



REGULAR MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
March 12, 2024

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 March 12, 2024. The meeting was held at Upland Elementary School.

Trustees present: President, Mr. Jack Young; Clerk, Mrs. Mary Locke; Member, Mr. Chris Cruz; and Member, Mr. Sherman Garnett

Administrators present: Dr. Shinay Bowman, Chief Academic Officer; Mrs. Pamela Salgado, Assistant Superintendent of Student Services; Dr. Jennifer De Anda, Assistant Superintendent of Business Services; Dr. Isabel Brenes, Assistant Superintendent of Human Resources; and Mrs. Liz Pinney-Muglia, Director of Communications

Employee representatives present: Mr. Hector Flores, CSEA Vice President Chapter 163 and Mrs. Ann Smith, UTA Vice-President

A. PUBLIC COMMENT ON CLOSED SESSION MATTERS

No requests for public comment were made.

B. CLOSED SESSION

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

1. Public Employee Employment Government Code § 54957 Certificated, Classified and Management
2. Public Employee Discipline/Dismissal Release Government Code § 54957
3. Public Employee Appointment (Government Code § 54957) Title: Interim Superintendent
4. Conference with Labor Negotiators (Government Code § 54957.6) Agency designated representative:
Dr. Isabel Brenes, Assistant Superintendent, Human Resources Employee organization: Upland Teacher Association. Conference with Labor Negotiators (Government Code § 54957.6) Agency designated representative: Dr. Isabel Brenes, Assistant Superintendent, Human Resources Employee California School Employees Association and its Chapter 163
5. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code § 54956.9 (d) (1), 5 matters
6. Public Employee Performance Evaluation (Government Code § 54957) Title: Superintendent

II. RECONVENE OPEN SESSION

At 7:06 p.m., the Board reconvened into Open Session and announced that discussion had occurred, and the following action was taken:

2. Public Employee Appointment (Government Code 54957) Title: Interim Superintendent
 - By a vote of 4-0 the Board took action in closed session to appoint Chief Academic Officer, Dr. Shinay Bowman to serve as the Acting Superintendent while Dr. Carmen Day is on a leave of absence.

Moved by: Jack Young Seconded by: Sherman Garnett

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

3. Public Employee Discipline/Dismissal and Release (Government Code 54957)
 - The Board to action to release the following administrative employees from the indicated position effective June 30, 2024, and reassign them to a classroom teaching position or other certificated position for the 2024-25 school year pursuant to Education Code Section 44951, and directed the Superintendent or designee to send out appropriate legal notices.
 - EIN#1803 - Assistant Principal
 - EIN#5684 - Coordinator
 - EIN#590 - Coordinator

Moved by: Jack Young Seconded by: Mary Locke

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
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Wes Fifield:	Aye: ☐	No: ☐	Abstain: ☐	Absent: ☒
Sherman Garnett:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Mary Locke:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Jack Young:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐

5. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code § 54956.9 (d) (1), 5 Matters

- The Board rejects the claim which was filed on 11-27-2023, file number 2024049791A, for alleged damages that occurred on 11-16-2023 against Upland Unified School District.

Moved by: Mary Locke Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Wes Fifield:	Aye: ☐	No: ☐	Abstain: ☐	Absent: ☒
Sherman Garnett:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Mary Locke:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Jack Young:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐

- The Board rejects the claim which was filed on 11-17-2023, file number 2024049791B, for alleged damages that occurred on 11-16-2023 against Upland Unified School District.

Moved by: Mary Locke Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Wes Fifield:	Aye: ☐	No: ☐	Abstain: ☐	Absent: ☒
Sherman Garnett:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Mary Locke:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Jack Young:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐

- The Board rejects the claim which was filed on 11-28-2023, file number 2024049791C, for alleged damages that occurred on 11-16-2023 against Upland Unified School District.

Moved by: Mary Locke Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Wes Fifield:	Aye: ☐	No: ☐	Abstain: ☐	Absent: ☒
Sherman Garnett:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Mary Locke:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐
Jack Young:	Aye: ☒	No: ☐	Abstain: ☐	Absent: ☐

III. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by sixth-grade students from Upland Elementary School, Lylah Pacheco and Eileen De Leon.

B. RECOGNITION

1. AP Computer Science Female Diversity

The Chief Academic Officer and Board of Education as well as the College Board, recognized Upland High School students for receiving the AP Computer Science Female Diversity Award for the 2022-2023 school year; who received 50% or higher female exam takers representation in an AP computer science course. Upland High has been recognized for student participation in the AP Computer Science A exam from May 2023, and is one of 293 high schools worldwide that received this recognition for AP Computer Science A.

Students:

Erica Gatewood
Angela Liu
Mallory Moller
Elizabeth Mora
Rhoyoung Park

Teacher:

Mr. Joe Darrow

2. District Spelling Bee

The Board and Chief Academic Officer recognized the winners of the District Spelling Bee that took place on January 17, 2024, at Upland Elementary School.

2024 District Champion:

Elliotte Norys, 5th Grade - Valencia Elementary

2024 Runner-Up:

Connie Bui, 5th grade - Sierra Vista Elementary

3. Upland Adult School Introduction to Welding Course

The UUSD Board of Education and Chief Academic Officer formally recognized and celebrated Upland Adult School Students for completing the Introduction to Welding Course.

Brian Diaz Pingarron

Gabriel A. Estrada

Israel Estrada-Tampa

Moises Flores-Leanos

Richard Gutierrez

Jake E. Johnson

Hunter C. Kaufold

Epifanio Martinez

Ivan D. Ramirez

Jesse Arturo Vargas

4. Upland High School Boys Varsity Soccer 2024 CIFSS Champions

The UUSD Board of Education and Chief Academic Officer recognized the Upland High School Boys Varsity Soccer Team for becoming the 2024 CIF Southern Section Division 5 Champions.

Students:

#0 Nery Morales

#1 Aidan Wisely

#2 Gavin Michel

#3 Lorenzo Jauregui

#4 Borja Garcia

#5 Joseph Delgado

#6 Michael Sandborn

#7 Mauricio Arrabal

#8 Ricardo Maldonado

#9 Diego De La O

#10 Drew Shoji

#11 Nicholas Giron

#12 Brandon Gutierrez

#13 Mickey Tierney

#14 Isaac Ortiz

#15 Cole Renko

#17 Zabdiel Sanchez

#18 Matthieu Ocampo

#19 Luis Meza

#20 David Margaryan

#21 Kenert Munoz

#22 Ryder Fierro,

#23 Gavin Sampognaro

Staff:

Head Coach: Mike Diaz

Asst. Coach: Jesus Lires

Stats: Tony Quinonez

Athletic Director: Bo Whieldon

Trainer: Angelina Hernandez

C. ADOPTION OF THE AGENDA

The agenda was adopted as presented by the following vote:

Moved by: Mary Locke Seconded by: Sherman Garnett

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X _____
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D. SUPERINTENDENT'S COMMENTS

Dr. Shinay Bowman reported on the upcoming and recent events in the district. With graduation day only 61 days away, she extended a warm welcome to the Class of 2024 as they approach this significant milestone in their academic journey. The Chief Academic Officer went on to share that the recent District Choral Showcase was a tremendous success despite a brief delay caused by weather conditions, and she commended the outstanding music instructors Best, Foster, McReynolds, and Estrada. Next, Dr. Shinay Bowman excitedly announced Band Night was scheduled for the following Thursday, providing another opportunity for our talented musicians to showcase their skills. She reflected on the recent celebration of National Dr. Seuss Day, where students engaged in meaningful activities, including reading "Free the Curls" and discussing the significance of peaceful protest. Lastly, she recognized National Women's Day, where we honored the invaluable contributions of women worldwide, including celebrating Chris Davis and Pam Salgado, the first female principals at UHS, highlighting the progress made in promoting gender equality within our school community.

E. BOARD MEMBER'S COMMENTS AND FUTURE TOPICS

Trustee Locke began her comments by expressing gratitude to the incredible women working in the district during Women's History Month, acknowledging their contributions to students. She also extended appreciation to mothers, grandmothers, aunts, and other influential figures. She highlighted various activities, events, and fundraisers, including UJH and Legislative Action Week, where she met with Senator Ochoa and discussed forthcoming bills.

Trustee Garnett began his comments by asking seniors to stand for recognition. He mentioned attending a celebration at Black History Night with others, praising the event and its recognition. He highlighted the school district's feature on Channel 4 News and national news for celebrating Dr. Seuss' Green Eggs and Ham Day and congratulated Foothill Knolls on their achievement.

Trustee Cruz began his comments by mentioning visiting several sites during the month, including UHS, where they met with English Learner students alongside Dr. Gonzalez, Dr. Gomez, and Ms. Acosta, touring classrooms and learning about their experiences. He also attended the Black History Night celebration, expressing gratitude to attendees and enjoying seeing families and students there. Additionally, he participated in Read Across America Week by visiting Baldy View Elementary and reading in both English and Spanish in two different Dual Language Immersion classrooms, concluding with a wish for a happy Women's History Month.

President Young began his comments by listing various events he attended, including PTA meetings, the Jazz Festival, a special board meeting focusing on progress towards the district's LCAP goals, the Black History Night celebration, District Choral Showcase, and the Green Eggs and Ham event where Emily Lavender was featured in a news report. He also participated in several fundraisers, attended a CSEA meeting with Mr. Garnett and the CSEA Executive Board, and read to classes for Read Across America at Valencia Elementary. Additionally, he expressed how nice it was to see Ms. Pacheco again, a former attendance clerk at De Anza Middle School.

F. GOVERNANCE UPDATE

No comments were made.

G. ADMINISTRATIVE REPORTS

1. Upland Elementary School Presentation

The Board of Education was provided with a presentation on highlights from Upland Elementary School by Dr. Leila Dodge, Upland Elementary Principal.

2. Educational Technology Presentation

The Board was provided with a presentation about Educational Technology by Ms. Katherine Kinsey, and Ms. Casey Steinert, Educational Technology Teachers on Special Assignment.

3. 2023-2024 Second Interim Presentation

The Board of Education was provided with a presentation on the District's 2023-2024 Second Interim by Dr. Jennifer De Anda, Assistant Superintendent of Business Services.

H. PUBLIC COMMENT

- Mr. Josh Leiman made public comments addressing district budget decisions and impacts on classified positions.
- Ms. Susie Norco made public comments regarding district budget decisions affecting classified employees..

- Mr. Robert Campos made public comments addressing district budget decisions impacting the district and its employees.
- Mr. Matt Hall made public comments regarding his concerns about library materials.

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

- UTA: Upland Teachers Association Vice-President, Mrs. Anne Smith, shared her participation in a Human Rights and Equity Conference focusing on social justice, equity teams, and LGBTQ teams, highlighting collaboration between union members and the district. She reiterated the importance of inclusivity and diversity in the district, expressing pride in members who prioritize involvement and visibility for all. Smith emphasized the significance of creating an environment where every child feels represented and thanked the district for consistently promoting these values.
- CSEA: CSEA Chapter 163, Vice-President Hector Flores - emphasized that many of the proposed changes could have been avoided with proper planning, noting the unexpected job creation post-pandemic and the subsequent need for budget cuts. He stressed the importance of early involvement and communication to mitigate impacts like cuts to classified staff, FRLO/health and welfare cuts, and the sudden announcement of job losses after recent raises. As a member of the community and a parent, he expressed a commitment to Upland's well-being and affordability, advocating for collaboration to find solutions that benefit everyone and keep children in Upland.
- UMA: No representative present.

IV. CONSENT

Upon a motion by **Mary Locke** and a second by **Chris Cruz**, the Board of Trustees **APPROVED** the adoption of the Consent Calendar by the following vote:

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
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 Recommendations
- C. Approve the contract with Mt. San Antonio College
- D. Approve the contract with Marshall University
- E. Approval to Award Contract to VEREGY
- F. Amendment to the original contract with Viatron Software and Cloud Storage
- G. Approve Signature Authorization Changes
- H. Approve the Purchase Order Report
- I. Approve the Board Report
- J. Approve the Acceptance of Gifts and Donations

V. ACTION

- A. Approve the Nominations for CSBA Delegate Assembly
 - Amanda Buchanan (Apple Valley USD)

- Tom Courtney (Lucerne Valley USD)
- Barbara Dew (Victor Valley Union HSD)
- Cindy Gardner (Rim of the World USD)
- Clayton Moore (Victor ESD)
- Scott Wyatt (San Bernardino City USD)

Moved by: Sherman Garnett Seconded by: Mary Locke

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

B. Approve the Resolution to Reduce and/or Eliminate Classified Positions

Moved by: Sherman Garnett Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: _____	No: X	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

C. Approve the CTI Induction Program Application

Moved by: Sherman Garnett Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

D. Approve the CTI Induction Program Application

Moved by: Sherman Garnett Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

E. Approve the CTI Induction Program Application

Moved by: Mary Locke Seconded by: Jack Young

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
Sherman Garnett:	Aye: X	No: _____	Abstain: _____	Absent: _____
Mary Locke:	Aye: X	No: _____	Abstain: _____	Absent: _____
Jack Young:	Aye: X	No: _____	Abstain: _____	Absent: _____

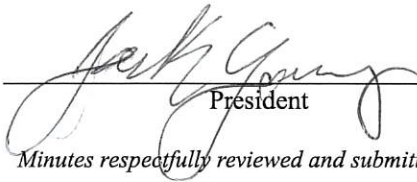
VI. ADJOURNMENT

The meeting was adjourned at 9:00 p.m. It was closed in honor of Ms. Debbie Mutrux.

Moved by: Mary Locke Seconded by: Sherman Garnett

Vote by Trustees:

Chris Cruz:	Aye: X	No: _____	Abstain: _____	Absent: _____
Wes Fifield:	Aye: _____	No: _____	Abstain: _____	Absent: X
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: Michelle Brandin, UUSD Chief of Staff