

2024 - 2025 Meeting Minutes
Upland Teachers Association
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Rep Council Meeting - Monday, January 27, 2025

Call to Order

A meeting of the Board of Directors was called to order at 4:04 pm by Debbie Glenn.

Moved by Danny Lawrence and Diana Lee 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	Marci McMahon
	Citrus	Andrea Maddox-Butler	Cody Castro Valarie Flores
	District Office	Judy Trimble	Erin Barron Stephanie Ellis Diana Lee
	Foothill Knolls	Dawn Viera	Jaqueline Delaney
	Hillside HS		Eileen Sarinana
	Magnolia	Cari Pike	
	Pepper Tree	Michelle Brooks	Kelly Tolliver Pamela Glaspell Tim Collier
	Pioneer Jr.HS	Robert Perkins	Sarah Barry Courtney Allen
	Sierra Vista		
	Sycamore	Janey Jankoski-Pelkey	Kathy Phelps Sara Klein
	Upland Elem.	Connie Delaney	
	UHS	Terry Kimberling	Stacie Bangle Kim Camerena Wendy Marquez Sara Roberson Steve Wiedefeld Christine Ventrella
	Upland Jr.HS	Anne Smith	Maria Sanchez Mirna DeLeon
	Valencia	Lori Jacobson	Liz Rynear

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Other			

Agenda Items	Notes
Minutes	The amended minutes from the January Board of Directors' meeting were approved.
Treasurer's Report	Beginning balance December, 2024 \$316,094.28 Ending balance December, 2024 \$317,969.25
Communications	Email to UTA: "Happy Birthday, UTA! Thank you for all the ways, time and heart you serve the teachers of UUSD. We sure appreciate your wisdom and expertise in negotiations and rights for teachers. I teach my students without worry because I know Debbie and the UTA Board, directors, and representatives take our peace of mind seriously and will diligently work on our behalf."
President's Report	<p>Cursive Materials</p> <ul style="list-style-type: none"> As of January 14, 2025 all handwriting and cursive materials have been sent out to each site Please check with the librarian if you are missing books Email Debbie Glenn if you have not received your handwriting or cursive materials after break <p>6th Grade Camp Funding</p> <ul style="list-style-type: none"> All information has been sent to 6th grade teachers and administration Notify your administrator if you did not receive the information <p>Inclusion Training</p> <ul style="list-style-type: none"> Will be provided after school or during the summer break Co-teaching training has been offered, but not required <p>Independent Study</p> <ul style="list-style-type: none"> For retroactive days only, elementary packets have been completed Office managers will distribute the packet and collect the work samples Work will be shared with teachers for information purposes, the teacher is not obligated to do anything with it Packet lessons for grades 7-8 and 9-12 are in the process of being completed <p>ELLevation Concerns</p> <ul style="list-style-type: none"> Spoke with Tony Gonzalez - training video was sent to all administrators and EL Coordinators District was aware of the new format, but ELLevations posted updates ahead of schedule The state is moving to a narrative report Due dates March 21st and May 30th

- Will now open one month before due date
- Information on reclassified students needs to continue to be collected for four years after reclassification
- Contact Jamey Acosta if support is needed with reporting

Member Benefits

- The new UTA Member Benefits Committee is working on a proposal to get CTA and NEA member benefit information out to unit members on a regular basis

Upcoming Conferences

- New Educator Conference: February 21-23 Costa Mesa
- Good Teaching Conference: March 14-16 Garden Grove
- Contact UTA Office if interested in attending - **wait for approval**
- Grants and Scholarships are also available through cta.org

CTA Disaster Relief Fund

- Provides financial assistance for CTA members affected by natural disasters
- Information on how to donate was emailed to members on Wednesday, January 15th
- Board Members have forms to sign up for payroll deduction
- Use this link for more information [CTA Disaster Relief Fund](#)
- The disaster relief is no longer in need of clothing and food. Please send monetary donations only.

2025 - 2026 Tentative Calendar

- After researching the start date and the survey from 2018, the 2024-2025 school year was accidentally moved up.
- The 2025-2026 school start date was set based on the new 2024-2025 start date.
- Not enough time to change the tentative calendar at this time
- 2026-2027 calendar will return to begin the 4th Monday in August.

District Budget

- Members can attend the District Budget Road Show at any site
- Budget crisis is not really due to economy but primarily **declining enrollment**
- State budget may not be settled until October/November due to possible extension of tax payment from the recent wildfires
- Should have more information in February about what will still need to be cut
- Looking at potential Reduction in Force (Lay-off) notifications
- Newer teachers to the District may be affected, but any unit member could receive a notice
- Must send out notices, even if they decide to keep the position later as they refine the budget
- If notified, it is still possible to be called back to work, however it could be at a different site or grade level
- RIFs / Layoffs are **budget related** - will all be notified by March 15th and not before school or during the day, will likely begin notifying in

	<p>February</p> <ul style="list-style-type: none"> • Temporary contracts are completed at the end of the school year, can reapply if job is flown • Downsized TOSAs, Reading Specialists and/or administrators have the option of going back into the classroom. • Administrators must have at least 2 years in the district to move to a classroom position • Voluntary and involuntary transfers are possible next year and bumping based on seniority is possible • VAPA is funded through Prop 28 so there will not likely be cuts to VAPA positions, although bumping is possible • TK 24:3 with 2 paras, instead of 20:2 with 1 para is possible
Committees	<p>DACC (District & Association Collaborative Committee)</p> <ul style="list-style-type: none"> • Minutes have been emailed to all members <p>Special Ed</p> <ul style="list-style-type: none"> • Meeting January 28th <p>Negotiations</p> <ul style="list-style-type: none"> • Met twice during the month of January and will meet again January 30th and monthly meetings will continue • The three year 2024 - 2027 should be completed by the end of January • Complete contract with all the changes will be emailed to all members • Summary of changes will also be sent • Members will vote on contract using the new Election Buddy voting system • Year 2 re-openers will begin in February • UTA will send out a survey regarding potential budget reduction ideas/negotiations feedback before beginning discussions on the 2025-2026 contract reopeners • Health Benefit information will not be fully known until early spring, after we receive re-rate information <p>Budget Negotiations</p> <ul style="list-style-type: none"> • Possible negotiated outcomes <ul style="list-style-type: none"> ○ Class size increases ○ Health care cost increase ○ Reduced school year ○ No salary increase - this does not affect step and column ○ Step/Column Freeze <p>State Council - Anne Smith</p> <ul style="list-style-type: none"> • AB1858 - no live active shooter drill can happen on campus, including no videos or banging on doors. • Too traumatic • Violent Students - GenEd and SpEd - every school must have a safety plan in place before the student arrives on campus. • Current teacher must be part of the planning process

	<ul style="list-style-type: none"> • Some high school Ethnic Studies teachers will be receiving a survey from CTA. If you are mistakenly sent the link to the survey, please do not complete the survey • Legislation is being proposed that charter school teachers should be credentialed
Open Forum	<p>Clubs</p> <ul style="list-style-type: none"> • Club advisors do not receive stipends - could be a site duty • Teachers may propose a temporary stipend through their principal if they create or work in a program with students that require after work hours - Article 21.6.7.2 of the contract <p>Bullseye</p> <ul style="list-style-type: none"> • Administrator training tool • Staff should read the feedback provided through Bullseye • Voluntary to respond or to participate in meetings • Teachers are encouraged to participate in order to provide administrators the opportunity to improve their feedback practice
Adjournment	Meeting was adjourned at 5:46p.m.