional training plan be approved. The plan will include all mandated training. She shared that the summer program was excellent and thanked all staff members who worked the programs. Dr. Carmen Day invited the Board to the District's National Night Out on Tuesday, August 5th, from 3:30 to 6:30 p.m. This event will be held at the District Office. Background information on the event was provided, and encouraged the Board to participate.

Dr. Carmen Day turned over time to Dr. Jen DeAnda, Assistant Superintendent Business Services to provide an update on the budget. Dr. DeAnda shared that a \$638,000 funding impact may delay certain supplemental programs. The County has advised that this reflects a temporary delay rather than a permanent loss of funds. Contingency plans are in place and the District is currently positioned to fund the affected programs as needed fully.

Dr. Carmen Day invited Dr. Shinay Bowman, Chief Academic Officer to speak on the Instructional Leadership Plans. Dr. Bowman expressed excitement regarding the upcoming instructional leadership events. These events will focus on data analysis and a full Leadership Day to be held at Pioneer Junior High. Dr. Bowman stated that Leadership Teams have played a key role in driving school improvement throughout the District.

Superintendent Carmen Day ended her comments by expressing her gratitude to the Board for their continued support and commitment to the progress taking place throughout the District.

D. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS

Board President Wes Fifield shared his reflections on his recent visit to the Ron Clark Academy, highlighting the importance of embracing change and evolving instructional practices. He encouraged the District to consider how innovative strategies from the RCA Institute could be adapted to benefit our students and enhance future success.

Vice-President, Mary Locke, expressed her gratitude to the Board and Superintendent for their collective efforts in supporting students. She shared how the programs have had a positive impact on her grandchildren. She thanked Mrs. Cassidy for leading the Farm to School Initiatives and acknowledged the successful partnership with the public library for the summer free lunch program.

Board Clerk, Chris Cruz thanked the City of Upland for the collaboration on the "Light Up the Night" event and extended congratulations to the UHS Highlanders Pipe Band on their upcoming trip to Scotland to compete in the World Youth Bagpipe Competition.

Member, Sherman Garnett also commended the UHS Highlanders Pipe Band and noted their recognition on ABC, Channel 7. He thanked the City of Upland for promoting UUSD programs and requested several follow-up presentations and reports. These requests included the following: a future board presentation on how the District is addressing Artificial Intelligence in classrooms, specifically referencing the Kahn Academy AI Academy model; a review of new attendance regulations for school days and intersession and how the District plans to implement them; a request to share the recovery plan for nutrition education following the end of the FoodCorps partnership, including an exact dollar figure representing the funding loss. Trustee Garnett also recommended a presentation from CDE regarding updated regulations on Saturday Instructional programs.

Member, Jack Young, inquired about potential grant opportunities and provided an update on the connection between UHS CTE pathways and Baldy View ROP. He shared that they recently held their first in-service training.

E. GOVERNANCE UPDATE

Dr. Carmen Day shared that she has been reviewing board bylaws and identifying required annual trainings, which include mandated ethics and sexual harassment prevention training. She stated that she has gathered the appropriate training links and will be distributing them to Board members to support timely completion and compliance.

ADMINISTRATIVE REPORTS (see II.)

1. Cassidy Boardman provided the Nutrition Services presentation. This presentation provided highlighting of the over 13,500 meals served in the month of June and increased student engagement through targeted outreach and surveys. Results of the survey showed that 46% of students bring meals from home or eat off campus; additional feedback led to immediate menu changes, including replacing unpopular vendor items while still adhering to nutritional guidelines. She shared that Brigald partnership continues to enhance quality, with 40% of meals now made from scratch; all sites are compliant with SB 1382, and she announced that FoodCorps will no longer partner with the District in the upcoming school year.

After the presentation, Mr. Garnett questioned the funding from FoodCorps and Ms. Boardman will get the information for him. Board Members expressed their thanks for the information regarding "made from scratch" food items. Mr. Fifield asked if interns could replace the FoodCorps loss. Ms. Broadman shared that they are hoping to have a Meal Showcase in the future, and Mr. Fifield would like the Board to be invited.

F. PUBLIC COMMENTS

1. Phil Schwind thanked the Board for its investment in the arts and raised concerns regarding the legal agreement with the law F3 Law (Fagan, Frieman & Fulfroft LLP). He referenced clause C and questioned the use of consultants and investigators, expressing concern about the financial impact of ongoing legal cases involving parents and the District. He cautioned that pursuing legal action against parents may not be an appropriate use of public funds.
2. Phillips Costas raised concerns regarding potential violations of the Brown Act. He stated that the legal contract with F3 Law was not made publicly viewable in advance and cited Government Code §54959, stating that withholding such information deprives the public of their legislative rights. He recommended rescheduling the meeting to ensure compliance and transparency.
3. Phillips Costas (second comment) spoke as an invested parent and expressed concern over the District's direction in contracting with F3Law. He felt the agreement reflects a shift away from education toward surveillance and scrutiny, alleging that hiring investigators to monitor teachers is harmful. He emphasized the need to reinvest in educational priorities such as technology and

mental health, and called for open forums to better understand parent needs. He urged the Board to reject the legal contract and ensure the District remains a place focused on learning, not intimidation.

4. Catherine Ann Byrnes, spoke on F3 Law (Fagan, Friedman & Fulfroft), questioning whether Board members were honoring their oath of office, criticizing decisions she described as unconstitutional. She referenced interposition and urged trustees to act according to what is right rather than follow mandates she believes are harmful. She commented on the presence of pride flags in school facilities and feels the District is promoting a political agenda. She urged the Board to protect students and reconsider its actions.
5. Shirley Baldwin, spoke on F3 Law (Fagan, Friedman & Fulfroft) as a mother, grandmother, and great-grandmother of a child with special needs. She shared the story of her grandson, who has multiple disabilities and ongoing medical needs. Ms. Baldwin expressed that it is unfair and emotionally difficult to question devoted parents. She urged the Board to think carefully before hiring individuals to investigate families and to show compassion and understanding.
6. Peta Atwood shared an account of her child being abused by both a principal and a teacher. She criticized the administration for failing to follow mandated reporting procedures and urged the District to adhere to board policy. She stressed the seriousness of the issue and warned that without appropriate action, more children could be harmed. She called for increased awareness and accountability.

G. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / no comments
CSEA / no comments
UMA / no comments

V. CONSENT

Prior to the vote, the following Consent Items were removed: **A, Y, Z, AA**. Upon a motion by **Jack Young** and a second by **Mary Locke**, the Board of Trustees **APPROVED** the adoption of the **amended** Consent items 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:

- B. Approve Second Reading of Board Policies, Administrative Regulations and Exhibits.
- C. Approve the Certificated and Classified Personnel Reports.
- D. Approve the Williams Report Summary - Quarterly Uniform Complaint - April 2025 through June 2025.
- E. Approve the Cal State Fullerton Student Teaching Agreement.
- F. Approve the Fresno Pacific University Memorandum of Understanding and Agreement for Administrative Services Preliminary Credential Intern Candidates.
- G. Approve the Cal State East Bay Memorandum of Understanding and Agreement for the Employment of University Students Who Have an Intern Credential.
- H. Approve the University of La Verne Affiliation Agreement for Clinical Training in Marriage & Family Therapy.
- I. Approve the Riverside County Superintendent of School Memorandum of Understanding for Education Specialist District Intern Program.
- J. Approve the AVID Agreement.
- K. Approve Document Tracking Services Agreement.
- L. Approve the contract with U.S. National Group, dba Jimenez Painting Company.
- M. Approve the Princeton Review License Agreement.
- N. Approve Renaissance License Agreement.
- O. Approve memorandum of Understanding (MOU) Agreement between Upland Unified School District and Monterey County Office of Education (MCOE).
- P. Approve Learnie, Inc. dba Thinkverse License Agreement 2025-2028.
- Q. Approve Cabillo Elementary 6th Grade Science Camp.
- R. Approve Pepper Tree Elementary 6th Grade Science Camp.
- S. Approve Sycamore Elementary 6th Grade Science Camp.
- T. Approve the STOPIT Solutions Subscription License.
- U. Approve Baldy View Regional Occupational Program (ROP) District Operated Program, District Services and Embedded Classes Contracts.
- V. Approve the Piggyback Contract for Imperial Dade Supplies.
- W. Approve the contract with Oakwood University.
- X. Approve the Purchase of One 16' Box Truck for the Nutrition Department.
- AB. Approve Annual Membership Renewal with California School Boards Association (CSBA).

- AC. Approve Annual Renewal with California School Boards Association (CSBA) for Gamut Online, Meetings and Manual Maintenance Plus.
- AD. Approve an Annual Memorandum of Understanding (MOU) Agreement with San Bernardino County Superintendent of Schools (SBCSS) to use classrooms at Pioneer Jr. High and Upland High School to House County Classes.
- AE. Approve the MOU Regarding District Attendance Boundaries with Chaffey Joint Union High School and Ontario-Montclair School District.
- AG. Approval of Consultants Agreements.
- AH. Approve the Board Report.
- AI. Approve the Purchase Order Report.
- AJ. Approve the Acceptance of Gifts and Donations.

VL ACTION

- A. Approval of Employment Agreement with the Superintendent, to be preceded by an oral report of the salary and compensation paid in the form of fringe benefits in the proposed agreement. *The vote was to TABLE the item due to Closed Session topic not viewed by public, item was not discussed*

Moved by: Jack Young Seconded by: Sherman Garnett

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 the Updated Assistant Superintendent of Business Services Salary Schedule

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:

- C. Approval of Employment Agreement with the Assistant Superintendent, to be preceded by an oral report of the salary and compensation paid in the form of fringe benefits in the proposed agreement.

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. Approval of Revised Salary Schedules Reflecting Board-Approved Furlough Days.

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:

- E. Approve the Career Technical Education (CTE) District Advisory Committee Members.

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:

- F. Approve Change Order #01 with C.P. Construction.

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:

G. Approve Resolution 07-22-25(A) Schools Excess Liability Plan.

Moved by: Sherman Garnett **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:

VII ADJOURNMENT

Before the closing of the meeting, the memory of longtime Board Member, Joe Lenz, who passed away on June 27, 2025, was honored. For 33 years, Mr. Lenz served the Upland Unified School District with deep commitment and a steady belief in the power of public education. His impact on our schools, our students, and this community will be felt for generations. We extend our heartfelt condolences to his family and will always remember his legacy of service.

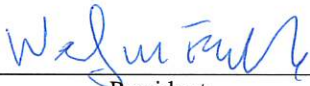
The meeting was adjourned at 8:17 p.m.

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:



President



Clerk

Minutes respectfully reviewed and submitted by: **Letty Talamantes** 7/22/25