

2025 - 2026 Meeting Minutes
Upland Teachers Association
99 North San Antonio Avenue, Ste. 200, Upland, CA 91784
Office (909) 985-4615
Email: upland_teachers@upland.k12.ca.us
Website: www.uplandteachers.org

UTA Meeting - March 23, 2026

Call to Order

A meeting of the Representative Council was called to order at 4:02 pm by Debbie Glenn.

| | | | |
|---|---|----------------------|---|
| Officers Present: President: Debbie Glenn Vice President: Sara Fash Treasurer: Danny Lawrence Secretary: Stephanie Collins | Directors and Representatives Present: | | |
| | Site | Director(s) | Representatives |
| | Baldy View | Emily Gomez | Kelsey Sorenson Kim Liu |
| | Cabrillo | Doug McCully | Marci McMahon |
| | Citrus | Andrea Maddox-Butler | Cody Castro Neil Estep |
| | District Office | Diana Lee | Erin Barron Stephanie Ellis |
| | Foothill Knolls | Dawn Viera | |
| | Hillside HS | Sean Piscioneri | |
| | Magnolia | Cari Pike | Jolene Hruska |
| | Pepper Tree | | Jennifer Gardner |
| | Pioneer Jr.HS | Robert Perkins | Sarah Barry |
| | Sierra Vista | Carla Hegler | Heather Farnsworth |
| | Sycamore | Janet Jankoski-Pelky | Kathy Phelps |
| | Upland Elem. | Connie Delaney | |
| | UHS | | Stacie Bangle Kim Camerena Javier Martinez Sara Roberson Steve Wiedefeld Wendy Marquez |
| | Upland Jr. HS | Maria Sanchez | Mirna DeLeon Alana O'neil |
| Valencia | | Liz Rynear | |
| Other | | | |

| Agenda Items | Notes |
|---------------------------|---|
| Minutes | The minutes from the January Board of Directors meeting were approved. Danny Lawrence moved to approve, seconded by Stacie Bangle. |
| Communications | No Communications |
| Treasurer's Report | <p>The beginning balance in January 2026 was \$336,163.96.</p> <p>The ending balance in January 2026 was \$337,138.01.</p> |
| President's Report | <p>Transfers and Excesses</p> <ul style="list-style-type: none"> ● A significant number of transfers are occurring due to changes at Baldy View and Upland Elementary. An MOU is in place to provide impacted teachers at those 2 sites with additional transfer rights. ● Transfers may also occur due to excessing when a site is overstaffed: <ul style="list-style-type: none"> ○ Administration first seeks volunteers for a transfer. ○ Voluntary transfers do not have the right to return to the original school site. ○ If there are no volunteers, the least senior qualified unit member is involuntarily transferred and retains the right to return if a position opens within one year. ● Seniority is determined by the first paid workday as a certificated employee in the district. <ul style="list-style-type: none"> ○ If two employees share the same seniority date, a lottery is used to determine the transfer. ● Bumping only occurs during layoffs (RIFs). ● Temporary positions include: <ul style="list-style-type: none"> ○ Those holding a place for TOSAs, who may return to the classroom ○ Those holding a place for unit members on an approved leave of absence ○ Grant-funded positions ○ Teachers hired without clear credentials while completing certification. <p>Smart Glasses</p> <ul style="list-style-type: none"> ● The district is developing a policy regarding student use of smart glasses. <p>BestNet</p> <ul style="list-style-type: none"> ● Two-factor authentication will soon be required for login to BestNet. ● Employees will soon be able to upload TB test documentation directly into BestNet ● BestNet may be used next year for absence affidavit verification. |

| | |
|--|--|
| | <ul style="list-style-type: none"> ● Leave balances are expected to be more up to date using the BestNet verification system. Currently, delays occur due to manual processing of absences. <p>Resignations and Retirements</p> <ul style="list-style-type: none"> ● When a unit member requests to leave employment <u>or retire</u> prior to the end of the school year, it must be approved by the School Board. Leaving without securing School Board approval could result in a notice of job abandonment to the CCTC and the loss of the unit member's credential. <p>Transportation Update</p> <ul style="list-style-type: none"> ● Under the CSEA contract, bus drivers previously had a different timeline to accept a job, which might delay the district's ability to contract with outside transportation providers. ● That part of their contract has been renegotiated to move this timeline earlier. This should help to avoid some of the problems some sites have had with last minute transportation issues. <p>Court Service Update</p> <ul style="list-style-type: none"> ● If a teacher is subpoenaed as a witness in a court case not initiated by them, no leave is deducted. This is treated similarly to jury duty. The unit member must provide the subpoena to the district to show they were required to attend. |
| <p>Proposition 55 Extension Petitions</p> | <ul style="list-style-type: none"> ● Completed Proposition 55 petitions should be submitted to the UTA office by the end of March. ● Goal: Collect signatures from approximately 85% of members at each school site (approximately 440 members). ● Proposition 55 would make permanent an existing tax on high-income California residents that is set to expire in 2030. ● If the tax expires, the state would lose billions of dollars in education funding. UUSD would lose more than \$15 million, potentially resulting in the loss of approximately one in six teaching positions |
| <p>Contract Ratification</p> | <ul style="list-style-type: none"> ● Proposed contract language and the Budget Stabilization MOU were emailed last week. ● Members are encouraged to contact the negotiating team with any questions. ● A general meeting will be held tomorrow at 4:00 p.m. at the UTA office. ● Contract ratification election notifications will be sent out Wednesday and Thursday, with a general information notice sent on Tuesday. ● A motion was made by Janet Jankoski-Pelky to accept the negotiating team's recommended contract language for the 2025–2026 reopeners. Danny Lawrence seconded. Motion carried. |

| | |
|--|---|
| <p>Budget Stabilization Agreement</p> | <p>Furlough Days and Professional Learning</p> <ul style="list-style-type: none"> ● November 2nd and January 25th will be non-work (“furlough”) days for the ‘26-’27 school year. ● 2 paid in-service days in August will remain in place ● Professional learning for everyone interested will be offered on the November 2nd non-work day. <ul style="list-style-type: none"> ○ Attendance is voluntary on November 2nd. No leave day will need to be taken for choosing not to attend. ○ Unit members who attend the full day will be paid at their daily rate, which will be credited in their STRS Defined Benefit Supplemental accounts. This will essentially make up the equivalent loss of one non-work day. ○ UTA is encouraging a range of options so there is something for everyone. ○ The content will not have to be made-up for those that do not choose to attend. <p>Class Sizes</p> <ul style="list-style-type: none"> ● Grades 1-3: Class sizes will remain at this year’s levels (previously increased by one student). ● Grades 4-6: Class sizes will be reduced by one student, as compared to this year (previously increased by two students). ● Administration can not take more than two elementary planning days <p>Additional Provisions</p> <ul style="list-style-type: none"> ● All unit members employed in 2026-2027 will receive a one-time, off-schedule bonus equal to 1% of their salary. This will be distributed in the fall. ● Contingency language has been included requiring the district to reopen negotiations if new unrestricted funds become available. |
| <p>UTA Officer and Board Election</p> | <ul style="list-style-type: none"> ● UTA Board and Officer elections will be held in April following Spring Break. Members are encouraged to consider running for an Officer or Board position. ● For site representative positions, elections are not required if the number of candidates matches or is less than the number of available positions. <ul style="list-style-type: none"> ○ Representation is based on one Site Representative for every 10 unit members at the site or a majority thereof. For example 20-24 unit members = 2 Site Reps, 25-29 unit members = 3 Site Reps. ○ Unit members that work at more than one site, or that are <u>based out of the district office</u> but “housed” at one site are part of the District Office Representative group. This includes all specialists, TOSA’s, Independent Study Teachers, and elementary PE, VAPA and Counselors. |

| | |
|---------------------------------|--|
| <p>UTA Scholarship</p> | <ul style="list-style-type: none"> • UTA Scholarship information will be distributed this week. The scholarship is open to any unit member’s child who is a graduating high school senior, as well as any senior at Upland High School or Hillside High School. Applicants must be interested in pursuing a career in education. |
| <p>Conferences</p> | <p>UTA Conferences</p> <ul style="list-style-type: none"> • Members interested in attending a CTA conference should complete the interest list sign-up form sent out by UTA. • Conference list: <ul style="list-style-type: none"> • Women’s Leadership Conference: April 10-12 San Diego • Summer Institute this summer (information is coming soon) |
| <p>Committee Reports</p> | <p>DACC (District & Association Collaborative Committee)</p> <ul style="list-style-type: none"> • This month the following topics were discussed: <ul style="list-style-type: none"> ○ Math curriculum ○ Textbooks ○ Ordering supply concerns ○ Recommended use of iReady time <p>Negotiations</p> <ul style="list-style-type: none"> • We will be starting 2026-2027 contract negotiations before the end of this year. Each side gets 2 re-openers. • We are still waiting for rates on next year’s insurance. That could impact out of pocket health insurance costs. • Our health insurance broker is changing. <p>Special Ed</p> <ul style="list-style-type: none"> • A new committee will be established through an MOU, consisting of three unit members and three administrators, with the authority to make decisions regarding certain special education issues at school sites. <p>Budget</p> <ul style="list-style-type: none"> • The UTA budget committee will meet in April. Contact the UTA office if you are interested in participating on that committee. |
| <p>Open Forum</p> | <p>UTA Dues Information for Taxes</p> <ul style="list-style-type: none"> • BestNet is the primary source for determining dues paid for 2025 taxes. UTA will not send out notices. • To figure out the 2025 dues, reference any statement from January through July of 2025 to see the monthly dues and multiply by seven, then reference any statement from October through December of 2025 and multiply the monthly dues by three and then add the 2 numbers together to get the total 2025 dues paid. They are 2 different amounts due to the CTA and NEA dues changing at the beginning of each school year based on a formula. UTA dues only increase when we receive a salary increase. <p>Job Share</p> |

| | |
|--------------------|---|
| | <ul style="list-style-type: none">• A TK teacher has expressed interest in a job share arrangement. If anyone is interested, please contact the UTA office. |
| Adjournment | The meeting was adjourned at 5:29 p.m. |