



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
September 16, 2025

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:34 p.m. on September 16, 2025. The meeting was held in the Auditorium at Upland Elementary School, 601 N. 5th Avenue., 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.

A. PUBLIC COMMENTS ON CLOSED SESSION MATTERS

No public comments.

II. 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. Consideration of Pupil Services Matters Pursuant to Education Code Section 48917(e): 1 Matter - CWA#350971
- C. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation-Government Code §54956.9(d) 7 Matters, ADR #CR045, ADR #CR046, Cure and Correct, Denial Claim CSRM #3115944, Field Use, PRA Disclosure Dispute, Health Benefits

III. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:10 p.m., announced that discussion had occurred, and the following action was taken:

- B. Pursuant to Education Code Section 48917(e), the Board took action to Accept the request for expungement in the matter of student CWA #350971, by the following vote:

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:

- C. Pursuant to Government Code §54956.9(d), the Board took action to Accept the claim, which was settled on July 22, 2025, claim number ADR #CR045 against Upland Unified School District, by the following vote:

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:

- C. Pursuant to Government Code §54956.9(d), the Board took action to Accept the claim, which was settled on July 24, 2025, claim number ADR #CR046 against Upland Unified School District, by the following vote:

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:

C. Pursuant to Government Code §54956.9(d), the Board took action to Reject the demand to cure and correct submitted by Ms.

Debra Kamm. The Board directed administration to provide written notice to Ms. Kamm of this decision. The vote was as follows:

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. Pursuant to Government Code §54956.9(d), the Board took action to Reject California Schools Risk Management CSRM Claim #3115944, filed on August 26, 2025, regarding alleged property damage in the district's parking lot on August 17, 2025. The vote was as follows:

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:

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Milynn Gutierrez and Isabella Santiago Ventura, 6th grade students from Upland Elementary School..

B. ADOPTION OF THE AGENDA

The agenda was adopted by the following vote:

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. SUPERINTENDENT COMMENTS

Superintendent Carmen Day expressed gratitude to the Board, families, staff, community partners, and union leaders for their ongoing partnership and support. All 14 schools earned PBIS recognition this year, including two new Platinum sites, Baldy View and Cabrillo, joining Upland Elementary and Pepper Tree, along with nine Gold and one Silver site. Expanded mental health supports now include 11 trainees and six Associates serving all schools, while professional learning continues to grow through the New Teacher Academy and induction program. Upcoming events include the First Responders Appreciation Lunch on Oct. 28, CSEA Job Shadowing on Oct. 29, Student Voice on Nov. 5, and a Brown Act training for the Board in October.

D. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS

Member, Sherman Garnett welcomed students in attendance and recognized the Seniors. Mr. Garnett reminded those in attendance, regarding voter registration, by sharing that students would be able to preregister, even if not 18 years old.

Member Jack Young welcomed everyone to the meeting. He reported on his attendance at a photography display at BVRDP, sharing that our student, Legacy Gonzalez, had items on display. Mr. Young also attended Back to School Night at various sites. He shared information about the Education through Imagination program, which will begin in the summer and will be open to 9th graders. He thanked Dr. DeAnda for her work. Mr. Young requested more information regarding the pilot program at Foothill Knolls.

Clerk, Chris Cruz welcomed all in attendance. He shared that he met with CSEA representatives, along with Mrs. Locke. Mr. Cruz shared that he visited Hillside High School and stated that they were off to a great start. He also offered his support and guidance to students who are interested in studying law.

Vice-President, Mary Locke also reported on her visit with CSEA representatives. Mrs. Locke was happy to be at Upland Elementary and shared some history of the school with the audience.

President Wes Fifield reported on his visit to Pioneer Junior High School's Back to School Night.

E. GOVERNANCE UPDATE

Member, Jack Young explained what is Governance to those in attendance. He spoke about the Brown Act and what it means. He reminded everyone that the Board is here to serve not only the District but the Upland community as well.

F. ADMINISTRATIVE REPORTS

The Board received a presentation from Principal Dr. Dodge and Dr. DeAnda, Assistant Superintendent, Business Services. Dr. Dodge, presented a highlight of her school, Upland Elementary, noting after-school activities and the importance of arts in education. Dr. DeAnda, provided a report on the 2024-2025 Unaudited Actuals.

G. PUBLIC COMMENTS

1. Phil Costas expressed concern regarding consultant contracts associated with Board Member Sherman Garnett.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / no comments

CSEA / no comments

UMA /Dr. Antonio Gonzalez highlighted positive developments in Upland, including integration with the Great 8, and expressed appreciation for the leadership of the Board and Administration

V. CONSENT

Upon a motion by **Mary Locke** and a second by **Jack Young**, 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. Receive for Second Reading of the Following Board Policies, Board Bylaws and Exhibits
- C. Approve the Agreement Between Upland Unified School District and Finalsite
- D. Approve the Certificated and Classified Personnel Reports.
- E. Approve the Foothill Consortium Induction Program Agreement
- F. Approval the University of La Verne Unpaid Student Internship Agreement
- G. Approve the Point Loma Nazarene University School of Education Agreement
- H. Approve Amira Learning Subscription
- I. Approve the Revised Bullseye License Agreement 2025-2028
- J. Approve the Contract with OM Electric Inc.
- K. Approve the MOU between Chaffey Community College and Upland Unified School District Adult Education
- L. Approve the Data Sharing Memorandum of Understanding (MOU) between Upland Unified School District and the California Community Colleges Chancellor's Office
- M. Approve Baldy View Elementary Sixth Grade Camp
- N. Approve Foothill Knolls Academy of Innovation 6th Grade Science Camp
- O. Approve Valencia Elementary Sixth Grade Camp
- P. Approval the Healthy Campus Agreement
- Q. Approval of Consultants Agreements
- R. Approve 24/25 Prop 28 Arts and Music in Schools Funding Annual Report
- S. Approve the completed work performed by MnM Construction-Fencing Project
- T. Approve the completed work performed by MnM Construction-ADA Guard Rails Project
- U. Approve the Purchase of One Work Truck for the Grounds Department
- V. Approve the Board Report
- W. Approve the Purchase Order Report
- X. Approve the Acceptance of Gifts and Donations

VI. PUBLIC HEARING

- A. Public Hearing / Action Regarding the Charter Petition to Establish Pathways Preparatory Academy and Adoption of Resolution No. 9-16-25(C) to Approve Petition.

A second public hearing was held, and Superintendent Carmen Day submitted operational facts to the Board. She stated that the petition meets the minimum requirements and recommends that the Board approve the petition for the requested five-year term that would commence at the start of the 2026-2027 school year.

Dr. Bowman provided additional information and thanked the Board, District staff, and community for their input and support. She emphasized that Pathways Prep Academy will bring the community together, foster positive outcomes for students, and thanked the Board for its consideration of the petition.

Motion to Close Public Hearing and Approve Resolution No. 9-16-25(C) Pathways Preparatory Academy Petition:

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

B. Public Hearing / Sufficiency of Instructional Materials

Dr. Bowman presented the annual report of Sufficiency of Instructional Materials. She shared that the District meets the requirements set forth by the State Board of Education.

Motion to Close Public Hearing regarding the 2025-2026 Determination of Sufficiency of Instructional Materials pursuant to Education Code Section 60119.

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

VII. ACTION

A. Approve Adoption of Resolution #09-16-25(B) for Sufficiency of Instructional Materials

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 Variable Term Waiver Requests

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 Provisional Internship Permit

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. Approve 2024/2025 Unaudited Actuals

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:

E. Approve the Resolution 09-16-25(A) GANN Limit

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:

VIII DISCUSSION

No discussion

IX ADJOURNMENT

The meeting was adjourned at 8:05 p.m.

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



President



Clerk

Minutes respectfully reviewed and submitted by: Letty Talamantes 9/16/25