



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
February 24, 2026

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:31 p.m. on February 24, 2026. The meeting was held at Sycamore Elementary School, 1075 W. 13th 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. Jennifer DeAnda, Assistant Superintendent of Business Services; Mrs. Pamela Salgado, Assistant Superintendent of Student Services and Dr. Ji Wang, Assistant Superintendent of Human Resources.

Administrators absent: Dr. Shinay Bowman, Chief Academic Officer

A. PUBLIC COMMENTS ON CLOSED SESSION MATTERS

No Comments

II. CLOSED SESSION

The Board convened into Closed Session at 5:31 p.m. to discuss the following matters:

- 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) Six (6) Matters: OAH Case #2025101102; Claim #UUS-23-0059; Claim #UUS-23-0080; Claim #UUS-25-0017; SISC Claim #2026058611; Claim #UUS-22-0024
- C. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code § 54956.9(d)(2), two (2) Matters: ADR #CR048; Employment-Related Threat Civil Litigation
- D. Public Employee Performance Evaluation (Government Code §54957) title: Superintendent

III. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:13 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 OAH Case #2025101102, 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:

- C. Pursuant to Government Code §54956.9(d)(2), the Board took action to accept ADR #CR048, 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:

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Sycamore Elementary students, Liliana Mata and Emily Sunderland.

B. ADOPTION OF THE AGENDA

The agenda was adopted 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:

C. SUPERINTENDENT COMMENTS:

Superintendent Lynn Carmen Day shared that she attended the HEF Awards program held at Upland High School. She also provided an update on informational meetings regarding the formation of the new Pathways Prep Academy and announced that an additional meeting will be held on March 4, 2026, at Upland Junior High School, with campus tours to be offered at a later date. The Superintendent reported that Upland High School hosted its annual Black History Night Celebration on February 12, with more than 300 staff, students, and families in attendance. The event featured student performances from Upland High School and Upland Junior High, including dance, choir, spoken word, and poetry, and recognized 204 Black Honor Roll students in grades 4-12 who maintained a GPA above 3.5. Dr. Carmen Day also provided an update on the Great 8 Initiative, noting that nearly 80 community members have participated in more than a dozen engagement meetings since May 2025, and that a nine-week video series highlighting each innovation will begin this week. She shared that a Community Chat will be held on March 4 to provide updates on the transition of Upland Junior High to a 4-8 Intermediate Arts Academy, the transition of Upland Elementary to a TK-3 Early Learning focused school, and the opening of Pathways Prep Academy on August 10, with Great 8 Innovation Tours available from March through May. The Superintendent concluded by sharing that the district recently celebrated the ribbon cutting of the newly improved baseball field, recognized County Supervisors Curt Hagman and Jesse Armendarez for their support, honored the legacy of Ralph Cavallo by presenting a commemorative plaque to his son, John Cavallo, and announced that the meeting would be adjourned in Mr. Cavallo's memory.

D. BOARD MEMBER'S COMMENTS

Member Jack Young welcomed everyone to the meeting. He shared thoughts regarding the upcoming board evaluation. Mr. Young participated as a judge in the Amazing Shake competition held at Cabrillo Elementary School. He also attended the Western States Jazz Festival and participated in a number of school fundraisers. He thanked Dr. DeAnda for her answer regarding plumbing issues. In closing, Mr. Young shared his memories of Mr. Cavallo and thanked him for his years of service to the community.

Member Wes Fifield shared that he attended the Amazing Shake event, the ribbon-cutting ceremony at the baseball field at Upland High School and also shared his memories of Mr. Cavallo.

Clerk Sherman Garnett welcomed the students in attendance and recognized the Seniors. Mr. Garnett shared that Dr. Gomez, Principal of Upland High School, was recognized by the local ACSA Region 12 as the High School Principal of the Year. Mr. Garnett attended the Black History event and stated that it is getting "bigger and better every year." He also attended the ribbon-cutting ceremony at the baseball field at Upland High School.

Vice-President Chris Cruz welcomed everyone to the meeting and shared that he attended the HEF Awards program and enjoyed all the performances and presentations. He also participated in the ribbon-cutting ceremony at the baseball field at Upland High School and gave a shout-out to the Boys Soccer Team at Upland High School for their back-to-back CIF championship. He ended his comments by extending congratulations to Dr. Gomez.

President Mary Locke welcomed everyone and shared highlights from several district events she attended. February was recognized as Career Technical Education (CTE) Month, including student presentations showcasing CTE pathways. She also attended the student production of Mamma Mia! and elementary basketball games across the district. President Locke described the district's Black History Night celebration as an amazing evening for students and the community. She also attended the Amazing Shake competition, where students demonstrated professionalism through handshakes, small talk, and scenario-based stations simulating real-world workplace situations. President Locke concluded with updates from a recent ROP meeting and expressed appreciation for the opportunities provided to students.

E. GOVERNANCE UPDATE

No updates.

F. ADMINISTRATIVE REPORTS

The Board received a presentation from Sycamore Elementary School Principal Susan Holstrom.

Ms. Holstrom introduced her staff, students, and community members, who provided a review of the school. Participating site representatives shared their Leadership Journeys and spoke about the "Habits" that contribute to their school success. Board members received an invitation to Sycamore's upcoming school musical presentation.

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

G. PUBLIC COMMENTS

1. Parent, Elleana Nyman, shared her concerns regarding the upcoming Pathways Prep Academy.
2. Parent, Denielle Velasco, shared her many concerns regarding the upcoming Pathways Prep Academy.

3. Community member Tommy Brooks praised the District for addressing declining enrollment and expressed support for the Pathways Prep Academy. He urged the District to be creative, try new approaches, and continue offering families meaningful choices, noting that this moment serves as an opportunity for UUSD to pivot. Mr. Brooks also stated that many community members support these efforts and encouraged the District to move forward with the initiative.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / no comments

CSEA / no comments

UMA / Dr. Gonzalez extended his congratulations to Upland High School Principal, Dr. Gomez, for being named High School Principal of the Year for ACSA. He also spoke in support of the Pathways Prep Academy.

V. CONSENT

Upon a motion by **Wes Fifield** and a second by **Jack Young**, 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 BP 5144.1 Suspension and Expulsion/Due Process
- C. Approve the Certificated and Classified Personnel Reports
- D. Approve the National University's John F. Kennedy School of Psychology and Social Sciences Student Placement Agreement
- E. Cal Poly University, Pomona Amendment No. 1 for Student Teaching and Internship Agreement
- F. Approve the California State Polytechnic University, Pomona Student Teaching and Internship and Preliminary Administrative Services Credential Internship and Fieldwork Agreements
- G. Approval of Memorandum of Understanding with the California School Employees Association, Chapter 163 - Creation of Network Infrastructure Specialist Classification
- H. Approval of Memorandum of Understanding with the California School Employees Association, Chapter 163 - Extra Bus Routes
- I. Approval of Memorandum of Understanding with the Upland Teachers Association - Foothill Knolls STEM School Program (Grades K-8)
- J. Approval of Memorandum of Understanding with the Upland Teachers Association - Pathways Prep Academy Dependent Charter (2025-2031)
- K. Approval of Memorandum of Understanding with the California School Employees Association, Chapter 163 - SB 1100 Compliance (Driver's License Requirement)
- L. Approve the USC Suzanne Dworak Peck School of Social Work MOU
- M. Approve the Art Specialties Inc. Contract
- N. Midyear Local Control Accountability Plan (LCAP) Report 2025-26
- O. Approve the SchoolMint Subscription
- P. Approve the Upland Jr. High School AVID College Tour
- Q. Approval of Memorandum of Understanding (MOU) by and between Ontario Montclair School District and West End Selpa
- R. Approve the Upland High School Junior Varsity and Varsity Football Teams to attend the 2026 Football Trip to Orlando, FL
- S. Approve the Upland High School Wrestling Team to attend the 2026 CIF Wrestling Championship in Bakersfield, CA
- T. Approval of Consultants Agreements
- U. Approval to Award a Contract to Turboscape
- V. Approval to Award a Contract to Elrod Fence Co.
- W. Approve the Acceptance of Gifts and Donations
- X. Approve the Board Report
- Y. Approve the Purchase Order Report

VI. ACTION

- A. CSBA 2026 Delegate Assembly Election

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 Resolution 2-24-26(C) to Reduce and/or Eliminate Classified Positions

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. Approve the Audit Report for Measure K Building Fund

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:

D. Approve the Audit Report

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:

E. Approval to Award Contract to Champions After School Education and Safety (ASES) and Expanded Learning Program

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:

F. Approval to Award Contract to Champions Expanded Learning Opportunities Program (Summer and Breaks)

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:

G. Approve Resolution 2-24-26(A) approving the New Money GO Bonds

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:

H. Approve Resolution 2-24-26(B) approving the Refunding GO Bonds

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:

I. Approval to Award a Contract to ACC and Engineering, Inc.

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 for First Reading, revisions to Board Policies and Exhibits. No discussion was held.

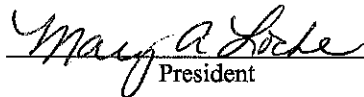
VIII ADJOURNMENT

The meeting was adjourned at 8:16 p.m. in Memory of Mr. Ralph Cavallo.

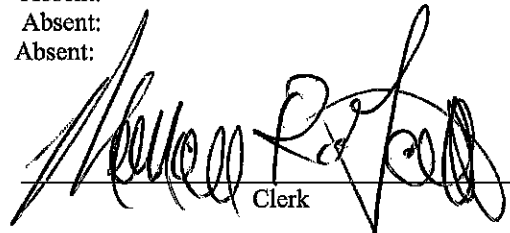
Moved by: Sherman Garnett Seconded by: Chris Cruz

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:



President



Clerk

Minutes respectfully reviewed and submitted by: Letty Talamantes 02/24/26