

**Upland Unified School District
CERTIFICATED HUMAN RESOURCES BOARD REPORT
December 09, 2025**

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

Employee Name	Assignment	Salary	Effective Date*
Nikole Amezcua	Elementary Teacher-CIT	\$58,187.00/annual	12/10/2025
Carina Rivera	Teacher on Special Assignment-CIT	\$107,516.50/annual	12/10/2025

**pending compliance with criminal background check*

EMPLOYMENT ENDING

Employee Name	Assignment	Effective Date	Remarks
EIN #8592	Secondary English Teacher	11/08/2025	Resignation

ADDITIONAL ACTIVITY POSITIONS

Employee Name	Recommended Position	Stipend	Effective Date*
Ruben Goussen	7 th Grade Girls Soccer Coach-UJH	\$1,280.12/stipend	2025/2026

**pending compliance with criminal background check*

ADDITIONAL ASSIGNMENTS

Patrick Barnes	Certificated Teacher will work extra hours to work the Scoreboard at Varsity Football games from 06/09/2025-10/30/2025; NTE 6 games at \$65.00/each. (Funded by BILL)
Patrick Barnes	Certificated Teacher will work extra hours to work the Scoreboard at Junior Varsity Football games from 06/09/2025-10/30/2025; NTE 4 games at \$30.00/each. (Funded by BILL)
Patrick Barnes	Certificated Teacher will work extra hours to work the Scoreboard at Frosh Football games from 06/09/2025-10/30/2025; NTE 6 games at \$30.00/each. (Funded by BILL)
Patrick Barnes	Certificated Teacher will work extra hours to work the Scoreboard at Varsity Flag Football games from 06/09/2025-10/30/2025; NTE 6 games at \$50.00/each. (Funded by BILL)
Patrick Barnes	Certificated Teacher will work extra hours to work the Scoreboard at Junior Varsity Flag Football games from 06/09/2025-10/30/2025; NTE 6 games at \$30.00/each. (Funded by BILL)
Stephanie Collins	Certificated Teacher will work extra hours to provide instruction and supervision for an after-school Art Club at Pepper Tree Elementary from 10/01/2025-06/04/2026; NTE 36 hours at Intervention Rate. (Funded by AMS)
Emily Cowley	Certificated Teacher from Sierra Vista Elementary will work extra hours to complete Conscious Discipline Curriculum training from 09/01/2025-06/04/2026; NTE 10 hours at Curriculum Planning Rate. (Funded by UPK Grant)
Hannah Esparza	Certificated Teacher from Foothill Knolls will work extra hours to prepare for a presentation during the 1 st grade GLC meeting from 10/01/2025-11/04/2025; NTE 1 hour at Curriculum Planning Rate. (Funded by LCAP)
Jacquelynn Fitzgerald	Certificated Teacher will work extra hours to support Summer Registration days from 07/21/2025-08/08/2025; NTE 33 hours at Curriculum Planning Rate. (Funded by LCAP)
Debbie Haynes Kathy Phelps	Certificated Teachers from Sycamore Elementary will work extra hours to organize and lead the Watch Dogs & Marvelous Moms from 10/15/2025-05/30/2026; NTE 4 hours at Curriculum Planning Rate. (Funded by LCAP)
Stephanie Ibarra	Certificated Teacher from Baldy View Elementary will work extra hours to prepare sub plans in order to participate in the Dr. Dickey professional development events from 09/15/2025-04/30/2026; NTE 5 hours at Curriculum Planning Rate. (Funded by LCAP)

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Jaime Jennings	Certificated Teacher will work extra hours to be a ticket taker at Varsity Football games from 06/09/2025-10/30/2025; NTE 3 games at \$65.00/each. (Funded by BILL)
Laura McMullen	Certificated Teacher will work extra hours to be a ticket taker at Varsity Football games from 06/09/2025-10/30/2025; NTE 3 games at \$65.00/each. (Funded by BILL)
Victoria Raus	Certificated Teacher will work extra hours to be a ticket taker at Varsity Football games from 06/09/2025-10/30/2025; NTE 3 games at \$100.00/each. (Funded by BILL)
Scott Robertson	Certificated Teacher will work extra hours to be a ticket taker at Varsity Football games from 06/09/2025-10/30/2025; NTE 5 games at \$65.00/each. (Funded by BILL)
Vanessa Ruiz Rosales	Certificated Teacher from Sierra Vista Elementary will work extra hours for strategic interventions from 10/01/2025-06/04/2026; NTE 3 hours/week at Intervention Rate. (Funded by LCAP)
Alexis Turnbull	Certificated Substitute Teacher will work extra hours for strategic interventions from 10/01/2025-06/04/2026; NTE 3 hours/week at Substitute Hourly Rate. (Funded by LCAP)

Certificated Teachers from Upland High School will work extra hours from 08/01/2025-06/04/2026 to attend monthly meetings to discuss topics for Curriculum Committee and PLC; NTE 3 hours/each/month at Curriculum Planning Rate. (Funded by LCAP)

Matthew Benedict	Susan Coffee	Sharline Dababneh	Jennifer Garcia	Darryl Hutchings
Angela Kelley	Katherine Kinsey	William McGee	Debbie Panattoni	Kelly Rushing
Victoria Sage	Elizabeth Salazar	Erick Taggart	Jamie Whitten	

Certificated Employees will work extra hours for National Honor Society (NHS) – Application Grading & Approval Committee from 08/08/2025-06/04/2026; NTE 12 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Trevor Foglesong	Katherine Kinsey	Cecile Melanson
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Certificated Employees will work extra hours to prepare presentations for Upland U Inservice from 10/01/2025-10/31/2025; NTE 3 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Brian Best	Mark Capalbo	Megan Gleeson	Sean Harrison	Shant Keuroghelian
Ernest Miranda	Derrick Nuno	Gerardo Rosette	Kimberly Spears	Deborah Vasquez

Certificated Employees will work extra hours to prepare sub plans in order to participate in the CLR ISD Cycles from 10/01/2025-02/23/2026; NTE 3 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Tyler Dole	Vanessa Espinoza	Debbie Haynes	Janet Jankowski-Pelkey	Katherine Kinsey
Natasha Krupnak	William McGee	Jessica Michel	Joshua Ouellette	Kathy Phelps
Erick Taggart	Laura Wilkin			

Certificated Employees from Sycamore Elementary will work extra hours to assist with the Saturday Enrichment Program during the 2025/2026 school year; NTE 45 hours/each at Intervention Rate. (Funded by LCAP)

Amber Harris	Kathy Phelps	Madison Schell	Tyler Shea
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Certificated Employees from Sycamore Elementary will work extra hours to put together parent engagement events to promote our signature program: Leader in Me from 10/15/2025-05/31/2026; NTE 3 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Raghbinder Anderson	Janet Jankowski-Pelkey	Melissa Washington
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Certificated Employees from various sites will work extra hours to attend the Upland U After Action Review meeting on 11/17/2025; NTE 2 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Courtney Allen	Savita Bal	Erin Barron	Shannon Beutler	Susan Coffee
Stephanie Collins	Kellie Cushman	Sharline Dababneh	Alyson Esbenshade	Hannah Esparza
Neil Estep	Sarah Fash	Jennifer Garbick	Elizabeth George	Jorge Gonzalez
Barbara Hamilton	Debbie Haynes	Sasha Heflin	Rob Ingels	Jake Johnston
Angela Kelley	Katherine Kinsey	Yvette Massie	Alana O'Neil	Debbie Peters
Michele Richardson	Victoria Sage	Elizabeth Salazar	Amanda Soto	Erick Taggart
Jamie Whitten				

Certificated Teachers from Cabrillo Elementary will work extra hours to conduct attendance recovery intervention programs from 10/13/2025-05/18/2026; NTE 36 hours/each 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 Employees from various sites will work extra hours to participate in the Amira Data Drive Training on 11/05/2025 & 11/12/2025; NTE 2 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Renee Acevedo	Gabrielle Alvarado	Jamie Arnold	Francine Avila	Tracy Beck
Caroline Benavidez	Allyson Brown	Regina Caldera	Sandra Campbell	Gabrielle Catalano
Tisha Cate	Virginia Chaney	Desiree Coleman	Connie Delaney	Josiane Dickenson
Jenny Dulaney	Hannah Esparza	Viviana Fernandez	Christina Filer	Lupe Fillinger
Anthony Forlenza	Cynthia Franco	Candice Gallego	Laura Goddard	Tracy Green
Lourdes Guatemala Cipriano	Jennifer Guzman	Barbara Hamilton	David Hammond	Joy Hannan
Amy Hughes	Christine Hunter	Stephanie Ibarra	Maria Jacob	Lori Jacobson
Rebecca Jimenez	Debra Johnson	Michelle Johnson	Jenny Kang	Sara Klein
Tiffany Kunzelman	Jennifer Leal	Karen Lemoine	Kim Liu	Crystal Loftis
Andrea Maddoz-Butler	Kalliope Marantidis	Jacqueline Martin	Velia Martinez	Isabel Martinez
Andrea Matthews	Casey McCormick	Heather McMahon	Marci McMahon	Holly Mead
Christine Mendez	Jean Mendez	Ricole Mitchum	Luz Ortiz	Angelica Ortiz-Smith
Josephine Panza	Deborah Peters	Julie Phillips	Sharmika Phillips	Cari Pike
Rena Preciado	Megan Radford	Linda Richter	Sara Ries	Terry Robinson
Lisa Rowe	Vanessa Ruiz Rosales	Ashlie Russo	Beth Salen	Briana Sall
Yubane Sanchez	Noemi Sandoval	Melinda Shepherd	Nicholas Simone	Melody Simons
Mary Stockwell	Amanda Swan	Rebecca Tang	Julie Thornes	Melinda Villegas
Kristina Webb	Paula Weiland	Laura Wilkin	Rachel Wilson	Jennifer Yang
Amber Yoshioka	Vanessa Zuniga			

CONFERENCE

Chris Beeson	The CASBO Conference participation from 03/30/2026-04/02/2026; NTE \$2,100.00/each. (Funded by GNED & LCAP)
Antonio Gonzalez	
Shinay Bowman	2026 CCSA Charter School Conference participation from 02/23/2026-02/26/2026; NTE \$2,000.00/each. (Funded by MCEC)
Courtney Miller	
Shinay Bowman	2025-2026 Mastermind for Leadership Virtual Conference participation from 09/01/2025-05/31/2026; NTE \$2,000.00. (Funded by LCAP)

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Maria Campau Benjamin McKelvey	Ron Clark Academy Conference participation from 01/29/2026-01/30/2026; NTE \$3,000.00/each. (Funded by TTL1)
Justin Hall	The Breakthrough Coach conference participation from 02/19/2026-02/20/2026; NTE \$1,200.00. (Funded by LCAP)
Desirea Kyle	HBCU Spring 2026 Tour participation from 03/22/2026-03/25/2026; NTE \$1,651.00. (Funded by LCAP)
Sharmika Phillips Melody Trujillo	Ron Clark Academy Conference participation from 01/29/2026-01/30/2026; NTE \$3,000.00/each. (Funded by Community Grant Funds)
Richie Vega	California Consortium for Independent Study participation from 02/04/2026-02/06/2026; NTE \$1,850.00. (Funded by LCAP)

Education for Careers 2026 Conference participation from 02/28/2026-03/03/2026; NTE \$3,500.00/each. (Funded by CTEIG)

Sean Delgado	Katherine Kinsey	James Miura	Hector Vasquez
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Ron Clark Academy House Mania Conference participation from 01/28/2026-01/31/2026; NTE \$3,000.00/each. (Funded by LCAP)

Shinay Bowman	Courtney Miller	Sheldon Parris	Nancy Sherod
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