

**2022 - 2023 Meeting Minutes**  
**Upland Teachers Association**  
**99 North San Antonio Avenue, Ste. 200, Upland, CA 91784**  
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**Board of Directors Meeting**

Monday, December 12, 2022

**Call to Order**

A meeting of the Board of Directors was called to order at 4:00 pm by Greg Lander.  
 Moved by Stacy Bangle and seconded by Kelly Tolliver to adopt the agenda as presented.  
 Motion Carried.

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| <p><b>Officers Present:</b><br/> <b>President:</b> Greg Lander<br/> <b>Vice President:</b> Anne Smith<br/> <b>Treasurer:</b> Stacie Bangle<br/> <b>Secretary:</b> Carla Hegler<br/> <b>Past President:</b> Diane Schlitt-Thompson</p> | <b>Directors and Representatives Present:</b> |   |
|   | <b>Site</b>                                   | <b>Director(s)</b>                            |
|   | <b>Baldy View</b>                             | Lisa Yoshimura                                |
|   | <b>Cabrillo</b>                               | Doug McCully                                  |
|   | <b>Citrus</b>                                 | Andrea Butler Maddox<br>Cody Castro           |
|   | <b>District Office</b>                        | Cindy Trubey                                  |
|   | <b>Foothill Knolls</b>                        | Dawn Viera                                    |
|   | <b>Hillside HS</b>                            | Eileen Sarinana                               |
|   | <b>Magnolia</b>                               | Sarah Fash                                    |
|   | <b>Pepper Tree</b>                            | Kelly Tolliver                                |
|   | <b>Pioneer Jr.HS</b>                          | Robert Perkins                                |
|   | <b>Sierra Vista</b>                           | Stacy Olguin                                  |
|   | <b>Sycamore</b>                               | Janet Jankoski Pelkey                         |
|   | <b>Upland Elem.</b>                           | Connie Delaney                                |
|   | <b>UHS</b>                                    | Terry Kimberling John McNally<br>Debbie Glenn |
|   | <b>Upland Jr.HS</b>                           | Danny Lawrence                                |
| <b>Valencia</b>   | Lori Jacobson                                 |   |
| <b>Other</b>  |   |   |

| Agenda Items       | Notes  |
|--------------------|--|
| Minutes            | November 14, 2022 minutes approved with no corrections or objections   |
| Treasurer's Report | Beginning balance \$206,896.13 Ending balance \$211,072.76<br>Treasurer's report accepted for filing.  |
| President's Report | <p><b>UTA Elections</b></p> <ul style="list-style-type: none"> <li>● Elections in the spring</li> <li>● Looking into release time options in the event an elementary member would be interested in running for President - in the past it has been a job share</li> <li>● In the event the President position turned into full-time release, the member would be considered a "Teacher on Assignment"</li> </ul> <p><b>Deadlines For Orders</b></p> <ul style="list-style-type: none"> <li>● Comply with order deadlines when possible</li> <li>● Many sites have different deadlines</li> </ul> <p><b>SST, 504 and Other Meetings</b></p> <ul style="list-style-type: none"> <li>● Speech and RSP meetings should be combined</li> <li>● Secondary sites - when rotating the schedule, invitations should still be sent to all teachers</li> <li>● Elementary - can set up a rotation schedule <ul style="list-style-type: none"> <li>○ IEP meeting can be attended by any general ed. teacher at the site with knowledge of grade level standards</li> <li>○ Does not have to be the student's assigned teacher</li> </ul> </li> </ul> <p><b>Office Manager</b></p> <ul style="list-style-type: none"> <li>● Interviews set for after Winter Break</li> <li>● Panel - Anne Smith, Carla Hegler, Andrea Butler-Maddox, Dianne Schlitt-Thompson</li> </ul> |
| Committees         | <p><b>DACC</b></p> <ul style="list-style-type: none"> <li>● Meets December 14th</li> </ul> <p><b>NEGOTIATIONS</b></p> <ul style="list-style-type: none"> <li>● January 1st - new salary schedule and retro for September, October and November.</li> <li>● December pay is not retro, January pay is for work in December</li> <li>● Off schedule 2% - paid January 15th</li> <li>● Retro for timecards and stipends should be received by April</li> <li>● Summer school pay will not receive retro pay, summer school follows the school year in the calendar, it does not precede it</li> </ul> <p><i>A motion was made to accept the results of the ratification vote.</i></p> <ul style="list-style-type: none"> <li>● Moved by Janet Pelkey, seconded by Danny Lawrence. Motion carried. Unanimous vote, no nay votes or abstentions</li> </ul>  |

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|             | <p><b>SPECIAL EDUC</b></p> <ul style="list-style-type: none"> <li>• Nothing new at this time</li> </ul> <p><b>EQUITY TEAM</b></p> <ul style="list-style-type: none"> <li>• Please contact Anne Smith if interested in being your site's LGBTQ+ equity contact person</li> </ul>   |
| Open Forum  | <p><b>Frontline</b></p> <ul style="list-style-type: none"> <li>• Personal Illness <ul style="list-style-type: none"> <li>○ Self - sick, medical / dental appointments</li> </ul> </li> <li>• Personal Necessity <ul style="list-style-type: none"> <li>○ Member of family who is ill or has medical / dental appointments</li> <li>○ Any other situation that must be attended to during the day</li> <li>○ Admin may ask for explanation</li> </ul> </li> <li>• Personal Day <ul style="list-style-type: none"> <li>○ Any reason</li> <li>○ Admin <u>may not</u> ask for explanation</li> <li>○ Cannot use it to take a vacation or extend a holiday</li> </ul> </li> </ul> <p><b>Elementary Report Card Comments and At Risk Students</b></p> <ul style="list-style-type: none"> <li>• Teacher can only use drop-down comments</li> <li>• Comments may not be typed</li> <li>• Need more comments - teachers felt there are not enough comments for students performing in the average range. Comments are more geared to high and low performing students</li> <li>• What are the requirements for checking the box on the report card stating a student is “at risk for retention” <ul style="list-style-type: none"> <li>○ Teachers would like to know the conditions and the process</li> </ul> </li> </ul> <p><b>COVID Reimbursement</b></p> <ul style="list-style-type: none"> <li>• District still allowing 5 sick days for Covid until December 31, 2022</li> </ul> <p><b>American Fidelity / VOYA</b></p> <ul style="list-style-type: none"> <li>• Check pay stubs for deductions from only one of the companies</li> <li>• Should not have disability deductions from both companies.</li> <li>• Notify payroll if deductions are being taken for both companies</li> </ul> |
| Adjournment | Meeting was adjourned at 5:08p.m.   |