

2024 - 2025 Meeting Minutes
Upland Teachers Association
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Joint Board and Representative Council - Monday, March 10, 2025

Call to Order

A meeting of the Board of Directors was called to order at 4:00pm by Debbie Glen.
 Moved by Janet Jankoski Pelkey and Danny Lawrence to adopt the agenda as presented.
 Motion Carried.

Officers Present: President: Debbie Glenn Vice President: Sarah Fash Treasurer: Danny Lawrence Secretary: Carla Hegler	Directors and Representatives Present:		
	Site	Director(s)	Representatives
	Baldy View	Emily Gomez	Kristyl Nuckolls
	Cabrillo	Doug McCully	
	Citrus	Andrea Maddox-Butler	Cody Castro Alejandro Lugo Diane Schlitt
	District Office	Judy Trimble	Diana Lee
	Foothill Knolls		Jaqueline Delaney
	Hillside HS	Andrew Otriz	Eileen Sarinana
	Magnolia	Cari Pike	
	Pepper Tree	Michelle Brooks	Pamela Glaspell Tim Collier
	Pioneer Jr.HS	Robert Perkins	Sarah Barry
	Sierra Vista		Heather Farnsworth
	Sycamore	Janey Jankoski-Pelkey	Kathy Phelps Sara Kllein
	Upland Elem.	Connie Delaney	
	UHS		Stacie Bangle Wendy Marquez Christine Ventrella
	Upland Jr.HS	Anne Smith	Mirna DeLeon
	Valencia	Lori Jacobson	Liz Rynear
	Other		

Agenda Items	Notes
Minutes	The minutes from the January Rep Council meeting were approved.
Treasurer's Report	Beginning balance February, 2025 \$323,427.63 Ending balance February, 2025 \$323,517.85
Communications	No Communications
President's Report	<p>Vomit / Bodily Fluids - UPDATE</p> <ul style="list-style-type: none"> ● <u>According to MOT at the District</u>, custodians are the first to respond to this type of clean-up ● If the custodian is not available according to the District, from a legal standpoint, clean-up can be assigned to anyone deemed appropriate in their job classification ● UTA discussed concerns with MOT regarding needing materials to deal with vomit in case of a lockdown - should there be something in the classroom lockdown bucket? The District looked into this and determined that the additional materials needed would have to be locked up at all times and that is not an option in all classrooms, so in the case of a lock down the teacher will have to work with the materials available in the bucket. <p>TK / Preschool Independent Study</p> <ul style="list-style-type: none"> ● Schools do not receive ADA for TK students until they reach age 5 ● Independent Study packets are not being created for TK students ● An exception could be made if the student has already turned 5 years old ● No Independent Study will be provided for preschool students <p>School Site Safety Plans</p> <ul style="list-style-type: none"> ● Each site's safety plan can be found on the District Web Page ● Check with individual site administrators to determine if the updated site safety plan will be finalized before May. <p>YouTube Videos</p> <ul style="list-style-type: none"> ● Advertisements cannot be controlled when using a staff account to display videos and/or timers. ● Inappropriate advertisements may be displayed ● Posting on Google Classroom does not eliminate the possibility of inappropriate videos ● Using The address of YouT-ube may eliminate advertisements, but may not ● Teachers are responsible for all content they show to students so be very careful <p>EdPuzzle</p> <ul style="list-style-type: none"> ● Any EdPuzzle account that is not accessed within 18 months will have videos deleted.

Speech IEPs

- Any grade level teacher may attend a Speech IEP
- IEP meetings in general should not be an adjunct duty

Round Table Discussion

- Congresswoman Norma Torres is looking for one person from each site to participate in a Round Table Discussion regarding issues and concerns with Education.
- Will meet in Ontario
- Please send email to the UTA Office if interested

Long Term Independent Study

- Independent Study for an extended period of time can be assigned by the District for any reason that would allow the student to be successful

Immediate Union Representation (Debbie Glenn)

- If a **UTA Board member or Representative** needs to reach Debbie Glenn for immediate Union representation
 - Email the UTA office - "Urgent" in the subject line
- If police are involved, advise the unit member to **NOT** speak with police and ask for an attorney

Contract Ratification Election

- 224 people out of 533 eligible voted
- 192 votes were cast to accept the contract changes
- 22 votes were cast to reject the contract changes
- 10 people abstained

A motion was made to accept the vote and ratify the 2024 - 2027 contract

- Moved by Stacie Bangle and seconded by Michele Brooks
- Motion carried. Unanimous votes, no nay votes or abstentions

Field Trip Policies

- Strict rules and timelines exist for field trips
- All field trips must be board approved
- Do not collect money for field trips until after board approval
- Recurring field trips must be approved every year
- The District will be reviewing field trip processes with all Office Managers

Grievance

- Unit member with a work related injury
- Disagreement over interpretation of contract language
- UTA has filed a grievance at level 1, it was rejected
- UTA will file a grievance at level 2
- If the grievance is rejected by the District, Rep. Council will have to vote whether or not to move to level 3 arbitration

Committees	<p>DACC (District & Association Collaborative Committee)</p> <ul style="list-style-type: none"> • Minutes will be emailed to all members <p>Special Ed</p> <ul style="list-style-type: none"> • Meeting this week • Working on Violent Student Plans <p>Negotiations</p> <ul style="list-style-type: none"> • The three year contract for 2024 - 2027 has been ratified • Year 2 re-openers will begin in March • VAPA, SPED, Salary and Benefits are automatic re-openers for 2025-2026, plus 2 others to be determined • All RIF notices were sent by Friday, March 14th • All Non re-elect meetings have taken place for probationary 2 employees • Probationary 1 employees can still be notified by June 5th • Those employees on Temporary Contracts received a letter
Open Forum	<p>VAPA Evaluations</p> <ul style="list-style-type: none"> • Who is responsible for the evaluations of VAPA teachers <p>Additional IEP Meetings</p> <ul style="list-style-type: none"> • Are there limits to how many meetings can be requested by parents and case carriers? • Who is required to attend the additional meetings? <p>Rotating the 3 / 4 day February Weekend?</p> <ul style="list-style-type: none"> • Will future calendars be rotating the 3 / 4 day weekends in February?
Adjournment	<p>Meeting was adjourned at 5:39p.m.</p>