UPLAND UNIFIED SCHOOL DISTRICT

BOARD MEETING OF THE UPLAND UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
September 15, 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 September 15, 2026. The meeting was held at Foothill Knolls STEM Academy of Innovation, 1245 Veterans Ct., 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; and Member, Mr. Jack Young.

Trustees absent at the time of Call to Order: Member, Mr. Wes Fifield

Administrators present at the time of Call to Order: Dr. Lynn Carmen Day, Superintendent of Schools; Dr. Ji Wang, Assistant Superintendent of Human Resources; Mr. Charlie Neighbours, Assistant Superintendent of Student Services and Mr. Rami Beshara, Chief Business Officer.

Administrators absent at the time of Call to Order: Dr. Shinay Bowman, Chief Academic Officer. Dr. Bowman joined the meeting at 6:30 p.m.

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 Labor Negotiators (Government Code §54957.6): Agency representative Board President Unrepresented Employee: Superintendent
C. Public Employee Discipline/Dismissal and Release Government Code §54957 - One (1) Matter
D. Conference with Legal Counsel - Existing Litigation - Government Code §54956.9(d)(1) - One (1) Matter: Claim #UUS-23-0020
E. Conference with Legal Counsel - Anticipated Litigation - Significant Exposure to Litigation - Government Code §54956.9(d)(2), One (1) Matter regarding Retiree Benefits Dispute
F. Public Employee Performance Evaluation (Government Code §54957) Title: Superintendent

III. RECONVENE OPEN SESSION

The Board reconvened from Closed Session at 7:03 p.m., announced that discussion had occurred, and the following action was taken:

E. Pursuant to Government Code §54956.9(d)(2), the Board took action to Approve a settlement allowing a former employee access to retiree benefits, 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:		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:

IV. GENERAL FUNCTIONS

A. PLEDGE OF ALLEGIANCE

The Flag Salute was led by Foothill Knolls STEM Academy students Melinda Mendez, 3rd grade and Luke Nellickal, 8th grade.

B. ADOPTION OF THE AGENDA

The agenda was amended by pulling Action Item B and moving it to the October 20, 2026 board meeting. The agenda was adopted as amended 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:		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:

C. SUPERINTENDENT'S COMMENTS

Superintendent Dr. Carmen Day provided an update on the Upland High School gym HVAC project and expressed excitement about the progress being made. She highlighted the upcoming Hispanic Heritage Night to be held at Upland High School on October 1, 2026. Dr. Carmen Day thanked Board members for attending Back-to-School Nights and presenting information regarding Measure A and the District's significant facilities repair needs. She reported that enrollment is slightly above budget projections, although overall enrollment continues to decline, and that Parent Data Confirmation has reached nearly 97% districtwide. Dr. Carmen Day also provided an update regarding notification letters related to the recent security incident. She concluded by commending the Board for its thoughtful approach to the Superintendent leadership transition and highlighted the benefits of internal succession, including continuity, organizational knowledge, and promoting leaders from within who understand the organization. She expressed excitement about theDistrict's future leadership.

D. BOARD MEMBERS' COMMENTS

Board Vice-President Chris Cruz expressed his appreciation for the opportunity to attend Back-to-School Nights at Sierra Vista and Baldy View Elementary Schools and shared his hope that everyone is having a great start to the school year. He also shared that he visited Upland High School twice and discussed ways to support multilingual learners. Mr. Cruz concluded by expressing that he looks forward to upcoming school site visits.

Board Member Jack Young shared an update regarding ROP and expressed appreciation for the positive enrollment update. He commented on his participation in Back-to-School Night activities and Measure A presentations and thanked Mr. Fifield for presenting at Pioneer Junior High School on his behalf. Mr. Young also shared that he attended several recent school fundraising events.

Board Clerk Sherman Garnett acknowledged the high school seniors present and noted a full schedule of district activities over the past month. He reported on his attendance at Back-to-School Nights at both Pepper Tree and Sycamore Elementary Schools, highlighting warm feedback from parents about Dr. Ji Wang's former leadership at Sycamore. Additionally, he delivered presentations concerning Measure A along with critical facility improvement requirements. Mr. Garnett raised concerns over student safety in light of new e-bike legislation, requesting further details on governing rules and proposing that District SROs help clarify these regulations.

President Mary Locke shared that she attended Back-to-School Nights at Citrus Elementary School, Upland Elementary School, and Upland Academy of the Arts, where she provided presentations regarding Measure A. She thanked everyone for their attendance.

E. GOVERNANCE UPDATE

Mr. Jack Young provided a governance update regarding protocols related to the Board, Superintendent, and Board meetings. He noted that the governance protocols were revised to provide transparency and ensure compliance with applicable laws and regulations. He emphasized the importance of adhering to established protocols, particularly regarding matters Board members may or may not discuss, and acknowledged that Board members receive comments and input from individuals throughout the community.

F. ADMINISTRATIVE REPORTS

1. Foothill Knolls STEM Academy Principal Caryn Sanchez presented on behalf of the school, highlighting student achievement, academic growth, college and career readiness, CTE opportunities, and school programs. Student Nazly Arevelo shared her academic growth and experience at Foothill Knolls. Board members thanked the students and staff for the presentation and asked questions regarding enrollment, how students enroll in these programs, and college and career readiness opportunities.
2. Mr. Rami Beshara, Chief Business Officer, presented the 2025-2026 Unaudited Actuals, highlighting District enrollment, attendance, revenues, expenditures, and facilities and maintenance needs. Board members thanked Mr. Beshara for the presentation and asked questions regarding attendance, enrollment, facilities, and funding.

G. PUBLIC COMMENTS

1. Tommy Brooks, a community member, addressed the Board regarding outreach and communication about Measure A. He encouraged the District to take a more proactive approach through social media and the distribution of informational materials to the community. Board President Locke and Dr. Carmen Day indicated they would follow up with Mr. Brooks.

H. COMMENTS FROM EMPLOYEE REPRESENTATIVES

Upland Teachers' Association (UTA) / no comments
California School Employees Association (CSEA - Chapter 163) / no comments
Upland Management Association (UMA) / no comments

V. CONSENT

Upon a motion by **Sherman Garnett** and a second by **Chris Cruz**, the Board of Trustees **APPROVED** the adoption of the consent items, 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 the minutes from previous Board Meetings
B. Receive for Second Reading of Revision to Board Policy 4121
C. Approve the Certificated and Classified Personnel Reports
D. Approve Assignment Option under Education Code 44258.7(b)
E. Approve Assignment Option under Education Code 44258.7(c)&(d)
F. Approve Assignment Option under Education Code 44865
G. Approve Assignment Option under Title 5
H. Approval of Memorandum of Understanding with the Upland Teachers Association - Elementary Counselors
I. Approval of Memorandum of Understanding with the Upland Teachers Association - TOSA and COSA Hours and Pay
J. Approval of Revised Job Description - Employee Development Coordinator
K. Approve the Data Sharing Agreement between Upland Unified School District and Curriculum Associates
L. Approve 6th Grade Science Camp for Baldy View Elementary
M. Approve 6th Grade Science Camp for Valencia Elementary
N. Approve the Subscription for Perry Weather
O. Approve Inform-K12 Software Subscription Renewal
P. Approve 25/26 Prop 28 Arts and Music in Schools Funding Annual Report
Q. Approve Contract with BeazleySecurity, LLC
R. Approve Contract with Brigaid
S. Approve Contract between Visser Bus Services, Inc. and Upland Unified School District
T. Approval for Piggyback with Imperial Dade Supplies
U. Approve Signature Authorization Changes
V. Approval of Consultants Agreements
W. Approve the Board Report
X. Approve the Purchase Order Report

VI. ACTION

A. Approve the Updated Declaration of Need for Fully Qualified Educators

Moved by: Jack Young Seconded by: Chris Cruz

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:

C. Approve the Resolution No.09-15-26(B) Designate/Reaffirm Senior Management Positions

Moved by: Jack Young Seconded by: Chris Cruz

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. Approval of Assistant Superintendent, Human Resources Employment Agreement

Moved by: Chris Cruz 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. Approval of Superintendent of Schools Employment Agreement

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:

F. Approve the Resolution 09-15-26(A) GANN Limit

Moved by: Jack Young Seconded by: Chris Cruz

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:

G. Approve the 2025/2026 Unaudited Actuals

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:

VII. DISCUSSION

A. Receive for First Reading of Board Policies and Exhibits

VIII. ADJOURNMENT

The meeting was adjourned at 8:01 p.m. in memory of Sean Piscioneri.

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:

Mary A Locke

Mary Locke, President

Sherman Garnett, Clerk of the Board

Minutes respectfully reviewed and submitted by: ***Letty Talamantes 09/15/26***