



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
October 21, 2025

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:32 p.m. on October 21, 2025. The meeting was held at Citrus Elementary School, 925 W. 7th Street, 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. Public Employee Release/Resignation (Government Code §54957): 1 Matter
- C. Conference with Legal Counsel - Existing Litigation - Government Code §54956.9(d) (1) 3 Matters, OAH#2025050602, OAH#2025050591, Denial Claim CSRM #3116503
- D. Public Employee Performance Evaluation (Government Code §54957) title: Superintendent

III. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:03 p.m., announced that discussion had occurred, and the following action was taken:

- B. Pursuant to Government Code §54957, the Board took action to Approve the Release/Resignation, 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 number OAH#2025050602, 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 number OAH#2025050591, by the following vote:

Moved by: Mary Locke 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 Accept the Denial Claim California Schools Risk Management CSRM #3116503, filed on September 25, 2025, regarding alleged property damage in the district's parking lot on September 16, 2025. 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:

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Citrus Elementary students, Ellie Chhor (5th grade) and Autumn Lopez (2nd Grade).

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

Superintendent Carmen Day began her comments by recognizing the Scheu Family YMCA Water Safety Program and sharing a short video of their program. She stated that a more formal recognition will be presented later in the meeting. Dr. Carmen Day reported on her attendance at the Upland High School Theater Arts presentation of "Wuthering Heights." She extended her congratulations to the student actors and their teachers. Time was turned over to Dr. Shinay Bowman, who provided an update on the Pathway Academy to the Board. Dr. Carmen Day also reminded everyone of several upcoming district events, including Scary-A-Faire on October 25, the First Responders Appreciation Lunch on October 28 at the District Office, CSEA Job Shadowing on October 29, and the Student Voice Meeting on November 5 at Upland High School in the Lower Library. She concluded her comments by announcing that a Brown Act Training session for the Board will be scheduled later this month.

D. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS

Member Sherman Garnett welcomed students in attendance and recognized the Seniors. Mr. Garnett shared that, through a partnership with Cal State San Bernardino, a student who meets the A-G requirements will be automatically accepted into the college.

Member Jack Young welcomed everyone to the meeting. He shared information and provided an update from his attendance at the BVROP meetings. Mr. Young reported on the Board's site visit to Upland Elementary and highlighted the trebuchet project at Upland High School. He stated that he attended various school fundraisers. He ended his comments by stating that he attended a Celebration of Life for Faith Arrula, Upland High School Student, encouraging students to cherish their families.

Vice-President, Mary Locke, shared that she has attended all the home games of the Upland High School football team. She stated that the last one had junior high band students performing during halftime. She also attended the performance of "Wuthering Heights." She reminded everyone that the Scary-a-Faire is this coming Saturday, and she is looking forward to attending. She ended her statements by stating that she is proud of what our District does for the students.

Board Clerk, Chris Cruz, welcomed all in attendance. He shared that he attended an Upland High School water polo game and was impressed by the team. He also attended the Hispanic Heritage Night at Upland High School. He also spoke about his attendance at the Seal of Biliiteracy event, hosted by the San Bernardino County Superintendent of Schools. He was impressed with the message Dr. Gonzalez shared at the event.

President Wes Fifield, shared that he went to the Upland High School girls' flag football game and was impressed by their hard work and dedication. Mr. Fifield reported on a meeting with the City of Upland, discussing various partnership opportunities and shared agreements. He stated that he looks forward to continuing the District's collaboration with the City. Mr. Fifield also recognized the success of the Super Scots Program, which received a grant from the Highlander Educational Foundation and The Rauch Family Foundation, benefiting students at Upland High School and Foothill Knolls STEAM Academy of Innovation. He noted that the Wellness Center was recently featured twice in the local newspaper. He also commended Mrs. Courtney Miller for her excellent work on the Pathways Prep Academy School Rollout News at Pioneer Jr. High.

E. GOVERNANCE UPDATE

No updates

F. RECOGNITION

The UUSD Board of Education and Superintendent recognized the Scheu Family YMCA of Upland for its Safety Around Water Initiative. A Proclamation was presented to the Scheu Family YMCA of Upland, Director, Farzad Yektafar, and Bill Huff.

G. ADMINISTRATIVE REPORTS

The Board received a presentation from Principal Nancy Sherod and Dr. Karen Goss, Director of Data, Assessment, and Educational Technology.

Mrs. Sherod presented a highlight of her school, Citrus Elementary, focusing on the Four Pillars, which lead the school's progress towards the whole child. At the end of her presentation, 6th-grade student Daniel Vargas-Guzman shared his experiences at Citrus Elementary. Dr. Goss presented an overview of the Clean Data Initiative, highlighting the importance of accurate data for reporting, decision-making, and improved student outcomes. She also reviewed the CALPADS unduplicated student count and explained how this information supports the Local Control Funding Formula (LCFF) to allocate funding based on student needs.

H. PUBLIC COMMENTS

1. Rita Loof expressed concern regarding a Closed Session item.
2. Rita Loof expressed concerns regarding the Special Education Programs, which benefit Upland families.
3. Serena Ontiveros shared her concerns regarding the merger of Upland Elementary School and Upland Junior High School.
4. Maricella Munoz shared her concerns regarding the Pathway Academy and the upcoming changes at Upland Elementary School.
5. Kim Wanner spoke about safety concerns at Valencia Elementary School.

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / Sarah Fash thanked the Board and administrators for their continued support. She shared information regarding the upcoming vote on Proposition 55 and encouraged all to support

CSEA / no comments

UMA / Dr. Antonio Gonzalez shared information regarding the Annual Elementary Cross Country Meet at Sierra Vista on October 25th and invited all to attend.

V. CONSENT

Prior to the vote, the Consultant Agreement for Jennifer Miller was removed from Consent Item P by Superintendent Carmen Day due to a clerical error. Upon a motion by Jack Young and a second by Mary Locke, the Board of Trustees **APPROVED** the adoption of the agenda, as amended, 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 Certificated and Classified Personnel Reports
- D. Approve the Innovamat Education, Inc. Subscription
- E. Approve the Donation, Sale, or Disposal of Obsolete Instructional Materials
- F. Approval of the Citrus Elementary 6th Grade Science Camp
- G. Approve the Sierra Vista 6th Grade Science Camp
- H. Approve Upland High School Regiment to Attend the Western Band Association (WBA Championship in Fresno, California)
- I. Approve the New York City field trip for the Upland High School Dance Club
- J. Approve the Upland High School Unity Forum Members to attend the Pali Retreat in Running Springs, California
- K. Approve the Piggyback Contract with Sysco Foods
- L. Approve the completed work performed by Stronghold Engineering, Inc.
- M. Approve contract with AC Power 1, Inc.
- N. Approve Signature Authorization Changes
- O. Approve the Disposal of Surplus Vehicles
- P. Approval of Consultants Agreements
- Q. Approve the Board Report
- R. Approve the Purchase Order Report

S. Approve the Acceptance of Gifts and Donations

VI. ACTION

A. Approve MOU between Cal State University, San Bernardino (CSUSB) and Upland Unified School District, Dual Enrollment Program

Moved by: Mary Locke 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:

B. Approval of Facilities Use Agreement and Memorandum of Understanding (MOU) Between Upland Unified School District and the City of Upland (Greenbelt Park)

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. Approval of Facilities Use Agreement and Memorandum of Understanding (MOU) Between Upland Unified School District and the City of Upland (Memorial Park)

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:

VII DISCUSSION

No discussion

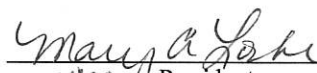
VIII ADJOURNMENT

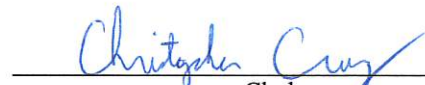
The meeting was adjourned at 8:18 p.m. in Memory of Mr. Phil Lovelady.

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:


Vice President


Clerk