



SPECIAL BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT

BOARD OF TRUSTEES

August 11, 2025

A special meeting of the Upland Unified School District Board of Trustees was called to order at 8:03 a.m. on August 11, 2025. The meeting was held at the Upland Unified School District, District Office, 390 N. Euclid Ave., Upland, California 91786.

Trustees present: President, Mr. Wes Fifield, Board Clerk, Mr. Chris Cruz, Member Sherman Garnett, and Member, Mr. Jack Young

Trustees absent: Vice-President, Mrs. Mary Locke

Administrators present: Dr. Lynn Carmen Day, Superintendent of Schools; Dr. Jennifer DeAnda, Assistant Superintendent of Business Services; Dr. Shinay Bowman, Chief Academic Officer and Mrs. Pamela Salgado, Assistant Superintendent of Student Services.

Administrators absent: Dr. Ji Wang, Assistant Superintendent of Human Resources

I. GENERAL FUNCTIONS

A. CALL TO ORDER

The meeting was called to order at 8:03 a.m.

B. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Mr. Chris Cruz, Board Clerk

C. ADOPTION OF THE AGENDA

The agenda was adopted as presented by the following vote:

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:

II. PUBLIC COMMENT

No comments

III. DISCUSSION

Superintendent Carmen Day introduced *Vision 2030: The Great 8 Innovations*, which addressed declining enrollment and the district's commitment to reimagining programs. She spoke about the merger of Upland Elementary and Upland Junior High and introduced Dr. Shinay Bowman, who provided the overview of the presentation.

Dr. Bowman stated that Baldy View Dual Language Immersion is our only site not experiencing declining enrollment. She shared that the new principal at Foothill Knolls STEM Academy and the CTE programs are expanding in the areas of HVAC, agriculture, and the TK-8 Magnet Enhanced Arts program. Mr. Cruz asked if the dual language immersion will be expanded through 8th grade and Dr. Bowman stated that it would.

Four Bold New Ideas were then presented to the Board. Dr. Ryan Parry, Special Education Director spoke about the Sports Academy. He shared the vision of the program, which will support student-athletes with elite athletic training, flexible independent study, and opportunities for high-level competition. Dr. Parry stated that the goals would include increasing daily attendance, enhancing scholarship opportunities, and developing well-rounded, educated student-athletes. Board Member, Mr. Jack Young, asked about professional-level training and partnerships. Dr. Parry noted potential collaborations for facilities. Superintendent Carmen Day shared that a few parents expressed interest in transferring to our district for this type of Program. Board Member, Mr. Sherman Garnett, spoke about similar models, noting that some students in these programs are academic holdbacks.

Mrs. Pamela Salgado, Assistant Superintendent of Student Services, shared information regarding the Flex Academy. This program is an innovative, flexible learning approach combining in-person and online options to meet diverse family needs. She further stated that it is self-paced and adaptive, focusing on essential skills so that every student can succeed at their own pace. Board Member, Mr. Jack Young, asked if the Flex Academy would be offered as an at-home online program. Mrs. Salgado answered by stating that the district is planning both an online option and opportunities to come on campus. The program will be fully customized to support the goals of both students and their families.

Ms. Tawiah Finley, Employee Development Coordinator, presented information on the School of Education. She shared the plan to become a credential-granting institution, which would address the district's workforce needs. At this time, Ms. Finley stated that 6% of our teachers are not fully credentialed, they are CTE Credentialed; 40% are at a three-year retention rate, and the average cost for credential programs is \$9,180.00. By offering a credential and a Master's program, the district will attract and retain quality educators. She shared that we are currently in the process of becoming certified to provide our own induction program. Board Member, Mr. Jack Young asked if staff with credentials or Masters' degrees could participate in the district's induction program, and the answer was yes.

Pathways Prep Academy was introduced as a proposed new high school model. This model incorporates small class sizes, personalized learning and dual enrollment for college credit. Dr. Bowman ended the presentation by stating that *The Great 8 Innovations* will help attract and retain excellent teachers and students. The Board will be provided with regular updates by the Innovation Leads.

IV. PUBLIC COMMENT ON CLOSED SESSION MATTERS

No comments

V. CLOSED SESSION

The Board convened into Closed Session at 8:32 a.m. to discuss the following matters:

- A. Public Employee Employment Government Code §54957 Certificated, Classified, and Management: Athletic Directors (2 positions at 0.50 FTE each) at Upland High School
- B. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation -Government Code §54956.9(d)(1) - 2 Matters
- C. Conference with Legal Counsel - Existing Litigation - Government Code §54956.9(d)(1) 1 Matter, Claim #CIVSB2217150

VI. RECONVENE OPEN SESSION

At 10:22 a.m., the Board reconvened into Open Session, announced that discussion had occurred, and the following action was taken:

- A. Pursuant to Government Code §54957, the Board took action to approve the appointment of Darryl Thomas as an Athletic Director at Upland High School by the following vote:

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

- A. Pursuant to Government Code §54957, the Board took action to approve the appointment of Sara Farnworth as an Athletic Director at Upland High School by the following vote:

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

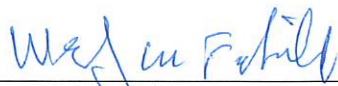
VII. ADJOURNMENT

The meeting was adjourned at 10:23 a.m.

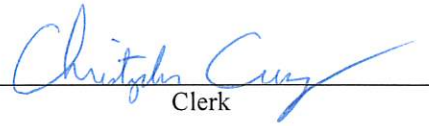
Moved by: Sherman Garnett Seconded by: Jack Young

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

Handwritten signature of Wesley Fobell in blue ink.

President

Handwritten signature of Christopher Cruz in blue ink.

Clerk

*Minutes respectfully reviewed and submitted by: **Letty Talamantes** 8/11/25*