

**Upland Unified School District
CERTIFICATED HUMAN RESOURCES BOARD REPORT
January 27, 2026**

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

Employee Name	Assignment	Salary	Effective Date*
Riley Lizardo	SEL Associate	\$155.00/day	12/12/2025
Alma Torrez Quezada	Elementary TK Teacher-UE	\$58,187.00/annual	01/12/2026-06/04/2026

**pending compliance with criminal background check*

SUBSTITUTE EMPLOYMENT*

Francesca Abbamonte	Nikole Amezcua	Melanee Barnett	Matthew Brakebill	Emily Brooks
Charmia Cabrera	Zaylin Cano	Tamara Carter	David Cordero	Mayra Duque-Romero
Christian Garcia	Ashley Huntington	Derrick Kammer	Adrian Lopez	Stephanie Mihaly
Nicole Nelson	Marleah Patrick	Monique Patton	Lauren Purcell	Alejandra Rivera
Kathryn Rodriguez	Jessica Rosas	Aaron Theodore Rosaupan	Lana Saleh	Maxwell Suckley

**pending compliance with criminal background check*

EMPLOYMENT ENDING

Employee Name	Assignment	Effective Date	Remarks
EIN # 6926	Substitute Teacher	12/11/2025	Resignation
EIN # 8003	Substitute Teacher	11/14/2025	Resignation
EIN # 8400	Special Education Director	01/05/2026	Resignation
EIN # 8677	Substitute Teacher	12/11/2025	Non-Active
EIN # 9386	Substitute Teacher	12/11/2025	Non-Active
EIN # 9390	Substitute Teacher	12/11/2025	Non-Active
EIN # 9771	Substitute Teacher	12/05/2025	Resignation

ADDITIONAL ACTIVITY POSITIONS

Employee Name	Recommended Position	Stipend	Effective Date*
Jonathan Alfaro	CIF Playoffs-Football-UHS	\$412.66/stipend	2025/2026
Brian Chavez	CIF Playoffs-Football-UHS	\$412.66/stipend	2025/2026
Danielle Espedal-Warner	8 th grade Girls Basketball Coach-UJH	\$2,560.23/stipend	2025/2026
Jennifer Garbick	CIF Playoffs-Flag Football-UHS	\$630.36/stipend	2025/2026
Ruben Goussen	7 th grade Girls Basketball Coach-UJH	\$2,560.23/stipend	2025/2026
Francisco Huerta	CIF Playoffs-Cross Country-UHS	\$436.40/stipend	2025/2026
Heather Inglima	CIF Playoffs-Flag Football-UHS	\$872.81/stipend	2025/2026
Siri Jespersen	English Department Chair-UJH	\$1,125.00/stipend	11/10/2025-06/05/2026
Diana Lee	Nurse Lead	\$8,728.05/stipend	2025/2026
Jennifer McAdams	CIF Playoffs-Girls Tennis-UHS	\$1,745.61/stipend	2025/2026
Joshua Ouellette	CIF Playoffs-Football-UHS	\$824.32/stipend	2025/2026
Anthony Scott	CIF Playoffs-Football-UHS	\$824.32/stipend	2025/2026
Darryl Thomas	CIF Playoffs-Football-UHS	\$969.78/stipend	2025/2026
Deborah Vasquez	Elementary Honor Band Director	\$1,280.11/stipend	01/12/2026-03/27/2026

**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 11/01/2025-11/30/2025; NTE \$156.00 at \$3.00/day for 13 days. (Funded by SPED)
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Sheryl Bizzell	Certificated Teacher will work extra hours during the 2025/2026 school year to be a PAR Consulting Teacher; NTE \$2,000.00/year at Curriculum Planning Rate. (Funded by GNED)
Allyson Crawley	Certificated Teacher from Pioneer Junior High will work extra hours for the new Theatre Program at Pioneer Junior from 01/01/2026-06/30/2026; NTE \$15,000/year at Intervention Rate. (Funded by AMS)
Sean Delgado	Certificated Employee will work extra days to plan for Adult Education from 07/01/2025-06/30/2026; NTE \$12,000.00/stipend. (Funded by ADLT)
Heather Farnsworth	Certificated Teacher will receive additional compensation for receiving additional special education students on her caseload from 08/18/2025-11/30/2025; NTE \$1,017.00 at \$3.00/day for 4 months. (Funded by SPED)
Ann Han	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 11/01/2025-11/30/2025; NTE \$429.00 at \$3.00/day for 13 days. (Funded by SPED)
Tanisha Hawkins	Certificated Employee will work an extra day for planning at Upland Elementary from 07/01/2025-06/30/2026; NTE 8 hours at Hourly Rate. (Funded by GNED)
Jaime Knoop	Certificated Teacher from Pioneer Junior High will work extra hours for the new Dance Program at Pioneer Junior from 01/01/2026-06/30/2026; NTE \$15,000/year at Intervention Rate. (Funded by AMS)
Margaret Nellickal	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 11/01/2025-11/30/2025; NTE \$273.00 at \$3.00/day for 13 days. (Funded by SPED)
Amanda Perrotti	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 11/01/2025-11/30/2025; NTE \$273.00 at \$3.00/day for 13 days. (Funded by SPED)
Debbie Peters	Certificated Teacher from Foothill Knolls will work extra hours from 12/01/2025-05/22/2026; NTE 2.5 hours/week for a total of 60 hours at Intervention Rate. (Funded by LCAP)
Julie Phillips Nicole Prado	Certificated Teachers from various sites will work extra hours from 08/13/2025-06/30/2026 to participate in the Write from the Beginning Committee; NTE 25 hours/each at Curriculum Planning Rate. (Funded by LCAP)
Erin Schrock	Certificated Substitute Teacher will work extra hours on 12/13/2025 for a Saturday Soccer Tournament; NTE 8 hours/each at Hourly Sub Rate. (Funded by LCAP)
Amber Stansbury	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 11/01/2025-11/30/2025; NTE \$468.00 at \$3.00/day for 13 days. (Funded by SPED)
Jeannie Stansbury	To participate in the Early Retirement Program from 02/01/2026-05/12/2027; NTE \$9,000.00. (Funded by GNED)
Kelly Tolliver	To participate in the Early Retirement Program from 02/01/2026-06/30/2028; NTE \$13,500.00. (Funded by GNED)
Lindsey White	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 11/01/2025-11/30/2025; NTE \$429.00 at \$3.00/day for 13 days. (Funded by SPED)
Melissa Whitsell	Certificated Teacher from Foothill Knolls will work extra hours to coach the Running Club from 10/24/2025-05/22/2026; NTE 28 hours at Intervention Rate. (Funded by LCAP)

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Leslie Wu	Certificated Speech Language Pathologist will receive additional compensation for receiving additional special education students on her caseload from 11/01/2025-11/30/2025; NTE \$234.00 at \$3.00/day for 13 days. (Funded by SPED)
All Baldy View Teachers	Certificated Teachers from Baldy View Elementary will share the Combo stipends depending on the hours worked per school year from 08/14/2025-06/04/2026. (Funded by GNED)
All Cabrillo Teachers	Certificated Teachers from Cabrillo Elementary will share the Combo stipends depending on the hours worked per school year from 08/14/2025-06/04/2026. (Funded by GNED)
All Magnolia Teachers	Certificated Teachers from Magnolia Elementary will share the Combo stipends depending on the hours worked per school year from 08/14/2025-06/04/2026. (Funded by GNED)
All Valencia Teachers	Certificated Teachers from Valencia Elementary will share the Combo stipends depending on the hours worked per school year from 08/14/2025-06/04/2026. (Funded by GNED)
All Foothill Knolls Teachers	Certificated Teachers from Foothill Knolls Academy of Innovation will share the Combo stipends depending on the hours worked per school year from 08/14/2025-06/04/2026. (Funded by GNED)
All Pepper Tree Teachers	Certificated Teachers from Pepper Tree Elementary will share the Combo stipends depending on the hours worked per school year from 08/14/2025-06/04/2026. (Funded by GNED)

Certificated Nurses will work extra hours from 08/15/2025-06/30/2026 to provide nurse/medical supports to our Upland Unified students during Non-Instructional days; NTE 8 hours/day at Intervention Rate. (Funded by ELOP)

Emily Crain		Taylor Grafton		Diana Lee		Pauline Kate Ocio		Brie Shumate
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Certificated Employees will work extra hours for Online Training for Financial Literacy from 10/01/2025-10/31/2025; NTE 2 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Courtney Bennet-Hajj		Daniel Carrasco		Jamie Jennings		Erick Taggart
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Certificated Substitute Teachers will work extra hours to teach core subject lessons for attendance recovery from 11/19/2025-05/27/2026; NTE 5 hours/each/month at Sub Hourly Rate. (Funded by LCAP)

Laryssa Lahn		Angel Prado		Erin Schrock
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Certificated Employees from various sites will work extra hours to be an Elementary Soccer Coach during the 2025/2026 Soccer Season; NTE \$1,280.11/stipend. (Funded by COAC)

Amy Braeger		Cynthia Castillo		Steve Curtis		Kellie Cushman		Jennifer Hickler
Erin Schrock		Benjamin Vasquez		Stacey Wilkum				

Certificated Teachers will work extra hours from 12/01/2025-06/30/2026 to participate in LETRS Cohort Asynchronous preparation; NTE 80 hours/each at Curriculum Planning Rate. (Funded by TTLIV)

Joy Hannan		Dalvina Henrich		Deborah Peters		Lisa Rowe		Melody Simons
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Certificated Teachers will work extra hours to participate in a professional learning session with Thinkverse and the Math TOSAs on 11/06/2025; NTE 1 hour/day at Curriculum Planning Rate. (Funded by LCAP)

Janette Abasta		Avon Nerish Bunaguen		Leah Davis		Tu Peng
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Certificated Teachers will work extra hours to participate in Computer Science Night on 12/11/2025; NTE 4 hours/each at Intervention Rate. (Funded by LCAP)

Chris Hauk		Doug Hutchings		James Miura
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Certificated Teachers from various sites will work extra hours from 08/01/2025-06/30/2026 for English Learner planning and collaboration; NTE 40 hours/each at Curriculum Planning Rate. (Funded by LCAP)

Megan Cazarez		Emily Corral		Joy Hannan		Yvette Massie		Debbie Peters
Rochelle Villalobos								

Certificated Teachers from various sites will work extra hours from 08/01/2025-06/30/2026 for English Learner tutoring; NTE 40 hours/each at Intervention Rate. (Funded by LCAP)

Megan Cazarez		Emily Corral		Joy Hannan		Yvette Massie		Debbie Peters
Rochelle Villalobos								

Certificated Teachers from various sites will work extra hours from 09/15/2025-04/30/2026 to prepare subplans for Dr. Dickey professional development events; NTE 3 hours at Curriculum Planning Rate. (Funded by LCAP)

Avon Nerish Bunaguen		Josianne Dickenson		Hannah Esparza		Carly Forbes		Cynthia Franco
Cathy Henson		Wendy Martinez		Benjamin McKelvey		Karleen Mowery		Julie Thornes
Angela Vasquez		Mary Weiss						

Certificated Teachers from various sites will work extra hours on 12/13/2025 for a Saturday Soccer Tournament; NTE 8 hours/each at Intervention Rate. (Funded by LCAP)

Amy Braeger		Cynthia Castillo		Steve Curtis		Kellie Cushman		Jennifer Hickler
Ben Vasquez		Stacey Wickum						

Certificated Teachers will work extra hours to participate in Computer Science Night from 11/01/2025-12/19/2025; NTE 3 hours/each at Intervention Rate. (Funded by LCAP)

Cody Castro		Cynthia Castillo		Megan Christensen		Hannah Esparza		Christina Filer
Erich Finkle		Cynthia Franco		Shawn Goehring		Barbara Hamilton		Lisa Harich
Katherine Kinsey		Doug McCully		Holly Mead		Roberta Melo		Jason Skrzat
Angela Vasquez		Melissa Whitsell						

Certificated Teachers from Citrus Elementary will work extra hours to support attendance recovery from 11/01/2025-06/05/2026; NTE 30 hours/each at Intervention Rate. (Funded by LCAP)

Gabrielle Alvarado		Cody Castro		Jenny Dulaney		Neil Estep		Anthony Forlenza
Laura Goddard		Denise Guerrero		Nicholas Hernandez		Christine Hunter		Rebecca Jimenez
Laina Josiah		Andrea Maddox-Butler		Nicole McAllister		Julie Phillips		Sharmika Phillips
Andrew Ramirez		Carina Rivera		Vanessa Romero		Jason Skrzat		Nicholas Simone
Mary Stockwell		Timothy Torres						

Certificated Substitute Teachers will work extra hours at Citrus Elementary to support attendance recovery from 11/01/2025-06/05/2026; NTE 30 hours/each at Hourly Sub Rate. (Funded by LCAP)

Stephanie Aggazzoti		Oscar Gil		Jennifer Werthman
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Certificated Teachers from Pioneer Junior High will teach an extra (6th/5th) from 01/19/2026-06/04/2026. (Funded by GNED)

Courtney Allen		Sarah Barry		Dana Flynn		Katy Glass
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Certificated Teachers from Upland High School will teach an extra (6th/5th) from 01/19/2026-06/04/2026. (Funded by GNED)

Cristine Aguilar | Natalie Carlton | Angela Kelley

Certificated Employees from various sites will work extra hours to attend Unity Camp from 02/06/2026-02/08/2026; NTE 16 hours/each at Intervention Rate. (Funded by LCAP)

Kimberly Camarena | Trevor Foglesong | David Hodgins | Jaime Jennings | Danielle Krimbow
Michael Macias | Antonio Navarro | Joshua Ouellette | Kimberly Sanchez | Lyndsay Shepherd

CONFERENCE

Angelina Barragan | 2025 California PBIS Conference participation from 10/08/2025-10/10/2025; NTE \$2,200.00/each. (Funded by
Andrew Ortiz | LCAP)

Megan Gleeson | 2026 NAEA National Art Convention participation from 03/05/2026-03/07/2026; NTE \$2,200.00. (Funded by
LCAP)

Kevin Miramontes | AVID 11th Grade field trip from 03/04/2026-03/06/2026; NTE \$4,000.00. (Funded by LCAP)

Camp CADA Conference participation from 03/04/2026-03/06/2026; NTE \$4,976.76. (Funded by LCAP)

Jacquelyn Fitzgerald | Jaime Jennings | Laura McMullen

Leader in Me Symposium participation from 01/27/2026-01/29/2026; NTE \$2,200.00/each. (Funded by LCAP)

Aliyah Haffner | Susan Holstrom | Janet Pelkey | Kathy Phelps | Jasmin Quach
Madison Schell | Melissa Washington

Western Regional American Choral Directors Association Conference participation from 03/04/2026-03/06/2026; NTE \$2,000.00/each. (Funded by LCAP)

Roger Estrada | Thomas Foster | Audrey Monfreda

California Consortium for Independent Study Conference participation from 02/04/2026-02/06/2026; NTE \$2,000.00/each. (Funded by LCAP)

David Condino | Hector Vasquez | Richie Vega