

**Upland Unified School District
CERTIFICATED HUMAN RESOURCES BOARD REPORT
September 16, 2025**

REGULAR EMPLOYMENT 2025 - 2026 School Year - At Appropriate Placement on the Salary Schedule

Employee Name	Assignment	Salary	Effective Date*
Gabrielle Alvarado	Special Education Mild/Mod Teacher-CIT	\$68,548.00/annual	08/14/2025
Brian Best	Secondary Choir Teacher-UJH	\$63,437.00/annual	08/14/2025-06/04/2026
Cloteail Henry	Special Education Mild/Mod Teacher-UJH	\$64,765.00/annual	08/14/2025-06/04/2026
Daphne Onate	Secondary Dance Teacher-UJH	\$60,812.00/annual	08/14/2025-06/04/2026
Joshua Ouellette	Secondary Social Science Teacher-UHS	\$64,364.00/annual	08/14/2025
Krystal Padilla	Elementary Teacher-FK	\$67,916.00/annual	08/14/2025-06/04/2026
Joshua Perez	Speech Language Pathologist	\$72,664.00/annual	08/14/2025
Stephanie Rodriguez Ramirez	Special Education Mod/Severe Teacher-UHS	\$61,969.00/annual	08/14/2025-06/04/2026
Shawn Smith	Secondary Art Teacher-UHS	\$58,187.00/annual	09/15/2025-06/04/2026

**pending compliance with criminal background check*

SUBSTITUTE EMPLOYMENT

Melissa Aguilar	Allyson Brown	Gia Cabrera	Monica Ceballos	Ethan Coble
Bella Davisson	Michelle Dihn	Bruce Dong	Trisha Famisaran	Bianca Garcia Hernandez
Kathryn Glenn	Megan Graham	Rita Greenspon	Martin Gutierrez	Cayman Hunter
Nadia Jamil	Ryan Lara	Marla Mittskus	Paul Ott	Susanne Peters
Alexandra Porras	Justin Rigby	Emily Roche	Deborah Thorne	

**pending compliance with criminal background check*

2025 SUMMER BRIDGE – At Appropriate Placement on the Summer School Salary Schedule

Employee Name	Recommended Position	Salary	Effective Date
Casey Steinert	Teacher on Special Assignment	\$65.43/hourly	06/16/2025-07/24/2025

EMPLOYMENT ENDING

Employee Name	Assignment	Effective Date	Remarks
EIN #6611	Occupational Therapist	09/13/2025	Resignation
EIN #7109	Substitute Teacher	07/08/2025	Non-Active
EIN #7678	Substitute Teacher	07/08/2025	Non-Active
EIN #7866	Substitute Teacher	08/15/2025	Resignation
EIN #8155	Substitute Teacher	07/09/2025	Non-Active
EIN #8524	Substitute Teacher	07/01/2025	Non-Active
EIN #8548	Substitute Teacher	07/08/2025	Resignation
EIN #8762	Substitute Teacher	07/10/2025	Non-Active
EIN #9006	Substitute Teacher	07/08/2025	Non-Active
EIN #9012	Substitute Teacher	06/21/2025	Non-Active
EIN #9179	Substitute Teacher	07/10/2025	Non-Active
EIN #9214	Substitute Teacher	05/15/2025	Resignation
EIN #9230	Substitute Teacher	07/08/2025	Non-Active
EIN #9233	Substitute Teacher	07/01/2025	Non-Active
EIN #9305	Occupational Therapist	08/22/2025	Resignation
EIN #9309	Substitute Teacher	07/10/2025	Non-Active
EIN #9319	Substitute Teacher	07/10/2025	Non-Active
EIN #9342	Substitute Teacher	07/25/2025	Resignation
EIN #9368	Substitute Teacher	08/03/2025	Resignation
EIN #9375	Substitute Teacher	08/11/2025	Resignation
EIN #9409	Substitute Teacher	07/08/2025	Non-Active
EIN #9449	Substitute Teacher	07/16/2025	Resignation

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ADDITIONAL ACTIVITY POSITIONS

Employee Name	Recommended Position	Stipend	Effective Date*
Christy Bock	Psychologist Lead	\$8,729.00/stipend	2025/2026
Jennifer Garbick	Girls Flag Football Assistant Coach-UHS	\$3,500.00/stipend	2025/2026
Ruben Goussen	Volleyball Coach-UJH	\$2,560.23/stipend	2025/2026
Carla Hegler	Webmaster-SV	\$1,280.11/stipend	2025/2026
Kristi Mistone	Speech Language Pathologist Lead	\$11,637.40/stipend	2025/2026
Andres Ramirez	Football Coach-UJH	\$2,560.23/stipend	2025/2026
Richard Villanueva	Volleyball Coach-UJH	\$2,560.23/stipend	2025/2026

ADDITIONAL ASSIGNMENTS

Erin Barron	Certificated Teacher will work extra hours to support the Arts program master schedule development from 07/01/2025-08/30/2025; NTE 15 hours at Curriculum Planning Rate. (Funded by LCAP)
Sean Delgado	Certificated Employee will work extra hours to provide extra support to the Adult Ed program during the 2024/2025 school year; NTE \$5,700.00 stipend. (Funded by ADLT)
Alyson Esbenshade	Certificated Teacher will work extra hours to assist in planning the District VAPA budget and develop curriculum from 06/12/2025-07/31/2025; NTE 46 hours at Curriculum Planning Rate. (Funded by LCAP)
Sarah Fash	Certificated Teacher will work extra hours to attend a Computer Science for Innovators online training from 08/08/2025-10/08/2025; NTE 40 hours at Curriculum Planning Rate. (Funded by LCAP)
Lorena Guerrero	Certificated Employee completed the necessary requirements for Tuition Reimbursement; NTE \$5,000.00/stipend. (Funded by LCAP)
Sarah Fash Dawn Vieira	Certificated Teachers from Foothill Knolls STEAM Academy of Innovation will attend 6 th grade camp from 05/05/2026-05/08/2026 at \$139.65/night; NTE \$279.30/each. (Funded by LCAP)
Chris Kotlewski	Certificated Employee will work extra hours to provide support to Principals of this district during the 2025/2026 school year; NTE \$5,000.00 stipend. (Funded by LCAP)
Brenda McClellan Stacey Wickum	Certificated Teachers from Valencia Elementary will attend 6 th grade camp from 04/20/2026-04/22/2026 at \$139.65/night; NTE \$279.30/each. (Funded by LCAP)
Debbie Peters	Certificated Teacher will work extra hours to provide literacy support to all grade levels from 08/18/2025-06/04/2026; NTE 75 hours at Curriculum Planning Rate. (Funded by TTL1)
Andrea Williams	To participate in the Early Retirement Program from 01/01/2026-01/01/2029; NTE \$13,500.00. (Funded by GNED)

Certificated Teachers from Magnolia Elementary will attend 6th grade camp from 02/17/2026-02/20/2026 at \$139.65/night; NTE \$418.95/each. (Funded by GNED)

Carly Forbes | Magdalena Juarez | Karleen Mowery

Certificated TOSAs will work extra hours to support professional development meetings and attend the San Bernardino County Math Instructional Materials Preview Event from 08/11/2025-08/15/2025; NTE 35 hours/each at Current Hourly Rate. (Funded by LCAP)

Elizabeth George | Shawn Goehring | Shawna Moller

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Certificated Teachers from Upland High School will work extra hours from 08/05/2025-08/07/2025 for Freshman Summer Academy; NTE 16.5 hours/each at Intervention Rate. (Funded by LCAP)

Richard Becerra	Joy Jackson	Diana Lee	Shawna Moller	Chris Morgan
Kimberly Sanchez	Rochelle Villalobos	Courtney Watt		

Certificated Teachers from Foothill Knolls will work extra hours to attend Write from the Beginning from 06/01/2025-06/04/2026; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Hannah Esparza	Wendy Martinez	Debbie Peters	Melissa Whitsell
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Certificated Teachers from Magnolia Elementary will work extra hours to provide 2 hours of summer planning for SPED/RSP teachers from 08/01/2025-08/15/2025; NTE 2 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Jonathan Alfaro	Holly Mead	Roberta Melo
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Certificated Teachers from Magnolia Elementary will work extra hours to provide 4 hours of summer grade level planning from 08/01/2025-08/15/2025; NTE 4 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Jonathan Alfaro	Cynthia Castillo	Madeline Cho	Josiane Dickenson	Stacy Dominguez
Taylor Flowers	Carly Forbes	Lisa Harich	Caitlin Heundl	Jolene Hruska
Magdalena Juarez	Lori Lavarias	Holly Mead	Roberta Melo	Christine Mendez
Karleen Mowery	Jennifer Ocegueda	Cari Pike	Megan Radford	Lisa Rowe
Julie Thornes				

Certificated Teachers from various sites will work extra hours to attend the Academic Leads Retreat on 08/11/2025; NTE 4.5 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Janette Abasta	Kaitlyn Aven	Savita Bal	Amy Braeger	Avon Bunaguen
Megan Cazarez	Allyson Crawley	Susan Coffee	Sharline Dababneh	Carolyn De Fazio
Hannah Esparza	Anthony Forlenza	Renee Guerra-Vasquez	Jennifer Guzman	Lisa Harich
Debbie Haynes	Dalvina Henrich	Doug Hutchings	Stephanie Ibarra	Lisa Jenne
Jake Johnston	Angela Kelley	Alexandra Kolowena	Ben McKelvey	Erin McKenna
Christeen Molchan	Veronica Navarro	Alana O'Neil	Debbie Peters	Kathy Phelps
Andrew Ramirez	Lisa Rowe	Kelly Rushing	Ashlie Russo	Victoria Sage
Elizabeth Salazar	Maria Sanchez	Maribel Smith	Beth Stone	Erick Taggart
Kristina Webb	Melissa Whitsell	Jamie Whitten	Laura Wilkin	

Certificated Teachers from Upland Junior High are engaged in transition planning for the 2025/2026 school year from 07/01/2025-06/30/2026; NTE 25 hours/each at Curriculum Planning Rate. (Funded by TTL1)

Savita Bal	Anthony Ban-Jo	Diana Barrera	Brian Best	Milos Blagojevic
Brian Bock	James Brenes	Maria Campau	Belen Carrillo	Ruben Goussen
Cloteail Henry	Siri Jespersen	Shant Keuroghelian	Danny Lawrence	Jennifer Loop
Dawn Marshburn	Chris Martinez	Ben McKelvey	Christeen Molchan	Angel Montes
Veronica Navarro	Steven Norrbom	Alana O'Neil	Daphne Onate	Brooke Papin
Andres Ramirez	Maria Sanchez	Ann Smith	Raquel Valdez	Melinda Villanueva

Certificated Teachers from Citrus Elementary will work extra hours to support after school programs from 08/18/2025-07/01/2026; NTE 25 hours/each at Intervention Rate. (Funded by LCAP)

Gabrielle Alvarado	Cody Castro	Jenny Dulaney	Neil Estep	Anthony Forlenza
Denise Guerrero	Nicholas Hernandez	Christine Hunter	Rebecca Jimenez	Laina Josiah
Andrea Maddox-Butler	Nicole McAllister	Julie Phillips	Sharmika Phillips	Andrew Ramirez
Carina Rivera	Vanessa Romero	Nicholas Simone	Jason Skrzat	Mary Stockwell
Timothy Torres				

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Certificated Teachers from various sites will work extra hours to participate in Write from the Beginning Committee from 08/13/2025-06/30/2026; NTE 25 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Julie Phillips	Nicole Prado	Mary Weiss
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Certificated Teachers from various sites will work extra hours to attend the Site Leadership Institute held at Pioneer Junior High on 08/06/2025; NTE 7 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Michele Brooks	Mirna DeLeon	Candice Gallego	Stephanie Ibarra	Lisa Jenne
Jake Johnston	John McNally	Roberta Melo	Nicole Millus	Ellen Sperling

Certificated Teachers from Upland High School will work extra hours to provide Newcomer tutoring from 08/01/2025-06/30/2026; NTE 25 hours/each at Intervention Rate. (Funded by LCAP)

Richard Becerra	James Granger	Jessica Michel	Kevin Miramontes	Erick Taggart
Rochelle Villalobos				

Certificated Teachers from Upland High School will work extra hours for classroom moves to be closer to their departments from 07/01/2025-08/13/2025; NTE 4 hours/each at Curriculum Planning Rate. (Funded by SITE)

Patrick Barnes	Emily Butrick	Tyler Dole	Erika Huizar	William McGee
Javier Martinez	Cecile Melanson	Kevin Miramontes	Jessica Moran	Juliana Nelson
Michele Richardson	Dean Scheetz	Renate Tang	Bo Whieldon	

Certificated Teachers from various sites will work extra hours for planning and implementation of the newly adopted textbooks from 08/01/2025-06/04/2026; NTE 39 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Justin Adams	Diana Barrera	Karen Bossano	Mike Diaz	Ana Garcia
Renee Grages	Viviane Hanna	Erika Huizar	Jessica Lora	Jessica Moran
Lourdes Ocon	Debbie Weatherell			

Certificated Teachers from Pepper Tree Elementary will work extra hours to attend a Positive Behavioral Interventions and Supports planning meeting for the 2025/2026 school year from 08/01/2025-06/30/2026; NTE 4 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Jamie Arnold	Tracy Beck	Steve Mason	Julie Miller	Nicole Millus
Kat Peel	Cathie Rusk	Amanda Swan		

Certificated Teachers from Upland High School will work extra hours to attend training presented by Illustrative Mathematics via Kiddom on 08/15/2025; NTE 5 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Patrick Barnes	Richard Becerra	Jason Dashinsky	Joy Jackson	Matt Jordan
Angela Kelley	Sara Roberson	Swadha Sharma		

Certificated Teachers from Hillside High School will work extra hours to provide intervention services to students before and after school during the 2025/2026 school year; NTE 45 hours/each at Intervention Rate. (Funded by TTL1)

Angelina Barragan	Jimese Bennett	Ashley Beyer	Jason Dashinsky	Cynthia Garcia
Lisa Jenne	Andrew Ortiz	Sean Piscioneri	Eileen Sarinana	Brad Smith

Certificated Teachers from Baldy View Elementary will work extra hours for DLI planning and collaboration from 07/01/2025-06/30/2026; NTE 30 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Roxana Betancourt	Deserie Coleman	Joana Fetbrandt	Lourdes Guatemala	Irene Hernandez
Stephanie Ibarra	Maria Jacob	Elizabeth Magdaleno	Frank Martinez	Yubane Sanchez
Vanessa Zuniga				

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Certificated Substitute Teachers will work extra hours for New Substitute Academy training on 08/13/2025 & 09/08/2025; NTE 2 hours/each at Certificated Hourly Sub Rate. (Funded by LCAP)

Melissa Aguilar	Julian Bibby	Gia Cabrera	Monica Ceballos	Ethan Coble
Bella Davisson	Bruce Dong	Bianca Garcia	Megan Graham	Rita Greenspan
Martin Gutierrez	Cayman Hunter	Breanne lanetta	Nadia Jamil	Ryan Lara
Paul Ott	Susanne Peters	Justin Rigby	Emily Roche	Debbie Throne

CONFERENCE

Lynn Carmen Day	ACSA Superintendent's Symposium participation from 01/27/2026-01/30/2026; NTE \$3,000.00. (Funded by GNED)
Leila Dodge Caryn Sanchez	The Breakthrough Coach Conference participation from 10/19/2025-10/21/2025; NTE \$2,500.00/each. (Funded by LCAP)
Nathan Durham	CCEMC, 12 th Annual Dual Enrollment Conference participation from 09/10/2025-09/12/2025; NTE \$1,128.50. (Funded by MCEC)
Dana Dunams Nancy Sherod	The Breakthrough Coach Conference participation from 11/02/2025-11/04/2025; NTE \$2,500.00/each. (Funded by LCAP)
Sarah Fash	Computer Science for Innovators online training participation from 09/08/2025-10/08/2025; NTE \$1,200.00. (Funded by LCAP)
Tawiah Finley	CCAC Conference participation from 11/05/2025-11/07/2025; NTE \$1,200.00. (Funded by GNED)
Hector Vasquez	2026 User Conference ASB & Beyond participation from 01/21/2026-01/23/2026; NTE \$1,175.00/ea. (Funded by LCAP)

The Ron Clark Academy Admin Conference participation from 10/8/2025-10/11/2025; NTE \$3,500.00/each. (Funded by LCAP)

Justin Hall	Nathan Newman	Alejandro Ramos	Nancy Sherod
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The Ron Clark Academy Reaching and Teaching Boys Conference participation from 11/12/2025-11/15/2025; NTE \$3,500.00/each. (Funded by LCAP)

Anthony Ban-Jo	Sheldon Parris	Jacob Rightmer
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Pali Camp participation from 02/06/2026-02/08/2026; NTE \$334.52/each. (Funded by LCAP)

Jacquelynn Fitzgerald	Trevor Fogelson	Jaime Jennings	Laura McMullen	Sharalee Turcios
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