



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
December 9, 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 December 9, 2025. The meeting was held at Upland High School - West Gym, 565 W. 11th 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. 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

Board Member Sherman Garnett stated for the record, prior to the Board entering closed session, that he recused himself from discussion and action on Closed Session Item B, Complaint Against Public Employee Appeal, BP/AR 1312.1 (1 Matter), out of an abundance of caution due to potential legal considerations. Mr. Garnett did not participate in the discussion or vote on this item.

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. Complaint Against Public Employee Appeal, BP/AR 1312.1: 1 Matter
- C. Conference with Legal Counsel - Existing Litigation - Government Code §54956.9(d) (1) 1 Matter - SISC File #2023046006,
- D. Public Employee Performance Evaluation (Government Code §54957) Title: Superintendent

III. RECONVENE OPEN SESSION

A. Report Out on Closed Session Items

The Board reconvened from Closed Session at 7:09 p.m., announced that discussion had occurred, and the following action was taken:

- B. Pursuant to Complaint Against Public Employee Appeal, BP/AR 1312.1, the Board took action to uphold the investigation findings and reject the appeal. The Board directed staff to send a written notice to the complainant 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:	No:	Abstain:	Absent:	Recused: X
Mary Locke	Aye: X	No:	Abstain:	Absent:	
Jack Young	Aye: X	No:	Abstain:	Absent:	

B. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Upland High students, Victoria Liu and Presley McMullen.

C. ADOPTION OF THE AGENDA

The agenda was adopted by the following vote:

Moved by: Sherman Garnett

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:

D. ORGANIZATIONAL MEETING

- 1. Election of the Board of Education Officers - President; nominated and elected Mary Locke as President 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:	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:

2. Election of the Board of Education Officers - Vice-President; nominated and elected Chris Cruz as Vice-President by the following vote:

Moved by: Jack Young **Seconded by: Wes Fifield**

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:

3. Election of the Board of Education Officers - Clerk; nominated and elected Sherman Garnett as Clerk 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:	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:

4. Approve the Appointment of Chris Cruz as the District's Delegate to the San Bernardino County Committee on School District Organization by the following vote:

Moved by: Wes Fifield **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:

5. Approve the Appointment of Wes Fifield and Mary Locke as the District's Representatives to the Executive Committee of the City/School Committee by the following vote:

Moved by: Jack Young **Seconded by: Wes Fifield**

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:

6. Approve the Appointment of Mary Locke as the District's Representative to the Legislative Network Committee by the following vote:

Moved by: Wes Fifield **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:

7. Approve the Appointment of Jack Young as the District's Representative to the Baldy View Regional Occupational Program Commission, December 1, 2025 - November 30, 2026, by the following vote:

Moved by: Wes Fifield **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:

8. Approve the Appointment of Mary Locke as the District's Alternate Representative to the Baldy View Regional Occupational Program Commission, December 1, 2025 - November 30, 2026, by the following vote:

Moved by: Wes Fifield 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:

9. Approve the Appointment of Sherman Garnett as the District's Alternate Representative to the California School Board Association (CSBA) 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:	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. SUPERINTENDENT COMMENTS

Superintendent Carmen Day began her comments by sharing her attendance at the Upland Holiday Parade, and was pleased to see so many Upland Unified participants. She stated that many school productions are happening now and in the near future. Dr. Carmen Day recognized Savita Bal for being named a 2026 Educator of the Year finalist by the California League of Middle Schools. She thanked all who participated in the Community Advisory meeting and shared that safety and communication were the main focus. After Winter Break, Dr. Carmen Day will be hosting a chat with department groups at each of our schools. She expressed her appreciation for staff, students, and families throughout the District. In closing, she honored the Dr. Loren Sanchez U'College Academy program by sharing a video, which highlighted students' experiences and the impact of the program.

B. BOARD MEMBER'S COMMENTS

Clerk Sherman Garnett welcomed students in attendance and recognized the Seniors. He expressed his gratitude to all the students and staff who participated in the Upland Holiday Parade and stated that he enjoyed the event. Mr. Garnett shared Data Quest results that showed the graduation rates throughout the County and congratulated Upland High School for having the second largest graduation rate.

Vice-President Cruz shared his participation in various activities throughout the District. He attended the Turkey Trot and thanked the volunteers for their time. He participated in the Winter Store interview panel at the Foothill Knolls STEM Academy. He also shared that he attended the CSBA Conference in Sacramento, the Citrus Elementary Fundraiser at Applebee's, and he enjoyed the Upland Holiday Parade.

Member Jack Young welcomed everyone to the meeting and extended holiday greetings. He echoed the other Board members regarding the local events. Mr. Young spoke about the budget outlook and new laws that will be coming into effect. He concluded by sharing that the Upland High School Pipers entertained the residents at the Senior Center and at other places.

Member Wes Fifield shared his experience at the CSBA Conference and appreciated the program. He also attended the Citrus Elementary fundraiser and the Upland Holiday Parade. Mr. Fifield also appreciated the time he recently spent with Upland High School students, hearing their concerns and praises for the school. He also participated in the recent District job shadowing event as a food delivery driver.

President Mary Locke welcomed everyone and shared highlights from her recent activities. She also attended the CSBA Conference and enjoyed networking with other board members from throughout the State. Mrs. Locke was able to speak with other members of the Legislative Network Committee. She also attended and enjoyed the Citrus Elementary fundraiser and the Upland High School Pipers performance at the Coy Estes Senior Center. Mrs. Locke concluded by extending her congratulations to Savita Bal for her recognition at the California League of Middle Schools Ceremony.

C. GOVERNANCE UPDATE

Mr. Young explained what it means to be a Board Member and how there are rules and regulations that must be followed by the Board.

D. ADMINISTRATIVE REPORTS

The Board received presentations from Upland High School Principal Dr. Martin Gomez and Dr. Jennifer DeAnda, Assistant Superintendent of Business Services.

Dr. Gomez, along with his Assistant Principals, presented a highlight of Upland High School, focusing on the school's goals. Dr. DeAnda presented the First Interim Report.

E. PUBLIC COMMENTS

No public comments.

F. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / no comments

CSEA / no comments

UMA / Dr. Gonzalez thanked the Board for their support of the District and advised everyone to take a break during the Winter Break.

V. 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:	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. Approve the Certificated and Classified Personnel Reports
- C. Approve the California Minimum Wage Increase Adjustment
- D. Approve the Williams First Quarterly Report
- E. Approve the U'College 11th Grade College Road Trip
- F. Approve the 2025-2026 School Plan for Student Achievement for Sycamore Elementary
- G. Approve the Donation, Sale or Disposal of Obsolete Instructional Materials
- H. Approve the Upland High School HBCU Tour
- I. Approve the Upland High School Dance Club to attend a workshop during their Educational Performance Tour field trip
- J. Approval of Consultants Agreements
- K. Approve the Board Report
- L. Approve the Purchase Order Report

VI. ACTION

- A. Approve the Calendar of Regular Meetings of the Upland Unified School District Board of Education for the 2026 Calendar Year.

Moved by: Chris Cruz Seconded by: Sherman Garnett

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. Approve the First Interim Report and Budget Transfers.

Moved by: Wes Fifield 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 ADJOURNMENT

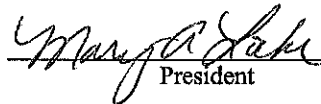
The meeting was adjourned at 8:07 p.m.

Moved by: Wes Fifiel

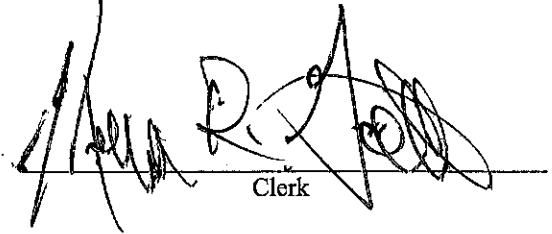
Seconded by: Sherman Garnett

Vote by Trustees:

Chris Cruz	Aye: X	No:	Abstain:	Absent:
Wes Fifiel	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:



President



Clerk

Minutes respectfully reviewed and submitted by: Letty Tulamantes 12/09/25