



**BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT**  
**BOARD OF TRUSTEES**  
*November 18, 2025*

**I. CALL TO ORDER**

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:35 p.m. on November 18, 2025. The meeting was held at Upland Junior High, 444 E. 11th Street, Upland, California 91786.

**Trustees present at the time of Call to Order:** Vice-President, Mrs. Mary Locke, Clerk, Mr. Chris Cruz, Member, Mr. Sherman Garnett, and Member, Mr. Jack Young.

**Trustees absent at the time of Call to Order:** President, Mr. Wes Fifield.

**Administrators present:** Dr. Lynn Carmen Day, Superintendent of Schools; Dr. Jennifer DeAnda, Assistant Superintendent Business Services, Mrs. Pamela Salgado, Assistant Superintendent of Student Services and Dr. Ji Wang, Assistant Superintendent Human Resources.

**Administrators absent:** Dr. Shinay Bowman, Chief Academic Officer.

**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 - Two (2) SISC Files #2026056108, One (1) SBSC Case #2026057114
- D. Public Employee Performance Evaluation (Government Code §54957) title: Superintendent

**III. RECONVENE OPEN SESSION**

The Board reconvened from Closed Session at 7:04 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: Jack Young      Seconded by: Sherman Garnett**

Vote by Trustees:

|                 |        |     |          |           |
|-----------------|--------|-----|----------|-----------|
| Chris Cruz      | Aye: X | No: | Abstain: | Absent:   |
| Wes Fifield     | Aye:   | No: | Abstain: | Absent: X |
| 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 One of Two SISC Files #2026056108, by the following vote:

**Moved by: Chris Cruz      Seconded by: Sherman Garnett**

Vote by Trustees:

|                 |        |     |          |           |
|-----------------|--------|-----|----------|-----------|
| Chris Cruz      | Aye: X | No: | Abstain: | Absent:   |
| Wes Fifield     | Aye:   | No: | Abstain: | Absent: X |
| 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 Two of Two SISC Files #2026056108, by the following vote:

**Moved by: Jack Young      Seconded by: Chris Cruz**

Vote by Trustees:

|                 |        |     |          |           |
|-----------------|--------|-----|----------|-----------|
| Chris Cruz      | Aye: X | No: | Abstain: | Absent:   |
| Wes Fifield     | Aye:   | No: | Abstain: | Absent: X |
| 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 SBSC Case #2026057114, by the following vote:

**Moved by: Jack Young      Seconded by: Sherman Garnett**

Vote by Trustees:

|                 |      |   |     |          |           |
|-----------------|------|---|-----|----------|-----------|
| Chris Cruz      | Aye: | X | No: | Abstain: | Absent:   |
| Wes Fifield     | Aye: |   | No: | Abstain: | Absent: X |
| Sherman Garnett | Aye: | X | No: | Abstain: | Absent:   |
| Mary Locke      | Aye: | X | No: | Abstain: | Absent:   |
| Jack Young      | Aye: | X | No: | Abstain: | Absent:   |

## **V. GENERAL FUNCTIONS**

### **A. PLEDGE OF ALLEGIANCE**

The Flag Salute was led by Upland Junior High students, Maegan Lorenzo and Nathan Flores.

### **B. ADOPTION OF THE AGENDA**

The agenda was adopted by the following vote:

**Moved by: Jack Young      Seconded by: Chris Cruz**

Vote by Trustees:

|                 |      |   |     |          |           |
|-----------------|------|---|-----|----------|-----------|
| Chris Cruz      | Aye: | X | No: | Abstain: | Absent:   |
| Wes Fifield     | Aye: |   | No: | Abstain: | Absent: X |
| 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 thanking the Board and community, and reminded trustees about the upcoming Hometown Holiday and Parade. She reported strong results from the 2025 California School Dashboard, noting four of eight indicators in Green or Blue and no Red indicators in ELA, College and Career, Graduation Rate, or Suspension Rate. UUSD now has the second-highest graduation rate in San Bernardino County, with Upland High School achieving a 100% graduation rate for African American seniors and Blue-level performance for low-income and Latino students. The district is projected to exit the Differentiated Assistance program. Math improved by 2%, although it fell short of the 2.9% threshold to maintain its status. Pepper Tree Elementary and Upland High School earned all Green and Blue indicators. She noted Hillside's Model Continuation School site visit and recent work with the Superintendent's Student Advisory Council, whose representatives addressed the Board. She also recognized three Upland High School athletes who signed commitments to UCLA, Fresno Pacific University, and UC Santa Barbara, and reported PBIS awards across all schools: Platinum for Baldy View, Cabrillo, Pepper Tree, and Upland Elementary; Silver for Upland High School; and Gold for all remaining sites. She concluded with appreciation for staff, students, and families.

### **D. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS**

Member Sherman Garnett welcomed students in attendance and recognized the Seniors. Mr. Garnett shared that he attended the first round CIF football game at Upland High School, and even though there was a power outage, a great time was had by all. He ended by sharing that all districts throughout the state are required to post the "Know Your Rights" at every school and website.

Member Jack Young welcomed everyone to the meeting and shared updates from his attendance at the BVROP meetings and Back to School Night at Hillside High School. He also expressed his enjoyment of the recent Student Voices meeting. Mr. Young thanked the District for its continued support of the Foothill Family Shelter and announced that Thanksgiving baskets will be available for families in need.

Board Clerk Chris Cruz welcomed everyone in attendance and highlighted the outstanding arts performances across the district, including a phenomenal saxophone performance he especially appreciated. He expressed gratitude for the recent Student Voices meeting and attended a community meeting with the Highlander Foundation. He also noted that he attended a City Council meeting where the Upland High School Pipe Band was recognized for its achievements.

Vice-President, Mary Locke, welcomed everyone and shared highlights from her October activities, including school visits and meeting students in the after-school program. She attended the school meet at SV, where students were excited to receive medals. She also participated in the Upland Scary Affair, the District's First Responders Lunch, job-shadowing, the Upland Elementary Halloween Parade, and the RISE events at the schools. She noted the upcoming CSBA Conference in December and the Upland Holiday Parade, and she extended her wishes to everyone for a Happy Thanksgiving.

### **E. GOVERNANCE UPDATE**

No updates

**F. ADMINISTRATIVE REPORTS**

The Board received a presentation from Upland Junior High School Principal Dr. Leila Dodge and Dr. Mario Jacquez, Director of Student Services.

Dr. Dodge presented a highlight of her school, Upland Junior High School, focusing on the Arts program, which guides the school's progress towards the whole child. At the end of her presentation, the Band, Choral, and Dance programs from the school each provided a musical number. Dr. Jacquez presented an overview of the School-Based Health program, which is available to students and their families. He shared some concerns and challenges that families face regarding access to health care. He shared the possibilities of what his department can do and provide to the families in the District.

**G. PUBLIC COMMENTS**

No public comments.

**H. COMMENTS FROM EMPLOYEE REPRESENTATIVES**

UTA / no comments

CSEA / no comments

UMA / no comments.

**I. CONSENT**

Upon a motion by **Jack Young** and a second by **Chris Cruz**, the Board of Trustees **APPROVED** the adoption of the agenda, as presented, by the following vote:

Vote by Trustees:

|                 |      |   |     |          |           |
|-----------------|------|---|-----|----------|-----------|
| Chris Cruz      | Aye: | X | No: | Abstain: | Absent:   |
| Wes Fifield     | Aye: |   | No: | Abstain: | Absent: X |
| 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 Williams Report Summary - Quarterly Uniform Complaint - July 2025 through September 2025
- E. Approve the California Baptist University Field Experience Agreement
- F. Approve the California Baptist University Mobile Health Clinic Memorandum of Understanding
- G. Approve the Cal State Fullerton Learning Activity Placement Agreement
- H. Approve the University of Redlands Internship Program Memorandum of Understanding
- I. Approve the University of Redlands Educational Fieldwork Agreement
- J. Approve the University of Redlands Clinical Mental Health Counseling Memorandum of Understanding
- K. Approve the MOU for a Joint Powers Authority (JPA) between Upland Unified School District and Baldy View Regional Occupational Program (BVROP) to participate in the Career Technical Educational Incentive Grant (CTEIG) and K12 Strong Workforce Program (K12 SWP)
- L. Approve the Data Sharing Memorandum of Understanding (MOU) between Upland Unified School District and Baldy View Regional Occupational Program
- M. Approve the amended MOU for Think Together - ASES Services
- N. Approval for District-Funded Membership in Kiwanis Club of Upland
- O. Approval of Disposal of Surplus Vehicles
- P. Approve the Southern California Tennis Association, Inc. (USTA Southern California) Agreement
- Q. Approve the agreement with School Services of California Inc.
- R. Approve the contract with Terra Pave
- S. Approve the contract with Universal Asphalt Co., Inc.
- T. Approval of Consultants Agreements
- U. Approve the Board Report
- V. Approve the Purchase Order Report
- W. Approve the Acceptance of Gifts and Donations

**J. ACTION**

- A. Approve the Declaration of Need for Fully Qualified Educators.

**Moved by: Jack Young    Seconded by: Sherman Garnett**

Vote by Trustees:

|            |      |   |     |          |         |
|------------|------|---|-----|----------|---------|
| Chris Cruz | Aye: | X | No: | Abstain: | Absent: |
|------------|------|---|-----|----------|---------|

|                 |      |   |     |  |          |  |           |
|-----------------|------|---|-----|--|----------|--|-----------|
| Wes Fifield     | Aye: |   | No: |  | Abstain: |  | Absent: X |
| Sherman Garnett | Aye: | X | No: |  | Abstain: |  | Absent:   |
| Mary Locke      | Aye: | X | No: |  | Abstain: |  | Absent:   |
| Jack Young      | Aye: | X | No: |  | Abstain: |  | Absent:   |

**B. Approve Resolution 11-18-25(A) to Establish Fund 09 Charter Schools Special Revenue Fund.**

**Moved by: Chris Cruz      Seconded by: Jack Young**

Vote by Trustees:

|                 |      |   |     |  |          |  |           |
|-----------------|------|---|-----|--|----------|--|-----------|
| Chris Cruz      | Aye: | X | No: |  | Abstain: |  | Absent:   |
| Wes Fifield     | Aye: |   | No: |  | Abstain: |  | Absent: X |
| Sherman Garnett | Aye: | X | No: |  | Abstain: |  | Absent:   |
| Mary Locke      | Aye: | X | No: |  | Abstain: |  | Absent:   |
| Jack Young      | Aye: | X | No: |  | Abstain: |  | Absent:   |

**II DISCUSSION**

No discussion

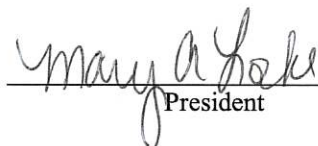
**III ADJOURNMENT**

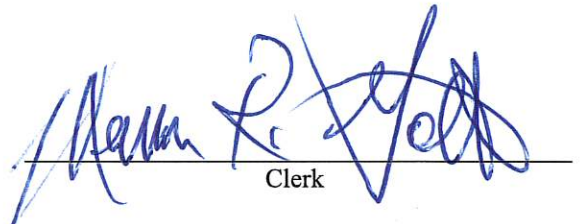
The meeting was adjourned at 8:10 p.m.

**Moved by: Chris Cruz      Seconded by: Jack Young**

Vote by Trustees:

|                 |      |   |     |  |          |  |           |
|-----------------|------|---|-----|--|----------|--|-----------|
| Chris Cruz      | Aye: | X | No: |  | Abstain: |  | Absent:   |
| Wes Fifield     | Aye: |   | No: |  | Abstain: |  | Absent: X |
| 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 11/18/25*