



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
August 26, 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 August 26, 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: President, Mr. Wes Fifield, Vice-President, Mrs. Mary Locke, Clerk, Mr. Chris Cruz, Member, Mr. Sherman Garnett and Member, Mr. Jack Young.

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

Flag salute was led by Board President, Mr. Wes Fifield

A. PUBLIC COMMENTS ON CLOSED SESSION MATTERS

No public comments.

C. CLOSED SESSION

- A. Conference with Labor Negotiators (Government Code §54957.6) Agency designated representative: Dr. Ji Wang, Assistant Superintendent, Human Resources Employee organization: Upland Teachers Association. Conference with Labor Negotiators (Government Code §54957.6) Agency designated representative: Dr. Ji Wang, Assistant Superintendent, Human Resources Employee organization: California School Employees Association and its Chapter 163
- B. Conference with labor negotiator (Government Code §54957.6) Unrepresented Employee: Superintendent Agency Negotiator: Board President
- C. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation-Government Code §54956.9(d) 4 Matters, ADR Claim #CR043, ADR Claim # CR044, Cure and Correct #1, Cure and Correct #2
- D. Conference with Legal Counsel - Existing Litigation - Significant Exposure to Litigation-Government Code §54956.9(d) 3 Matters, OCR Case #09-25-1055, OAH Case #2025040233, Claim #CIVSB2217150

I. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:01 p.m., announced that discussion had occurred, and the following action was taken:

- C. Pursuant to Government Code §54956.9(d), the Board took action to accept ADR Claim #CR043, settling the matter in the amount of \$12,500, by the following vote:

Moved by: Chris Cruz 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. Pursuant to Government Code §54956.9(d), the Board took action to accept ADR Claim #CR044, settling the matter in the amount of \$9,250 by the following vote:

Moved by: Mary Locke 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:

- C. Pursuant to Government Code §54956.9(d), the Board took action to reject the demand to Cure and Correct #1 submitted by Mrs. Desiree Alvarez 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:	X	No:	Abstain:	Absent:
Jack Young	Aye:	X	No:	Abstain:	Absent:

- C. Pursuant to Government Code §54956.9(d), the Board took action to reject the demand to Cure and Correct #2 submitted by Mr. David Palmer 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:	X	No:	Abstain:	Absent:
Jack Young	Aye:	X	No:	Abstain:	Absent:

- D. Pursuant to Government Code §54956.9(d), the Board took action to accept OCR Case #09-25-1055 by the following vote:

Moved by: Mary Locke **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:

- D. Pursuant to Government Code §54956.9(d), the Board took action to accept OAH Case #2025040233 by the following vote:

Moved by: Mary Locke **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:

V. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Board Member, Mr. Sherman Garnett.

B. ADOPTION OF THE AGENDA

The agenda was adopted 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

The superintendent highlighted the approval of revised legal service contracts, clarified the purpose of the investigations clause, and praised staff particularly counselors for their hard work in opening the school year under tight staffing. He shared excitement over new teacher and administrator hires, the upcoming UHS football game at SoFi Stadium, and strong first-week student attendance, including a large increase in TK enrollment. Community engagement events like the TK family visits, Back to School Bash, and National Night Out were celebrated, along with the annual Gathering of Excellence, which launched this year's instructional theme and honored long-serving staff.

D. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS

Member, Sherman Garnett welcomed students in attendance and recognized the Seniors. He reported on his attendance at the National Night Out and stated that it was well attended by many non-profits. Mr. Garnett provided a government update by sharing that the Legislature is in session now.

Vice-President, Mary Locke, extended her welcome to all those in attendance.

Board Clerk, Chris Cruz, welcomed those in attendance and reported on his participation in National Night Out, the Support Services Back to School Event, Incredible Edibles Event, and the Gathering of Excellence. He also extended a warm welcome to all staff for the start of the new school year.

Member Jack Young welcomed everyone to the meeting. He shared that he attended the Community Event at Upland Junior High School. Mr Young hosted his neighborhood National Night Out and enjoyed meeting with the community. He reported on his ROP meeting, attended a fundraiser for Pepper Tree Elementary, and will be attending more for the other sites. He was also present at Back to School Night at Upland High School.

President Wes Fifield shared his appreciation for the time and effort put into the Gather in Excellence event. He stated that he attended a meeting of the Kiwanis Club and shared a presentation regarding the District. Mr. Fifield said that it was an honor to speak with them.

E. GOVERNANCE UPDATE

Member, Jack Young explained what is Governance to those in attendance. He spoke about the Brown Act and what it means. President Fifield also expanded on the Brown Act by sharing how the Board follows the Brown Act.

F. ADMINISTRATIVE REPORTS

The Board received a presentation on the Opening of the School Year from Dr. Lynn Carmen Day, Superintendent, and Dr. Caryn Sanchez, Principal of Foothill Knolls, on the 2025-2026 school year opening. Dr. Day highlighted districtwide events including TK family visits, the Back to School Bash, National Night Out, and the annual Gathering of Excellence. Dr. Sanchez presented a highlight of her school, Foothill Knolls, noting welcoming activities, family engagement events, and strong first day participation.

G. PUBLIC COMMENTS

- 1. Lisa Luna, parent shared her son’s first day of school experience by stating that it was not positive. She shared her concerns regarding qualified instructors being in a special education classroom. She stated that she will continue to advocate for the specials needs students.
- 2. Sarah Caine, a Junior at Upland High School, spoke about the registration process at Upland High School. She stated that her schedule was incorrect and the counselors were not helpful or available to students. She asked the Board to look into the matter.
- 3. Rebecca Twombly, a Junior at Upland High School, shared her personal experiences dealing with the counselors and administration at Upland High School regarding her schedule. She stated that her classes are overcrowded. She further added that there is a lack of communication from counselors and administrators.
- 4. Tommy Brooks, parent of a Special Education student, shared his positive experiences with the Special Education department. He gave praise to the staff at Magnolia Elementary and Pioneer Junior High.

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / no comments
CSEA / no comments
UMA /Dr. Antonio Gonzalez thanked everyone for the hard work that goes into the start of the school year.

CONSENT

Upon a motion by **Jack Young** and a second by **Mary Locke**, the Board of Trustees **APPROVED** the adoption of the agenda 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 Minutes from Previous Board Meetings
- B. Approve the Certificated and Classified Personnel Reports.
- C. Approval of Revised Salary Schedules for Certificated Employees Reflecting Board-Approved Furlough Days
- D. Approval of Revised Salary Schedule for Confidential Employees Reflecting Board-Approved Furlough Days
- E. Approve the California Baptist University Affiliation Agreement
- F. Approve the Claremont Graduate University Affiliation Agreement Amendment
- G. Approve the Magnolia Elementary 6th Grade Science Camp
- H. Approve the Upland High School Madrigals Retreat
- I. Approve the Friendly Flosser MOU

- J. Approve the 25-26 All City Management Agreement
- K. Approve the School Resource Officer MOU with the Upland Police Department
- L. Approve the agreement between the San Bernardino County Superintendent of Schools and the Upland Unified School District Nutrition Services
- M. Approve the Contract with AMS.NET (MGT)
- N. Approval of Consultants Agreements
- O. Approve the Annual Renewal of San Bernardino County District Advocates for Better Schools (SANDABS)
- P. Approve contract with McWill Sports Surfaces, Inc.
- Q. Approve the Transfer of Funds to Address Negative Cafeteria Balance
- R. Approve the Agreement between Atkinson, Andelson, Loya, Rudd & Romo and Upland Unified School District
- S. Approve the Agreement with Tao Rossini, A Professional Corporation
- T. Approve the Agreement with Fagen, Friedman & Fulfroost LLP
- U. Approve the completed work performed by C.P. Construction Company
- V. Approve the contract between Visser Bus Services, Inc. and Upland Unified School District
- W. Approve Signature Authorization Changes
- X. Approve the Board Report
- Y. Approve the Purchase Order Report
- Z. Approve the Acceptance of Gifts and Donations

I. PUBLIC HEARING

A. Public Hearing Regarding the Charter Petition for the Pathways Prep Academy

Dr. Shinay Bowman presented the Pathways Prep Academy petition to the Board. Information was shared regarding the need for an innovative learning environment for students. The vision, mission, and three core pillars, Equip, Engage, and Empower, as well as the daily schedule and other data, were presented. The small learning environment would be created using the "house" system. The population of the school would serve 400 students at the high school level. If approved, the first class would begin in the 2026-2027 school year and would consist of freshmen.

After the presentation, questions from the Board were taken. Mr. Garnett asked if enrollment would be offered to students outside of the District and if second language learners would be accommodated. Dr. Bowman stated that outside enrollments would be offered and assured Mr. Garnett that second language learners would have their needs met. Mr. Young confirmed that a hundred students would be added each year, beginning with the Freshman class. Mrs. Locke spoke about the application process, and Dr. Bowman shared information regarding the process. Mr. Fifield asked if higher math courses would be offered. Dr. Bowman answered that students would have access to all the courses. Mr. Fifield asked if a student wanted to participate in band or sports, what would be available to them. Dr. Bowman answered that the schedule would be designed so that they could participate at Upland High School.

● The following requests for Public Comment were made:

1. Matthew Cabrera, student at Upland High School, shared his support for the Pathways and his experiences at Upland High School. He emphasized the importance of small class sizes
2. Yecenia Ross, student at Upland High School, spoke in favor of the Pathways Prep Academy.
3. Tommy Brooks, parent, stated that the innovative programs will meet the needs of many students. He stated that it was a great move for the District and provided support for the Pathways Prep Academy.
4. Courtney Miller, Upland High School Administrator and district parent, voiced strong support for the Pathways program. She emphasized the value of dual enrollment, smaller class sizes, and the need to provide local opportunities that keep students in UUSD. She stressed that the program should be offered here rather than families seeking opportunities elsewhere.
5. Amber Arguello, Pioneer Jr. High School Counselor, encouraged the Board to approve the Pathways program. She emphasized that dual enrollment is a game-changer for the community and that we are ready for something like this, which will ease anxiety, open doors for all students, and build a legacy of success.
6. Ana Campos, parent of a Baldy View student, also provided insight and her support of the Pathways program.
7. Angie Castillo, parent of Magnolia Elementary students, stated that this is just not a program but a solution and shared her support of the program.
8. Lori Watley, parent of Magnolia Elementary students, also spoke in favor of the Pathways program. She stressed that this will have a positive impact on the community.
9. Jurnee Campbell, student at Upland High School, also shared her support for the Pathways Prep Academy.

Motion to Close Public Hearing

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

II. 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.

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:

- B. Approve Resolution 08-26-25(A), Self-Certifying Increased Federal Micro-Purchase Threshold

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:

III DISCUSSION

No discussion

IV ADJOURNMENT

The meeting was adjourned at 8:17 p.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:	X	No:	Abstain:	Absent:
Jack Young	Aye:	X	No:	Abstain:	Absent:



President



Clerk

Minutes respectfully reviewed and submitted by: Letty Talamantes 8/26/25