



**BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT**  
**BOARD OF TRUSTEES**  
*January 27, 2026*

**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 January 27, 2026. The meeting was held at Sierra Vista Elementary School, 253 E. 14th Street, Upland, California 91786.

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

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

**A. PUBLIC COMMENTS ON CLOSED SESSION MATTERS**

1. A community member, Antoinette, expressed concerns about public confidence in the Superintendent, referenced litigation involving a relative of a Board member, and the lack of audio and visual recordings of Board meetings.
2. A community member who did not identify himself expressed concerns regarding the lack of audio and visual recordings of Board meetings.

**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. Conference with Legal Counsel - Existing Litigation - Government Code §54956.9(d)(1) 4 Matters - Claim #CIVSB2437355, Claim #CIVRS2510731, Claim #3121348 DA, OAH Case #2025090077
- C. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code §54956.9(d)(1), 1 Matter - ADR #CR047
- D. Public Employee Performance Evaluation (Government Code §54957) title: Superintendent

**III. RECONVENE OPEN SESSION**

The Board reconvened from Closed Session at 7:10 p.m., announced that discussion had occurred, and the following action was taken:

- B. Pursuant to Government Code §54956.9(d)(1), the Board took action to approve Claim #CIVSB2437355, by the following vote:  
Prior to the discussion and vote on Claim #CIVSB2437355, Trustee Sherman Garnett recused himself and was not present for the discussion or 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:   | No: | Abstain: | Absent: | Recused: X |
| Mary Locke      | Aye: X | No: | Abstain: | Absent: |            |
| Jack Young      | Aye: X | No: | Abstain: | Absent: |            |

- B. Pursuant to Government Code §54956.9(d)(1), the Board took action to reject Claim #3121348 DA, 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: |

- B. Pursuant to Government Code §54956.9(d)(1), the Board took action to accept OAH Case #2025090077, by the following vote:

**Moved by: Chris Cruz**

**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: |
|------------|------|---|-----|----------|---------|

C. Pursuant to Government Code §54956.9(d)(1), the Board took action to accept ADR #CR047, 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. PLEDGE OF ALLEGIANCE**

The Flag Salute was led by Sierra Vista Elementary students, Evan Reyes and Gracie Guardado.

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

The agenda was adopted by the following vote:

**Moved by: Wes Fifield      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: |

##### **C. SUPERINTENDENT COMMENTS**

Superintendent Carmen Day began her comments by expressing her pride in the District. She reported the District closed the first semester on a strong note, citing high student engagement, staff collaboration, and continued focus on academic growth and student well-being as the District moves into the second half of the school year. She shared that all elementary sites are celebrating the arts through VAPA showcases, highlighting student creativity and the dedication of teachers to a well-rounded education. She also noted that TK Preview Nights are being offered to families to provide information about the District's Transitional Kindergarten program and welcome incoming students. She stated that 573 teachers attended the "Taco Bout Technology" professional learning event at Upland High School, which included a keynote by Kat Goyette on artificial intelligence in education and a student panel. She shared that the event supported meaningful discussions on innovation and responsible technology use. Dr. Carmen Day also shared that she will be holding Staff Chats at every site from February 2nd through March 27th for certificated and classified staff, and noted that advisory groups and listening sessions continue throughout the District to support communication and collaboration.

##### **D. BOARD MEMBER'S COMMENTS**

Member Jack Young welcomed everyone to the meeting. He shared that he attended several school fundraisers and the Foothill Knolls STEM Academy Science Fair, where he was impressed with the students' enthusiasm. He noted that Upland High School consistently produces outstanding projects and that Foothill Knolls is well on its way to duplicating that level of excellence. Member Young also attended a training at the University of La Verne, commented on recreation and open space in the community, and concluded by recognizing National Holocaust Day.

Member Wes Fifield shared that he met with the staff of Baldy View Elementary School and was impressed with the quality of their program. He also spoke about the AI program held at Upland High School and thanked Sierra Vista Elementary for hosting the Board meeting.

Clerk Sherman Garnett welcomed the students in attendance and recognized the Seniors. Mr. Garnett shared that a local non-profit organization provides free bus rides for any student who needs transportation in the District. This also applies to college-age students. He thanked the City of Upland for the brochure, included with the water bill, promoting our schools.

Vice-President Chris Cruz welcomed everyone to the meeting and shared that he attended the Elizabethan Dinner, and thanked the holiday basket volunteers for their hard work. He also spoke about his visits to Baldy View Elementary School and meetings with staff members.

President, Mary Locke, welcomed everyone and shared her report on the CSBA's Legislator's meeting

##### **E. GOVERNANCE UPDATE**

President Locke spoke about an upcoming workshop on the Brown Act and encouraged the Board to attend.

##### **F. ADMINISTRATIVE REPORTS**

The Board received a presentation from Sierra Vista Elementary School Principal Jennifer Brault.

Mrs. Brault presented a highlight of her school, Sierra Vista Elementary School - Sports Academy. She introduced her staff in attendance and thanked them for their support. Mrs. Brault presented the school's goals and the implementation of the House system, and shared a video from the December House rally. She shared the site's attendance growth and the partnership with Upland Coco's for the monthly attendance challenge. She ended her presentation by speaking about the many clubs and family engagement activities held at the site.

Board members thanked her for the presentation. Mr. Garnett extended his congratulations on the growth in attendance.

#### **G. PUBLIC COMMENTS**

1. Parent, Staci Okuno, advocated for her son regarding his FAPE and his access to learning.
2. A community member, not identified, expressed concerns regarding the lack of audio and visual recordings of Board meetings.
3. Steve Figueroa, education advocate, spoke about the lack of access of sign language interpreters and audio/visual recordings of Board meetings. He also spoke in support of the first speaker regarding her child's denial of FAPE.
4. The following Magnolia Elementary parents and staff members spoke regarding the transfer of Office Clerk, Dani Willard. Sarah Goding, Brad Bentley, Lorig Watley, Roy Gault, Jessica Carranza, Angie Castillo, Lorena Arellano, and Susie Nuccio. In addition, the Lambert Family submitted written comments via email.

#### **H. COMMENTS FROM EMPLOYEE REPRESENTATIVES**

UTA / no comments

CSEA / no comments

UMA / no comments

#### **V. CONSENT**

Upon a motion by **Jack Young** and a second by **Wes Fifield**, the Board of Trustees **APPROVED** the adoption of the consent items, 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. Receive for Second Reading of the Following Board Policies
- C. Approve the Certificated and Classified Personnel Reports
- D. Approve the Williams Report Summary - Quarterly Uniform Complaint - October 2025 through December 2025
- E. Approve the New Job Description for Campus Operations Clerk
- F. Approve the New Job Description for Network Infrastructure Specialist
- G. Approve the New Job Description for Student Store Accounting Technician UHS
- H. Approve the New Job Description for Warehouse Driver
- I. Approve the New Job Description for Warehouse Technician
- J. Approval of Memorandum of Understanding with the California School Employees Association, Chapter 163 - Reclassification of Warehouse Assistant to Warehouse Technician
- K. Approval of Memorandum of Understanding with the California School Employees Association, Chapter 163 - Professional Development and Continued Education Stipends
- L. Approval of Group Term Life Insurance Coverage with Securian Life Insurance Company
- M. Approval of Memorandum of Understanding with the Upland Teachers Association - Elementary Class Size Overage Compensation
- N. Approval of Memorandum of Understanding with the Upland Teachers Association - Fringe Benefits (Appendix "C")
- O. Approval of Memorandum of Understanding with the Upland Teachers Association - District Teacher on Special Assignment
- P. Approval of Memorandum of Understanding with the Upland Teachers Association - Elementary Counselors
- Q. Approve Assignment Option under Education Code 44258.7(b)
- R. Approve Assignment Option under Education Code 44258.7(c)&(d)
- S. Approve Assignment Option under Education Code 44856
- T. Approve Assignment Option under Title 5 80005(b)
- U. Approve the Cal State LA Educational Affiliation Agreement
- V. Approve the Upland Jr. High School Science Camp
- W. Approve Pioneer Jr. High Jazz Ensemble to Attend the California State Jazz Championships in Folsom, CA
- X. Approve Upland High School AVID Northern California College Trip
- Y. Approve the contract with The Uniform Store
- Z. Approve the MOU for People for Peace and Prosperity, Full Circle Learning
- AA. Approve the agreement with CSBA District Services Corporation ("CSBA Legal Services")

- AB. Approval of Consultants Agreements
- AC. Approve contract with AC Power 1, Inc.
- AD. Approve contract with School Services of California
- AE. Approve the Acceptance of Gifts and Donations
- AF. Approve the Board Report
- AG. Approve the Purchase Order Report

## VI. ACTION

- A. Approve Resolution 1-27-26(A) for Certificated Early Retirement Notification.

**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: |

- B. Approve the Updated Declaration of Need for Fully Qualified Educators

**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: |

- C. Approval of Upland Unified School District Initial Proposal for 2025-2026 Successor Negotiations with CSEA

**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: |

- D. Approve the Resolution 1-27-26(B), the Annual and Five-Year Reportable Developer Fee Report

**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 DISCUSSION

The Board received BP 5144.1 for first reading. No discussion was held.

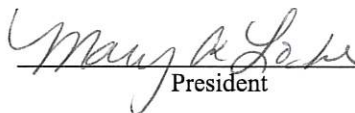
## VIII ADJOURNMENT

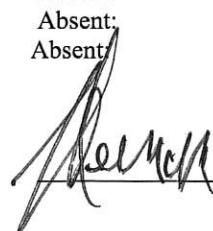
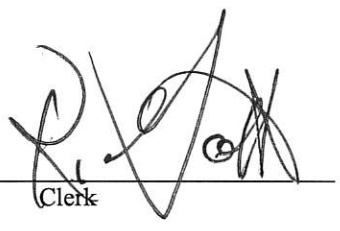
The meeting was adjourned at 8:19 p.m.

**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: |

  
President

   
Clerk