

Upland Unified School District
CLASSIFIED HUMAN RESOURCES BOARD REPORT
October 21, 2025

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

Employee Name	Assignment	Salary	Effective Date*
Alena Avakemian	Paraeducator II SPED-FK	\$18.85/hourly	09/23/2025
Valarie Ayala	Noon Duty Aide-CAB	\$16.50/hourly	09/29/2025
Jamie Carbajal	Noon Duty Aide-CIT	\$16.50/hourly	10/06/2025
Rochelle Cannon	Nutrition Services Cook-UHS	\$18.84/hourly	10/06/2025
Roxanne Chacon	Parent/Community Liaison-UJH	\$24.81/hourly	11/01/2025
Marlene De La Torre	Noon Duty Aide-CIT	\$16.50/hourly	10/06/2025
Amber Dickson	Noon Duty Aide-UJH	\$16.50/hourly	09/22/2025
Elizabeth Flores	Nutrition Services Lead I-SYC	\$20.37/hourly	08/14/2025
Norberto Gaspar	Paraeducator II SPED-UHS	\$19.99/hourly	09/22/2025
Kendal Heisinger	Wellness Center Aide-FK	\$20.38/hourly	10/21/2025
Danielle Horta	Noon Duty Aide-BV	\$16.50/hourly	09/22/2025
Kendra Keefer	Child Care Assistant-FK	\$19.23/hourly	10/01/2025
Kendra Leichter	TK Paraeducator I-FK	\$18.85/hourly	10/13/2025
Adriana Nevins	Student Store-Account Clerk -UHS	\$20.79/hourly	09/19/2025
Leslie Nilson	Noon Duty Aide-SV	\$16.50/hourly	10/13/2025
Leann Perez	Nutrition Services Assistant II-FK	\$17.07/hourly	09/29/2025
Darlene Rodriguez	TK Paraeducator I-FK	\$20.38/hourly	10/13/2025
Socrates Sanchez	Nutrition Services Assistant II-UHS	\$17.07/hourly	10/13/2025
Alondra Santana	Child Care Assistant-SYC	\$19.23/hourly	10/13/2025
Elizabeth Stiefeling	Nutrition Services Assistant I-CIT	\$16.77/hourly	09/29/2025
Adriana Zavala	Clerical Assistant-BV	\$19.61/hourly	10/22/2025

**pending compliance with criminal background check*

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

Employee Name	Assignment	Salary	Effective Date*
Abigail Gonzalez	Stagehand I-UHS	\$16.50/hourly	09/17/2025-06/30/2026
Art Guinto	AVID Tutor-VAR	\$16.50/hourly	10/13/2025-06/30/2026
Steven Lam	Stagehand I-UHS	\$16.50/hourly	09/26/2025-06/30/2026
Jenna McHenry	Tutor-UJH	\$16.50/hourly	09/29/2025-06/04/2026
Guillermo Sanchez	AVID Tutor-VAR	\$16.50/hourly	10/13/2025-06/30/2026

SUBSTITUTE EMPLOYMENT

Employee Name	Assignment	Salary	Effective Date*
Kiesha Evans	Nutrition Driver	\$18.06/hourly	09/29/2025
Kiesha Evans	Proctor	\$19.17/hourly	09/29/2025
Hannah Galvan	Clerical Assistant	\$16.50/hourly	09/16/2025
Leticia Jimenez	Clerical Assistant	\$16.50/hourly	10/07/2025
Arianna Mejia	Paraeducator	\$16.50/hourly	09/22/2025
Mallory Mylander	Clerical Assistant	\$16.50/hourly	08/21/2025
Phyllis Veldman	Clerical Assistant	\$16.50/hourly	09/23/2025

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ADDITIONAL ACTIVITY POSITIONS

Employee Name	Recommended Position	Stipend	Effective Date*
Tiwalade Ademorijimi	Percussion Instructor-UHS	\$900.00/stipend	08/16/2025-09/15/2025
Michael Adrias	Band Assistant-UHS	\$1,000.00/stipend	08/16/2025-09/15/2025
Travis Almquist	Summer Camp Boys' Water Polo Coach-UHS	\$2,500.00/stipend	06/09/2025-08/15/2025
Elizabeth Alonzo	Color Guard Coach-UHS	\$1,225.00/stipend	08/16/2025-09/15/2025

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Elijah Alvarez Espinal	Percussion Coach-UHS	\$900.00/stipend	08/16/2025-09/15/2025
Alena Avakemian	Volleyball Coach-FK	\$2,560.23/stipend	2025-2026
Keira Bozek	Summer Camp Boys' Water Polo Coach-UHS	\$2,500.00/stipend	06/09/2025-08/15/2025
Joel Brannon	Visual Technician-UHS	\$700.00/stipend	08/16/2025-09/15/2025
David Cardoza	Marching Band Technician-UHS	\$500.00/stipend	08/16/2025-09/15/2025
Pablo Carrillo	Summer Camp Boys Soccer-UHS	\$500.00/stipend	06/09/2025-08/15/2025
Jenna Clarkson	Color Guard Instructor-UHS	\$1,400.00/stipend	08/16/2025-09/15/2025
Erin Del Monte	Summer Camp Cheer Coach-UHS	\$1,000.00/stipend	06/09/2025-08/15/2025
Donald Doughty	Wrestling Camp Boys & Girls Coach-UHS	\$700.00/stipend	06/09/2025-08/15/2025
Tristan Duong	Front Ensemble Technician-UHS	\$600.00/stipend	08/16/2025-09/15/2025
Jenise Espindola	Summer Camp Girls Volleyball Coach-UHS	\$500.00/stipend	06/09/2025-08/15/2025
Michael Flynn	Freshman Boys Basketball Coach-UHS	\$4,073.09/stipend	10/02/2025-06/30/2026
Christian Garcia	Freshman Boys Soccer Coach-UHS	\$4,073.09/stipend	2025-2026
Kyle Green	Boys Varsity Water Polo Coach-UHS	\$5,236.86/stipend	2025-2026
Kyle Green	Girls Varsity Water Polo Coach-UHS	\$5,236.86/stipend	2025-2026
Kyle Green	Summer Camp Boys' Water Polo Coach-UHS	\$1,600.00/stipend	06/09/2025-08/15/2025
Joel Hanke	JV Boys Soccer Coach-UHS	\$4,073.09/stipend	2025-2026
Joel Hanke	Summer Camp Girls Soccer Coach-UHS	\$300.00/stipend	06/09/2025-08/15/2025
Chad Hartman	Head Color Guard Coach-UHS	\$2,200.00/stipend	08/16/2025-09/15/2025
Lane Haywood	Summer Camp Girls Flag Football Coach-UHS	\$750.00/stipend	06/09/2025-08/15/2025
Andrew McAfee	Head Percussion Coach-UHS	\$1,400.00/stipend	08/16/2025-09/15/2025
Adonai Mejia	Regiment Visual Technician-UHS	\$500.00/stipend	08/16/2025-09/15/2025
Raymond Molina	Wrestling Camp Boys & Girls Coach-UHS	\$700.00/stipend	06/09/2025-08/15/2025
Madison Robertson	Summer Camp Girls Volleyball Coach-UHS	\$250.00/stipend	06/09/2025-08/15/2025
Savannah Rodriguez	Color Guard Instructor-UHS	\$600.00/stipend	08/16/2025-09/15/2025
Kevin Tieck	Head Visual Coach-UHS	\$1,625.00/stipend	08/16/2025-09/15/2025
Leslie Valle	Color Guard Instructor-UHS	\$800.00/stipend	08/16/2025-09/15/2025
Andrew Vivo	Color Guard Instructor-UHS	\$1,000.00/stipend	08/16/2025-09/15/2025
Ryan Wong	Girls JV Varsity Tennis Coach-UHS	\$4,073.09/stipend	2025-2026

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EMPLOYMENT ENDING

Employee EIN #	Assignment	Effective Date	Remarks
EIN # 7641	Chief of Staff-DO	10/10/2025	Resignation
EIN # 7892	Noon Duty Aide-SV	09/17/2025	Resignation
EIN # 8548	Substitute Paraeducator	06/13/2024	Resignation
EIN # 9530	Paraeducator II SPED-BV	09/19/2025	Released

PERMANENT INCREASE IN HOURS

Employee Name	Assignment	Effective Date	Remarks
Kristina Scheid	Noon Duty Aide-VAL	10/22/2025	2 hrs. to 3 hrs.
Karen Van Hoef	Noon Duty Aide-VAL	10/22/2025	2 hrs. to 3 hrs.

TEMPORARY INCREASE IN HOURS

Employee Name	Assignment	Effective Date	Remarks
Edgar Coto	Nutrition Services Assistant I-CAB	10/22/2025-12/31/2025	3.5 hrs. to 6 hrs.

LEAVE OF ABSENCE

Employee Name	Assignment	Effective Date
Maya Duson	Wellness Center Aide-UHS	09/22/2025-11/22/2025

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ADDITIONAL ASSIGNMENTS

Anna Alvarez	Library Technician working additional hours from 07/01/2025-06/30/2026 to assist with sorting and inventory curriculum materials delivery's at various sites; NTE 25 hrs. total at Current Hourly Rate (Funded by LCAP)
Jody Ball	Library Technician working additional hours on 9/17, 11/19, 1/14, 3/18 & 5/20 to participate in the Library Tech PLC meetings; NTE 6 hrs. total at Current Hourly Rate (Funded by LCAP)
Richard Elszy	Classified staff to serve as the Dance Technique Coach at Upland High School from 09/18/2025-06/30/2026; NTE 20 hrs./per week at \$45.00/per hour (Funded by AMS)
Cynthia Flores	Classified staff worked additional hours from 08/01/2025-08/09/2025 to supervise God's Pantry food distribution to families at Citrus Elementary; NTE 10 hrs. total at Current Hourly Rate (Funded by SITE)
Noah Gutierrez	Paraeducator working additional hours from 08/14/2025-06/04/2026 to support a student with after school activities and events at Upland High School; NTE 45 hrs. total at Current Hourly Rate (Funded by SPED)
Vanessa Jimenez	Classified staff working additional hours from 09/25/2025-11/25/2026 to support transition in her former role to avoid delay's with Medical billing; NTE 3 hrs./per week at Current Hourly Rate (Funded by 2417)
Jessica Martinez	Clerical staff working additional hours from 09/20/2025-05/23/2026 to assist with Saturday School at Valencia Elementary; NTE 5 hrs. per month at Current Hourly Rate (Funded by LCAP)
Veronica Medina	Custodian working additional hours from 10/01/2025-06/04/2026 to assist with duties/activities needed to provide during Saturday School at Magnolia Elementary; NTE 40 hrs. total at Current Hourly Rate (Funded by LCAP)
Uriel Padilla	Custodian working additional hours from 09/20/2025-05/23/2026 to help during Saturday School at Valencia Elementary; NTE 5 hrs. per month at Current Hourly Rate (Funded by LCAP)
Jenna Ramirez	Classified staff to serve as the Dance Coach at various sites from 09/01/2025-06/04/2026; NTE 2 hrs./per week at \$35.00/per hour. (Funded by LCAP)
Jeff Teachout	Custodian working additional hours from 10/01/2025-06/04/2026 to assist with duties/activities needed to provide during Saturday School at Magnolia Elementary; NTE 40 hrs. total at Current Hourly Rate (Funded by LCAP)
Jocelin Velasco Valdez	Paraeducator working additional hours from 09/03/2025-03/25/2026 to participate in the Culturally and Linguistically Responsive Teaching and Learning: Blue Book Study with Dr. Hollie; NTE 5 hrs. total at Current Hourly Rate (Funded by LCAP)
Brooke Waldo	Paraeducator working additional hours from 09/22/2025-06/30/2026 to provide after school dance lessons at various sites; NTE 100 hrs. total at Current Hourly Rate (Funded by AMS)
Carolyn Willard	Clerical staff working additional hours from 10/20/2025-06/04/2026 to assist with duties/activities needed to provide during Saturday School at Magnolia Elementary; NTE 32 hrs. total at Current Hourly Rate (Funded by LCAP)
Lakisha Williams	Paraeducator working additional hours from 08/14/2025-06/04/2026 to support a student with E-Sports at Upland High School; NTE 45 hrs. total at Current Hourly Rate (Funded by SPED)
Angel Mendez Kimberly Slagle	Classified staff working additional hours on 04/06/2026 & 04/07/2026 to provide support during Overnight Science Camp; NTE \$279.80/ea. (Funded by LCAP)

Classified staff from Valencia Elementary working additional hours from 09/20/2025-06/04/2026 to help students at Saturday School; NTE 5 hr. per month/ea. at Current Hourly Rate. (Funded by LCAP)

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Classified staff from various sites working additional hours from 07/01/2025-06/30/2026 to attend MTSS Task Force Meeting; NTE 20 hr./ea. at Current Hourly Rate. (Funded by LCAP)

Amanda Ineguez		Hortencia Lozano		Hortencia Lozano		John Ortega		Diane Torrez-Ishida
Heather Young								

Classified staff from Cabrillo Elementary working additional hours from 09/27/2025-05/30/2026 to provide support for Saturday Enrichment Days, attendance recovery, and classroom assistance; NTE 4 hr./ea. at Current Hourly Rate. (Funded by LCAP)

Alexis Gonzalez		Vanessa Heredia Perez		Abigail Huerta		Clara Llinas		April May
Daysi Rodriguez		Monica Ruiz		Victoria Sullivan-Medina		Amberly Swindle		Luz Vining

Classified staff from Upland Elementary working additional hours from 09/06/2025-06/30/2026 for Saturday School Attendance recovery; NTE 40 hr./ea. at Current Hourly Rate. (Funded by LCAP)

Jody Ball		Valerie Caustrita		Roxanne Chacon		Martha Contreras		Stefanie Fuentes
Janica Jacquez		Amber Krohn		Aracely Melendez		Marisela Munoz		Norma Nevarez
Julie Oleas		Sharon Parr		Deanna Sherry		Juana Tanori		Mayra Torrez
Brooke Waldo		Georgino Zamudio						

TK Paraeducators from various sites working additional hours from 09/01/2025-05/31/2026 to collaborate with TK teachers and to complete Concussion Discipline training; NTE 19 hr./ea. at Current Hourly Rate. (Funded by UPK Grant)

Juan Aleman Castro		Anna Alvarez		Liliana Avalos		Heather Barry		Claire Christensen
Kenndra Conejo		Jillian DeMelo		Pam Dolinski		Kristin Enrico		Steffanie Fuentes
Joyce Johnson		Hollie Knights		Suzanne Kooba		Laura Larrieta Nunez		Clara Llinas
Emily Meroth		Katelyn O'Hara		Vanessa Ortega		Irma Pacheco		Victoria Ramirez
Rachel Rivera		Dinora Roberts		Daysi Rodriguez		Sonia Rodriguez		Alma Torrez-Quezada
Stacy Ventura		Connie Woolf		Lindsay Yapple		Dawnmarie Zamudio-Tetreault		

CONFERENCE

The CSBA Conference participation from 12/01/2025-12/03/2025; NTE 3,000.00/ea. (Funded by GNED)

Jen Briones		Letty Talamantes
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