

**Upland Unified School District
CERTIFICATED HUMAN RESOURCES BOARD REPORT
November 18, 2025**

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

Employee Name	Assignment	Salary	Effective Date*
Courtney Britt	Secondary English Teacher-UJH	\$79,197.30/annual	11/12/2025

EMPLOYMENT ENDING

Employee Name	Assignment	Effective Date	Remarks
EIN #2361	Elementary Teacher	01/03/2026	Retirement
EIN #6980	Substitute Teacher	10/16/2025	Non-Active
EIN #8033	Substitute Teacher	10/16/2025	Non-Active
EIN #8280	Substitute Teacher	10/16/2025	Non-Active
EIN #8543	Substitute Teacher	10/16/2025	Non-Active
EIN #8595	Substitute Teacher	10/15/2025	Non-Active
EIN #8734	Substitute Teacher	10/16/2025	Non-Active
EIN #8920	Substitute Teacher	10/16/2025	Non-Active
EIN #9097	Substitute Teacher	10/17/2025	Non-Active
EIN #9144	Substitute Teacher	10/16/2025	Non-Active
EIN #9167	Substitute Teacher	10/16/2025	Non-Active
EIN #9175	Substitute Teacher	10/16/2025	Non-Active
EIN #9182	Substitute Teacher	10/15/2025	Non-Active
EIN #9202	Substitute Teacher	10/10/2025	Non-Active
EIN #9242	Substitute Teacher	10/17/2025	Non-Active
EIN #9258	Substitute Teacher	10/16/2025	Resignation
EIN #9271	Substitute Teacher	10/16/2025	Non-Active
EIN #9327	Substitute Teacher	10/16/2025	Non-Active
EIN #9333	Substitute Teacher	10/17/2025	Non-Active
EIN #9356	Substitute Teacher	10/15/2025	Non-Active
EIN #9367	Substitute Teacher	10/16/2025	Non-Active
EIN #9384	Substitute Teacher	10/16/2025	Non-Active
EIN #9435	Substitute Teacher	10/16/2025	Non-Active
EIN #9381	Substitute Teacher	10/15/2025	Non-Active
EIN #9443	Substitute Teacher	10/15/2025	Non-Active
EIN #9492	Substitute Counselor	10/16/2025	Non-Active
EIN #9616	SEL Associate	10/11/2025	Resignation

SUBSTITUTE EMPLOYMENT

Jaime Thompson

**pending compliance with criminal background check*

ADDITIONAL ACTIVITY POSITIONS

Employee Name	Recommended Position	Stipend	Effective Date*
Jonathan Alfaro	Co-Frosh Football Assistant Coach-UHS	\$2,472.95/stipend	06/01/2025-11/01/2025
Cody Bell	Boys Water Polo Coach-UHS	\$4,000.00/stipend	06/01/2025-11/01/2025
Brian Best	Elementary Honors Choral Director	\$1,280.11/stipend	2025/2026
James Brenes	Yearbook Coordinator-UJH	\$1,280.11/stipend	2025/2026
Rebecca Bruinekool	Girls Soccer Coach-FK	\$2,560.23/stipend	2025/2026
Maria Campau	Co-Activities Director-UJH	\$2,560.23/stipend	2025/2026
Maria Campau	Electives Department Chair-UJH	\$1,500.00/stipend	2025/2026
Brian Chavez	Co-Varsity Football Assistant Coach-UHS	\$2,475.95/stipend	06/01/2025-11/01/2025
Allyson Crawley	Jr. High Theatre Director-PJH	\$2,560.23/stipend	2025/2026
Edilia Galan	Frosh Girls Volleyball Coach-UHS	\$4,073.09/stipend	06/01/2025-11/01/2025
Jennifer Garbick	JV Flag Football Assistant Coach-UHS	\$3,782.16/stipend	06/01/2025-11/01/2025

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Barbara Hamilton	Elem & Jr. High Science Fair Coordinator	\$2,560.23/stipend	2025/2026
Sean Harrison	Elem Jazz Band Director	\$1,280.11/stipend	2025/2026
Francisco Huerta	Varsity Boys Cross Country Head Coach-UHS	\$5,236.83/stipend	06/01/2025-11/01/2025
Heather Inglima	Varsity Flag Football Head Coach-UHS	\$5,236.83/stipend	06/01/2025-11/01/2025
Luke Jennings	Varsity Girls Cross Country Head Coach-UHS	\$5,236.83/stipend	06/01/2025-11/01/2025
Jennifer Loop	Co-Activities Director-UJH	\$2,560.23/stipend	2025/2026
Jennifer Loop	History Department Chair-UJH	\$1,500.00/stipend	2025/2026
Dawn Marshburn	PE Department Chair-UJH	\$1,500.00/stipend	2025/2026
Christopher Martinez	Special Education Department Chair-UJH	\$1,500.00/stipend	2025/2026
Jennifer McAdams	Varsity Tennis Head Coach-UHS	\$5,236.83/stipend	06/01/2025-11/01/2025
Cole McCarty	Assistant Varsity/JV Football Assistant Coach-UHS	\$4,945.90/stipend	06/01/2025-11/01/2025
Angel Montes	Science Department Chair-UJH	\$1,500.00/stipend	2025/2026
Joshua Ouellette	Varsity Football Coach-UHS	\$4,945.90/stipend	06/01/2025-11/01/2025
Brooke Papin	English Department Chair-UJH	\$1,500.00/stipend	2025/2026
Victoria Raus	Varsity Golf Head Coach-UHS	\$5,236.83/stipend	06/01/2025-11/01/2025
Anthony Scott	Varsity Football Assistant Coach-UHS	\$4,945.90/stipend	06/01/2025-11/01/2025
Lyndsay Shepherd	Varsity Girls Volleyball Head Coach-UHS	\$5,236.83/stipend	06/01/2025-11/01/2025
Darryl Thomas	Varsity Football Head Coach-UHS	\$5,818.70/stipend	06/01/2025-11/01/2025
Raquel Valdez	Math Department Chair-UJH	\$1,500.00/stipend	2025/2026
Angela Vasquez	Academic Lead-FK	\$2,500.00/stipend	2025/2026

****pending compliance with criminal background check***

ADDITIONAL ASSIGNMENTS

Shaista Ansari	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$126.00 at \$3.00/day for 21 days. (Funded by SPED)
Erin Barron	Certificated Teacher will work extra hours to lead the after-school Elementary Dance Program at Pepper Tree Elementary from 09/15/2025-05/30/2026; NTE 75 hours at Intervention Rate. (Funded by LCAP)
Megan Cazarez	Certificated Teacher will work extra hours to provide intervention services to students in their identified areas of need before and after school during the 2025/2026 school year; NTE 45 hours at Intervention Rate. (Funded by TTL1)
Stephanie Collins	Certificated Teacher will work extra hours for the Sierra Vista after school Art Club from 11/10/2025-06/05/2026; NTE 10 hours/month at Curriculum Planning Rate. (Funded by AMS)
Sarah Farnworth Jennifer Garbick	Certificated Teachers will work extra hours for the coordinating of the elementary athletics program from 08/01/2025-06/30/2026; NTE 150 hours at Intervention Rate. (Funded by LCAP)
Erich Finkle	Certificated Teacher will work extra hours to prepare learning labs to promote a variety of subject matters to collaborate with from 08/01/2025-12/31/2025; NTE 12 hours/each at Curriculum Planning Rte. (Funded by LCAP)
Jacquelynn Fitzgerald Maria Jacob	Certificated Teachers from various sites will work extra hours to attend Heritage Committee meetings from 08/01/2025-06/30/2026; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)
Thomas Foster	Certificated Teacher will work extra hours to lead the after-school middle school choir from 08/18/2025-06/04/2026; NTE 110 hours at Intervention Rate. (Funded by LCAP)
Megan Gleeson Daphne Onate	Certificated Teachers from various sites will work extra hours to attend the Arts GLC meeting on 10/10/2025; NTE 2.5 hours/each at Curriculum Planning Rate. (Funded by LCAP)
Ruben Goussen	Certificated Teacher will work extra hours to provide administrative coverage for the Saturday Club program from 07/01/2025-06/30/2026; NTE 45 hours at Intervention Rate. (Funded by LCAP)

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Barbara Hamilton	Certificated Teacher from Foothill Knolls STEAM Academy of Innovation will work extra hours on 09/09/2025, 10/01/2025, 12/15/2025, 12/16/2025, 02/03/2026, 03/03/2026, 04/07/2026, 04/30/2026 & 05/05/2026 for California Math Framework and Building Thinking Classrooms preparation to move into full textbook adoption; NTE 18 hours/each at Curriculum Planning Rate. (Funded by LCAP)
Ann Han	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$693.00 at \$3.00/day for 21 days. (Funded by SPED)
Laura McMullen Jaime Jennings	Certificated Employees from Upland High School will work extra hours to attend a recruitment fair on 10/07/2025; NTE 2 hours at Curriculum Planning Rate. (Funded by SITE)
Shawna Moller	Certificated Teacher will work extra hours to move classrooms from 07/01/2025-08/31/2025; NTE 4 hours at Curriculum Planning Rate. (Funded by SITE)
Aimee Ozaki	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$126.00 at \$3.00/day for 21 days. (Funded by SPED)
Daphne Onate	Certificated Teacher will work extra hours to assist in the after-school dance program on 10/13/2025; NTE 1 hour at Intervention Rate. (Funded by LCAP)
Amanda Perrotti	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$819.00 at \$3.00/day for 21 days. (Funded by SPED)
Gerardo Rosette Kim Spears	Certificated Teachers will work extra hours to collaborate with staff for professional learning from 08/01/2025-12/31/2025; NTE 12 hours/each at Curriculum Planning Rate. (Funded by LCAP)
Lisa Rowe	Certificated Teacher will work extra hours to help plan and prepare for the Sight-Word Alignment Committee from 10/01/2025-05/30/2026; NTE 17 hours at Curriculum Planning Rate. (Funded by LCAP)
Melody Simons	Certificated Teacher will work extra hours to support the development and establishing of Student Study Team procedures for Citrus Elementary from 09/26/2025-06/04/2026; NTE 240 hours at Curriculum Planning Rate. (Funded by TTL1)
Amber Stansbury	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$756.00 at \$3.00/day for 21 days. (Funded by SPED)
Lindsay White	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$1,134.00 at \$3.00/day for 21 days. (Funded by SPED)
Leslie Wu	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 09/01/2025-09/30/2025; NTE \$378.00 at \$3.00/day for 21 days. (Funded by SPED)

Certificated Teachers from various sites will work extra hours for Credit Recovery to Upland High School students from 09/22/2025-12/05/2025; NTE 50 hours at Intervention Rate. (Funded by GNED)

Jimese Bennett	Brian Bock	Chris Hauk	Jennifer Loop	Scott Robertson
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Certificated Teachers from Cabrillo Elementary will work extra hours to conduct enrichment programs after school from 10/13/2025-5/18/2026; NTE 36 hours at Intervention Rate. (Funded by LCAP)

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Evelyn Aguilera	Regina Caldera	Carolyn DeFazio	Candice Gallego	Alexandra Kolowena
Nicole Love	Clarissa Lugo	Kalliope Marantidis	Jacqueline Martin	Raquel Martinez
Douglas McCully	Marcella McMahon	Katie McWhirter	Elizabeth Morton	Jennifer Pena
Rebecca Pope	Rena Preciado	Jeannette Savko	Maribel Smith	Lisa Whobrey
Amber Yoshioka				

Certificated Teachers from Cabrillo Elementary will work extra hours to provide math intervention services to students after school from 10/13/2025-5/18/2026; NTE 36 hours at Intervention Rate. (Funded by TTL1)

Evelyn Aguilera	Regina Caldera	Carolyn DeFazio	Candice Gallego	Alexandra Kolowena
Nicole Love	Clarissa Lugo	Kalliope Marantidis	Jacqueline Martin	Raquel Martinez
Douglas McCully	Marcella McMahon	Katie McWhirter	Elizabeth Morton	Jennifer Pena
Rebecca Pope	Rena Preciado	Jeannette Savko	Maribel Smith	Lisa Whobrey
Amber Yoshioka				

Certificated Teachers from Cabrillo Elementary will work extra hours to provide reading intervention services to students after school from 10/13/2025-5/18/2026; NTE 36 hours at Intervention Rate. (Funded by LCAP)

Evelyn Aguilera	Regina Caldera	Carolyn DeFazio	Candice Gallego	Alexandra Kolowena
Nicole Love	Clarissa Lugo	Kalliope Marantidis	Jacqueline Martin	Raquel Martinez
Douglas McCully	Marcella McMahon	Katie McWhirter	Elizabeth Morton	Jennifer Pena
Rebecca Pope	Rena Preciado	Jeannette Savko	Maribel Smith	Lisa Whobrey
Amber Yoshioka				

Certificated Speech Language Pathologists will work extra hours to supervise new Clinical fellows and Speech Language Pathologist Assistants from 08/01/2025-06/30/2026; NTE 2 hours/each/week at Curriculum Planning Rate. (Funded by SPED)

Kristi Mistone	Aimee Ozaki	Yeni Ramirez
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Certificated Teachers from various sites will work extra hours to attend Equitable Grading Committee meetings from 08/01/2025-06/30/2026; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Courtney Allen	Julie Balcom	Kenneth Balcom	Regina Caldera	Robert Cantwell
Kevin Cassidy	Sam Chiang	Timothy Duong	Elizabeth George	Debbie Haynes
Janet Jankoski-Pelkey	Katherine Kinsey	Andrea Maddox-Butler	Christeen Molchan	Shawna Moller
Valerie Nelson	Alana O'Neil	Tu Peng	Robert Perkins	Jasmin Quach
Andrew Ramirez	Liz Ryneer	Beth Salen	Swadha Sharma	Kelly Stanger
Casey Steinert	Christine Ventrella			

Certificated Teachers from Upland High School will work extra hours to receive training for U College from 08/01/2025-06/30/2026; NTE 20 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Patrick Barnes	Karen Bossano	Jessica Lora	Elizabeth Salazar
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Certificated Teachers from various sites will work extra hours to prepare for the HeARTS presentation during Wednesday Webinar on 10/01/2025; NTE 2 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Erin Barron	Stephanie Collins	Alyson Esbenshade	Michele Richardson
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Certificated Teachers from various sites will work extra hours to attend AVID Site team meetings from 08/01/2025-06/30/2026; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Janette Abasta	Courtney Allen	Savita Bal	James Brenes	Maria Campau
Natalie Carlton	Emily Corral	Jessica Erlanger	Stacy George	Katy Glass
Lorena Guerrero	Viviane Hanna	Marisol Hernandez	Kinga Houck	Jamie Knoop
Dawn Marshburn	Kevin Miramontes	Christeen Molchan	Valerie Nelson	Lourdes Ocon

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Alana O'Neil Layla Spry	Brooke Papin Elizabeth Texidor	Lee Ridgeway Darryl Thomas	Mano Rivera	Jennifer Robertson
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Certificated Teachers from various sites will work extra hours to attend MTSS Math Science or College and Career Task Force meetings from 08/01/2025-06/30/2026; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Elizabeth George Gabrielle Roldan Christine Ventrella	Shawn Goehring Brenda Rubio	Kevin Miramontes Kelley Stanger	Shawna Moller Casey Steinert	Jennifer Pena Angela Vasquez
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Certificated Teachers from Upland High School will work extra hours from 08/01/2025-06/30/2026 to attend Financial Literacy meetings; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Courtney Bennett Allison Jaworowski	Karen Bossano Michael Macias	Daniel Carrasco Erick Taggart	Razvan Dinu	David Hodgins
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Certificated Teachers from various sites will work extra hours from 08/01/2025-06/30/2026 to attend Reading Specialist/Literacy Collab meetings; NTE 10 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Deserie Coleman Debbie Peters	Joy Hannan Lisa Rowe	Dalvina Henrich Melody Simons	Lori Jacobson	Yvette Massie
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Certificated Teachers from various sites will work extra hours from 08/01/2025-06/30/2026 for Reading Intervention with students at various sites; NTE 40 hours/each at Intervention Rate. (Funded by LCAP)

Deserie Coleman Debbie Peters	Joy Hannan Lisa Rowe	Dalvina Henrich Melody Simons	Lori Jacobson	Yvette Massie
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Certificated Teachers from Upland High School will work extra hours from 08/01/2025-06/30/2026 to meet for Newcomer planning and collaboration; NTE 25 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Richard Becerra Rochelle Villalobos	James Granger	Jessica Michel	Kevin Miramontes	Erick Taggart
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Certificated Teachers from various sites will work extra hours from 09/15/2025-04/30/2025 to prepare sub plans for Dr. Dickey professional development events; NTE 5 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Jamie Arnold Lourdes Guatemala Cipriano Debra Johnson Maria Sanchez	Annette Avalos Renee Guerra Tiffany Kunzelman Eileen Sarinana	Shannon Beutler Joy Hannan Andrea Maddoz-Butler Melody Simons	Cody Castro Dalvina Henrich Julie Miller Mary Stockwell	Carolyn DeFazio Lisa Jenne Andrew Ortiz Lisa Whobrey
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Certificated Teacher will work extra hours to help plan and prepare for the Sight-Word Alignment Committee on 10/07/2025, 11/04/2025, 12/02/2025, 01/06/2026, 02/03/2026, 03/03/2026, 04/07/2026, and 05/05/2026; NTE 12 hours at Curriculum Planning Rate. (Funded by LCAP)

Allyson Brown Jennifer Soto	Gabrielle Catalano Julie Thornes	Hannah Esparza Laura Wilkin	Laura Goddard	Lori Jacobson
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Certificated Teachers from various sites will work extra hours to participate in the Culturally and Linguistically Responsive (CLR) Teaching & Learning: Blue Book Study with Dr. Hollie from 09/03/2025-03/25/2026; NTE 3 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Raghbinder Anderson Ginny Chaney Jennifer Garcia Lisa Jenne	Patrick Barnes Stephanie Collins Elizabeth George Natasha Krupnak	Shannon Beutler Jennifer Crozier Shawn Goehring William McGee	Keri Camacho Tyler Dole Debbie Haynes Jessica Michel	Emer Cervantes Vanessa Espinoza Janet Jankoski-Pelkey Shawna Moller
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Joshua Ouellette Erick Taggart	Jennifer Pena Laura Wilkin	Joanne Perez	Kathy Phelps	Casey Steinert
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Certificated Teachers from various sites will work extra hours to prepare presentations for Upland U Inservice from 10/01/2025-10/31/2025; NTE 5 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Courtney Allen Stephanie Collins Neil Estep Barbara Hamilton Angela Kelley Victoria Sage Jamie Whitten	Savita Bal Kellie Cushman Sarah Fash Debbie Haynes Katherine Kinsey Elizabeth Salazar	Erin Barron Sharline Dababneh Jennifer Garbick Sasha Heflin Alana O'Neil Amanda Soto	Shannon Beutler Alyson Esbenshade Elizabeth George Robert Ingels Debbie Peters Erick Taggart	Susan Coffee Hannah Esparza Jorge Gonzalez Jake Johnston Michele Richardson Melissa Whitsell
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Certificated Teachers from various sites will work extra hours to attend Amira Training on 09/29/2025; NTE 1 hour/each at Curriculum Planning Rate. (Funded by LCAP)

Caroline Benavidez Lupe Fillinger Terry Robinson Paula Weiland	Gabrielle Catalano Christine Hunter Beth Salen	Tisha Cate Andrea Maddoz-Butler Mary Stockwell	Deserie Coleman Marcella McMahon Amanda Swan	Connie Delaney Josephine Panza Melinda Villegas
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Certificated Employees from Upland High School will work extra hours to train and work the PSAT test on 10/18/2025; NTE 7 hours/each at Curriculum Planning Rate. (Funded by SITE)

Natalie Carlton Jessica Michel	Nathan Durham Sara Roberson	Jaime Jennings Tyler Shea	Danielle Krimbow	Michael Macias
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Certificated Teachers will work extra hours during the 2025/2026 school year to attend conferences and plan for Career Technical Student Organizations (CTSO) such as SkillsUSA & FCCLA; NTE 30 hours/each at Curriculum Planning Rate. (Funded by CTEG)

Felix Carrillo James Miura	Erich Finkle Antonio Navarro	Chris Hauk	Doug Hutchings	Katherine Kinsey
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Certificated Teachers from various sites will work extra hours on 09/17/2025, 10/22/2025, 01/21/2026, and 04/15/2026 to participate in the quarterly Arts Council meetings; NTE 6 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Anthony Ban-Jo	Daphne Onate	Gerardo Rosette
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CONFERENCE

Casey McCormick Molly St. Pierre	Orton-Gillingham Plus Course-Virtual participation from 12/01/2025-12/05/2025; NTE \$3,500.00. (Funded by SPED)
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Pam Salgado Richie Vega	CASCWA (California Association of Supervisors of Child Welfare & Attendance) participation from 03/15/2026-03/18/2026; NTE \$2,500.00/each. (Funded by LCAP)
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2026 User Conference ASB & Beyond participation from 01/21/2026-01/23/2026; NTE \$1,175.00/each. (Funded by LCAP)

Maria Campau	Jaquelyn Fitzgerald	Ana Martin
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