



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
March 10, 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 March 10, 2026. The meeting was held at Pioneer Junior High School, 245 W. 18th Street, Upland, California 91784.

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

No Comments

II. CLOSED SESSION

The Board convened into Closed Session at 5:33 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), one (1)-Matter: Claim #UUS-22-0062
- C. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code § 54956.9(d)(2), one (1) Matter: ADR #CR049
- D. Public Employee Performance Evaluation (Government Code §54957) Title: Superintendent

III. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:12 p.m., announced that discussion had occurred, and the following action was taken:

- C. Pursuant to Government Code §54956.9(d)(2), the Board took action to accept ADR #CR049, by the following vote:

Moved by: Chris Cruz 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:

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Pioneer Junior High students, Nathan Estrada and Sydney Reyes.

B. ADOPTION OF THE AGENDA

The agenda was adopted by the following vote:

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:

C. RECOGNITION:

The Superintendent recognized the following teachers across the district whose focused instruction and dedication have supported meaningful student academic progress. Based on iReady data, these teachers and their students demonstrated the greatest improvement in ELA and Math placement results at their schools.

Irene Hernandez	Baldy View Elementary	Connie Delaney	Upland Elementary
Raquel Martinez	Cabrillo Elementary	Jean Mendez	Valencia Elementary
Nicholas Hernandez	Citrus Elementary	Amy Hughes	Valencia Elementary
Christina Filer	Foothill Knolls STEM Academy	Dana Flynn	Pioneer Junior High
Karleen Mowery	Magnolia Elementary	Emily Corral	Pioneer Junior High
Nicole Millus	Pepper Tree Elementary	Jamie Knopp	Pioneer Junior High
Allyson Brown	Sierra Vista Elementary	Anne Smith	Upland Junior High
Kevin Maedel	Sycamore Elementary	Alana O'Neil	Upland Junior High
Janet Jankoski-Pelkey	Sycamore Elementary		

D. SUPERINTENDENT COMMENTS:

The Superintendent shared several district highlights. The District recently hosted its EL Reclassification Celebration, recognizing 135 students, which is 20 more than last year, with representation from all 14 schools. Dr. Carmen Day stated that 26 student projects advanced to the California State History Competition to be held in Sacramento, May 1st-3rd. This was the highest number of qualifiers in four years, and she commended Mr. Hauk, the Social Studies team, and the supporting staff. She also shared that Upland High School was recognized as a California Distinguished School, and she congratulated Principal Dr. Gomez and the UHS staff for this achievement. The Board received the Second Interim Report, and staff were recently provided with communication regarding the District's Budget Update and Path to Fiscal Stability as part of ongoing efforts to ensure long-term fiscal responsibility. She ended her comments by sharing that Staff Chats continue to be held at each site, open to both certificated and classified staff, to support open communication and engagement.

E. BOARD MEMBER'S COMMENTS

Member Wes Fifield reiterated Dr. Carmen Day's remarks, highlighting the District's amazing accomplishment. He extended congratulations to the UHS staff on being recognized as a California Distinguished School. Mr. Fifield also expressed his appreciation to Dr. Gomez and to the staff of Sycamore and Pepper Tree Elementary Schools for their efforts in Read Across America. He ended his comments by thanking Pioneer Junior High School reception services for supporting and honoring a wonderful community member, Ralph Cavallo.

Vice-President Chris Cruz shared congratulations to UHS and recognized Dr. Gomez for the Distinguished School achievement. He highlighted Baldy View's Read Across America program and shared that he attended the Path to Biliteracy event, emphasizing how it is coming together and creating a clear pathway to reclassification. Mr. Cruz shared his reflections on completing a marathon and offered his services to speak to students regarding setting goals and how to accomplish them.

Member Jack Young welcomed and thanked everyone for being in attendance. He shared that he participated in Read Across America at Pepper Tree and has attended several recent fundraisers throughout the District. He also attended the funeral services for Estina Schrock. He acknowledged the passing of community member Ralph Cavallo and attended services in his honor. Mr. Young offered his congratulations to Mr. Cruz for completing a marathon.

Clerk Sherman Garnett welcomed the students in attendance and recognized the Seniors. He highlighted the great work happening across the District, including congratulating uHS on being named a California Distinguished School and recognizing Principal Dr. Gomez as ACSA Principal of the Year.

President Mary Locke congratulated Dr. Gomez on the Distinguished School recognition, noting she was very proud and described it as an amazing achievement. She shared that she attended the Amazing Shake event, participated in Read Across America at Upland Elementary, and attended elementary basketball games. She also attended a community meeting at UHS regarding the charter school. She noted being invited to speak with students, including Scout at Pack 601 and a fourth-grade class, and highlighted participation at the county level in programs supporting student success.

F. GOVERNANCE UPDATE

No updates.

G. ADMINISTRATIVE REPORTS

1. The Board received a presentation from Pioneer Junior High School Principal Chris Kotlewski. Mr. Kotlewski presented the school's goals, shared the site's attendance growth, and the results of the Annual Kelvin Student and Family Survey. He ended his presentation by sharing a short student video. Board members thanked him for the presentation.
2. Dr. Jennifer DeAnda, Assistant Superintendent of Business Services, provided the 2025-2026 Second Interim Presentation.

H. PUBLIC COMMENTS

No comments.

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / no comments

CSEA / no comments

UMA / Dr. Gonzalez reported that members of the Upland Management Association (UMA) contributed \$740.00 to support the Foothill Family Shelter.

V. CONSENT

Upon a motion by **Jack Young** and a second by **Chris Cruz**, 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. Approve the Certificated and Classified Personnel Reports
- C. Approval of Memorandum of Understanding with the California School Employees Association, Chapter 163 - Custodian Reclassification
- D. Approval of Memorandum of Understanding with the Upland Teachers Association - District TOSA/COSA Assignment
- E. Approval of Memorandum of Understanding with the Upland Teachers Association - Elementary Coach
- F. Approval of Memorandum of Understanding with the Upland Teachers Association - Teacher on Special Assignment (Performing Coordinator Responsibilities)
- G. Approve the UMASS Global Supervised Practicum Agreement Renewal
- H. Approve the UMASS Global Social Work Field Placement Agreement Renewal
- I. Approve the Williams 2nd Quarterly Report
- J. Approve the Pioneer Jr. High School AVID College Tour
- K. Approve Upland High School SkillsUSA Competition
- L. Approve the WGI Las Vegas Winter Guard Competition Field Trip for Upland High School Color Guard Team
- M. Approve the ScholarLead Agreement
- N. Approve the SMG Ontario Arena, LLC/Toyota Arena Agreement
- O. Approve the SchoolLinks Subscription
- P. Approve the Donation, Sale or Disposal of Obsolete Instructional Materials
- Q. Approve the Memorandum of Understanding (MOU) between San Bernardino County Superintendent of Schools and Upland Unified School District
- R. Approve the San Bernardino County Probation Department Agreements
- S. Approve the Agreement with Russell Security
- T. Approval of Consultants Agreements
- U. Approve contract with Riccardi Floor Covering, Inc.- Foothill Knolls Cafeteria
- V. Approve contract with Riccardi Floor Covering, Inc. - Foothill Knolls MPR
- W. Approve contract with Time and Alarm Systems
- X. Approve the completed work performed by Universal Asphalt, Inc.
- Y. Approve Signature Authorization Changes
- Z. Approve the Acceptance of Gifts and Donations
- AA. Approve the Board Report

AB. Approve the Purchase Order Report

VI. ACTION

A. Approval of Successor Collective Bargaining Agreement Between Upland Unified School District and California School Employees Association (CSEA), Chapter 163

Moved by: Chris Cruz 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. Public Disclosure ("Sunshine") of the Upland Teachers Association (UTA) Initial Bargaining Proposal to the District for 2026-2027 Negotiations

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:

C. Approve the Second 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:

D. Approve Resolution 3-10-26(A) approving Budget Reductions

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:

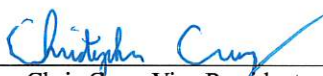
VII ADJOURNMENT

The meeting was adjourned at 8:03 p.m.

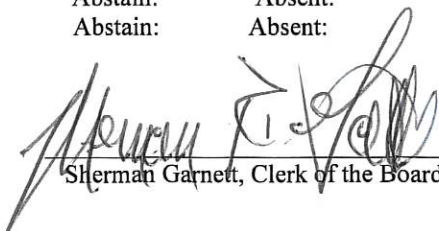
Moved by: Chris Cruz Seconded by: Jack Young

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:



Chris Cruz, Vice President



Sherman Garnett, Clerk of the Board

Minutes respectfully reviewed and submitted by: **Letty Talamantes 03/10/26**