



BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
May 12, 2026

I. CALL TO ORDER

A regular meeting of the Upland Unified School District Board of Trustees was called to order at 5:30 p.m. on May 12, 2026. The meeting was held at Pepper Tree Elementary School, 1045 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. Public Employee Employment Government Code §54957 Certificated, Classified and Management: Principal / Sycamore Elementary
- C. Conference with Legal Counsel - Existing Litigation - Government Code §54956.9(d)(1), 4 Matters: Claim OAH 2025110730; OAH 2026010750; OAH 2026030750; CLAIM #UUS-25-0002
- D. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code §54956.9(d)(2), 4 Matters: ADR CR050; Claim #25023234; 1 Potential Case - Employee ID #6112 v. Upland Unified School District; One Additional Case
- E. Public Employee Performance Evaluation (Government Code §54957) Title: Superintendent

III. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:20 p.m., announced that discussion had occurred, and the following action was taken:

- B. Pursuant to Government Code §54957, the Board took action to appoint Shawnda Trent as Principal of Sycamore Elementary, 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)(1), the Board took action to Accept the settlement agreement, file number OAH 2025110730, 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:

- C. Pursuant to Government Code §54956(d)(1), the Board took action to Accept the settlement agreement, file number OAH 2026010750, by the following vote:

Moved by: Wes Fifield Seconded by: Sherman Garnett

Vote by Trustees:

Chris Cruz	Aye:	X	No:	Abstain:	Absent:
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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 the settlement agreement, file number OAH 2026030759, 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:

D. Pursuant to Government Code §54956.9(d)(2), the Board took action to Accept the settlement agreement, claim number CR050, 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:

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Pepper Tree Elementary School students, Harper Bell and Audrey Egland.

B. ADOPTION OF THE AGENDA

The agenda was adopted 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:

C. RECOGNITION - RETIREE RECOGNITION

Dr. Ji Wang, Assistant Superintendent, Human Resources, honored the following 2026 Upland Unified School District retirees:

Angelica Ortiz-Smith / Baldy View	Yvette Massie / Cabrillo	Margarita Salcedo / Cabrillo
Christine Hunter / Citrus	Margarita Tovar / Foothill Knolls	Stacy Dominguez / Magnolia
Crystal Loftis / Sycamore	Lori Solorzano / Upland Elementary	Lori Jacobson / Valencia
Stacy Wickum / Valencia	Lee Ridgeway / Pioneer Junior High	Dean Connor / Hillside High
Yolanda Powers / Hillside High	Sean Bruce / Upland High	Richard Kim / Upland High
Debbie Glenn / Upland High	Lori Garrobo / Upland High	Allison Jaworski / Upland High
Mark Daytz / Upland High	Susan Mattenson / Upland High	Connie Chavez / Upland High
Christy Bock / District Office	Deborah Irmer / District Office	Darlene Connor / Upland High

D. SUPERINTENDENT COMMENTS:

The Superintendent recognized Pioneer Junior High School's Jazz Ensemble and Director Sean Harrison for earning first place and being named California State Champions at the California State Jazz Championships. The Superintendent also introduced a presentation by Ms. Desirea Kyle and Upland High School students regarding their participation in the

March Historically Black Colleges and Universities (HBCU) College Tour. Ms. Kyle shared the experiences of the ten Black Student Union (BSU) students who attended the trip, highlighting the valuable opportunity to visit several HBCUs and learn about college pathways, campus life, academic programs, and the rich history and culture of these institutions. Students reflected on the impact of the experience and the insights they gained throughout the tour.

The Superintendent highlighted student achievements in National History Day, recognizing students from Magnolia Elementary, Foothill Knolls STEM Academy, Independent Study, and Upland High School for their success at the County and State level competitions, including special recognition awarded to Upland High School student Abigail Ruelas. Appreciation was extended to the teachers and coaches who supported students throughout the program.

Additionally, the Superintendent shared highlights from the District's 5th Annual Mental Health Awareness Event, acknowledged Certificated Appreciation Week and the upcoming Classified Appreciation Week, and expressed gratitude to employees for their dedication and service. She concluded by recognizing the District's retirees and thanked them for their years of commitment and contributions to Upland Unified School District.

E. BOARD MEMBER'S COMMENTS

Trustee Wes Fifield congratulated Pioneer Junior High School's Jazz Ensemble on earning first place at the California State Jazz Championships and recognized Director Sean Harrison, noting that Mr. Harrison is a product of Upland Unified schools. Mr. Fifield also expressed appreciation for the District's retirees, acknowledging their years of dedicated service and noting that while it is difficult to see them leave, their contributions are greatly valued. He concluded his remarks by wishing Trustee Jack Young a happy birthday.

Board Vice President Chris Cruz expressed appreciation for the District's retirees and reflected on the impact Upland Unified School District has had on his life as a former student. He congratulated Pioneer Junior High School on its outstanding music accomplishment and noted that Trustee Jack Young has an upcoming concert this weekend. He also highlighted several student activities and achievements across the district, including the theater production of *Beauty and the Beast* and *Mary Poppins*, Pathways Prep Academy Launch, the U'College Kickoff, PTA activities, and a school walkthrough at Citrus Elementary.

Trustee Jack Young shared updates on recent district events, including a fundraiser, Open House activities, and the Mental Health Awareness Event. He congratulated Pioneer Junior High School's Jazz Ensemble on its outstanding achievement and recognized the recent production of *Mary Poppins*. Mr. Young also shared that he attended a performance featuring Board Vice-President Cruz, with Chaffey Joint Union High School District and Ontario-Montclair School District musicians. He concluded by expressing appreciation for the district's music programs and thanked all musicians for their contributions.

Board Clerk Sherman Garnett welcomed the senior student representatives and recognized the graduating seniors for their accomplishments. He shared that he, Board President Mary Locke, and Board Vice-President Chris Cruz attended the PTA Awards program and Pathways Prep Academy Launch, noting the strong community support and attendance at both events. Mr. Garnett also honored Debbie Glenn for her many years of dedicated service to Upland Unified. He reflected on the District becoming unified in 1988 and noted that Ms. Glenn was among the original employees who remained with the District, witnessing many significant milestones throughout the District's history, including the opening of Pepper Tree Elementary School in the early 1990s.

Board President, Mary Locke, expressed appreciation to fellow Board members for their support during the April 14th Board meeting. She shared highlights from meetings with the staff of Senator Eloise Gomez Reyes and Assemblymember John Harabedian, as well as attending a city dinner and the CSBA Coast2Coast Conference. She reflected on the opportunity to learn about educational issues across California, advocate for students, and visit historical and cultural sites. Mrs. Locke also highlighted several district events and activities, including the RISE Mentor Group trip to Disneyland. She attended the California Distinguished Schools recognition event, where Upland High School was honored as a California Distinguished School. She also attended the U'College event, the District's Mental Health Awareness event, and performances of *Mary Poppins*. She concluded by expressing excitement for the many end-of-year activities and celebrations ahead and offered congratulations to the graduating seniors on their accomplishments.

F. GOVERNANCE UPDATE

No updates.

G. ADMINISTRATIVE REPORTS

1. The Board received a presentation from Pepper Tree Elementary School - Scholars of Science Academy Principal Chris Deegan. Mr. Deegan shared highlights of the school's vision and mission, student achievement data, and programs supporting a positive and inclusive school culture.

H. PUBLIC COMMENTS

Victoria Bella Melo Rodriguez, a senior at Upland High School, shared her concerns regarding costume inclusivity and student experiences within the Upland High School Dance Department and encouraged continued efforts to ensure all students feel supported and involved.

Bruce James II - Representative of the Upland Outlaws, a non-profit youth football program, shared his appreciation for the community's support and highlighted the organization's efforts to provide positive local football opportunities for youth ages 5-14 and their families.

I. COMMENTS FROM EMPLOYEE REPRESENTATIVES

UTA / Retiring Upland High School teacher Debbie Glenn reflected on her 39 years of service with the District. She expressed gratitude to her colleagues, students, and the District for support over the years. Ms. Glenn shared that it was an honor to have served in a trusted leadership role with the Upland Teachers Association (UTA) and encouraged the Board to continue fostering strong relationships with future UTA leadership. She concluded by thanking everyone for the opportunities and meaningful experiences she enjoyed throughout her career.

CSEA / no comments

UMA / Dr. Antonio Gonzalez extended congratulations to all the retirees.

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 the minutes from previous Board Meetings
- B. Receive for 2nd Reading of Revisions to Board Policies and Exhibits
- C. Approve the Certificated and Classified Personnel Reports
- D. Approval of Job Description - Community Health Access Supervisors (Classified Management)
- E. Approval of Job Description - Program Manager, Board Certified Behavior Analyst
- F. Approval of Job Description - Program Manager, CYBHI and Community Schools
- G. Approve Sycamore Elementary Sixth Grade Science Camp
- H. Approve Pepper Tree Elementary Sixth Grade Science Camp
- I. Approve the ASU Universal Learner Course Agreement between Pathways Prep Academy and the Arizona Board of Regents on behalf of Arizona State University
- J. Approve the Memorandum of Understanding (MOU) between the San Bernardino County Superintendent of Schools and the Upland Unified School District for Pre-Apprentice Sponsorship
- K. Approve the contract with The Uniform Store
- L. Approve the Memorandum of Understanding (MOU) Agreement between the San Bernardino County of Schools (Superintendent) and Upland Unified School District (LEA)
- M. Approve the Amended County of San Bernardino Department of Behavioral Health Services Contract
- N. Approval of Consultants Agreements
- O. Approve Agreement with Facilitron, Inc.
- P. Approve Agreement with MGT Impact Solutions
- Q. Approve the Agreement with San Bernardino County Superintendent of Schools (SBCSS) for Courier Services for Fiscal Year 2026-2027
- R. Approve Agreement with Ninyo and Moore
- S. Approve the Piggyback contract with Driftwood
- T. Approve Signature Authorization Changes
- U. Approve Agreement with John C. Langwasser, Inc.
- V. Approve the Agreement with Miracle Playground Sales for Upland Elementary School.
- W. Approve the Agreement with Miracle Playground for Pathways Prep Academy
- X. Approve the Board Report
- Y. Approve the Purchase Order Report

VI. ACTION

- A. Approval of Textbook Adoption for Pathways Prep Academy - Science

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:

B. Approve the 2026-2027 Comprehensive School Safety Plans

Moved by: Jack Young 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. Approval to Award a Contract to Innovation Painting Inc.

Moved by: Jack Young 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:

D. Approve the MOU Between Upland Unified School District and BOLA Performance

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:

E. Approve Resolution 5-12-26(A) Certifying Compliance with Education Code Section 17289 and Authorizing the Execution and Submission of a Field Act Exemption Request (SAB 406) the State Allocation Board.

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:

VII DISCUSSION

A. Receive for First Reading of Revisions to Board Policies and Exhibits and New Policies

VIII ADJOURNMENT

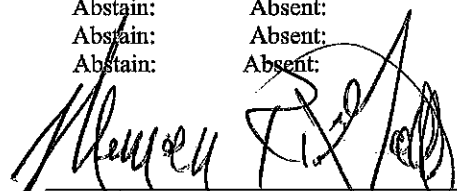
The meeting was adjourned at 8:29 p.m.

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:


Mary Locke, President


Sherman Garnett, Clerk of the Board