

**2023 - 2024 Meeting Minutes**  
**Upland Teachers Association**  
**99 North San Antonio Avenue, Ste. 200, Upland, CA 91784**  
**Office (909) 985-4615 Fax (909) 985-2625**  
**Email: upland\_teachers@upland.k12.ca.us**  
**Website: www.uplandteachers.org**

**Board of Directors Meeting**

February 12, 2024

**Call to Order**

A meeting of the Board of Directors was called to order at 4:01 pm by Debbie Glenn.  
 Moved by Danny Lawrence and seconded by Andrea Maddox-Butler to adopt the agenda as presented. Motion Carried.

<p><b>Officers Present:</b>  <b>President:</b> Debbie Glenn  <b>Vice President:</b> Anne Smith  <b>Treasurer:</b> Danny Lawrence  <b>Secretary:</b> Carla Hegler</p>	<p><b>Directors and Representatives Present:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Site</th> <th style="text-align: left;">Director(s)</th> <th style="text-align: left;">Representatives</th> </tr> </thead> <tbody> <tr> <td><b>Baldy View</b></td> <td>Emily Gomez</td> <td></td> </tr> <tr> <td><b>Cabrillo</b></td> <td>Doug McCully</td> <td></td> </tr> <tr> <td><b>Citrus</b></td> <td>Andrea Maddox-Butler</td> <td></td> </tr> <tr> <td><b>District Office</b></td> <td>Judy Trimble</td> <td></td> </tr> <tr> <td><b>Foothill Knolls</b></td> <td>Dawn Vieira</td> <td></td> </tr> <tr> <td><b>Hillside HS</b></td> <td>Sean Piscioneri</td> <td></td> </tr> <tr> <td><b>Magnolia</b></td> <td>Sarah Fash</td> <td></td> </tr> <tr> <td><b>Pepper Tree</b></td> <td>Michele Brooks</td> <td></td> </tr> <tr> <td><b>Pioneer Jr.HS</b></td> <td>Robert Perkins</td> <td></td> </tr> <tr> <td><b>Sierra Vista</b></td> <td>Stacy Olguin</td> <td></td> </tr> <tr> <td><b>Sycamore</b></td> <td>Janet Jankoski-Pelkey</td> <td></td> </tr> <tr> <td><b>Upland Elem.</b></td> <td>Connie Delaney</td> <td></td> </tr> <tr> <td><b>UHS</b></td> <td></td> <td></td> </tr> <tr> <td><b>Upland Jr.HS</b></td> <td>Maria Sanchez</td> <td></td> </tr> <tr> <td><b>Valencia</b></td> <td>Lori Jacobson</td> <td></td> </tr> <tr> <td><b>Other</b></td> <td colspan="2">Diane Schlitt-Thompson - Past President Anne Kartun - Office Manager</td> </tr> </tbody> </table>	Site	Director(s)	Representatives	<b>Baldy View</b>	Emily Gomez		<b>Cabrillo</b>	Doug McCully		<b>Citrus</b>	Andrea Maddox-Butler		<b>District Office</b>	Judy Trimble		<b>Foothill Knolls</b>	Dawn Vieira		<b>Hillside HS</b>	Sean Piscioneri		<b>Magnolia</b>	Sarah Fash		<b>Pepper Tree</b>	Michele Brooks		<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>			<b>Upland Jr.HS</b>	Maria Sanchez		<b>Valencia</b>	Lori Jacobson		<b>Other</b>	Diane Schlitt-Thompson - Past President Anne Kartun - Office Manager	
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Agenda Items	Notes
<b>Minutes</b>	The minutes from the January Board of Directors meeting was approved.
<b>Treasurer's Report</b>	Beginning balance January, 2023 \$308,138.65 Ending balance January, 2023 \$308,980.93
<b>Communications</b>	No communications to report
<b>President's Report</b>	<p><b>CTA Conferences</b></p> <ul style="list-style-type: none"> <li>● Upcoming conferences <ul style="list-style-type: none"> <li>○ <b>Good Teaching Conference - South</b> March 22 - 24, 2024 Garden Grove</li> <li>○ <b>Equity Conference</b> March 1 - 3, 2024 Bonaventure Los Angeles</li> </ul> </li> <li>● UTA will cover the cost of the conference, hotel, mileage, substitute (if needed), and meals not provided by the conference <u>for those approved by UTA to attend.</u></li> <li>● <b>Contact the UTA Office PRIOR to registering for any conference, AND wait for approval.</b></li> <li>● <b>Must have approval from UTA for the costs to be covered</b></li> <li>● Teachers may always attend conferences at their own cost without approval from UTA</li> </ul> <p><b>NEA Representative Assembly</b></p> <ul style="list-style-type: none"> <li>● This is the NEA Annual Meeting in which the NEA sets policy for the next year.</li> <li>● Debate and vote on NEA policies and take positions on union topics</li> <li>● Meeting attendance is required</li> <li>● June 30 - July 8, 2024 - Philadelphia</li> <li>● Our Association may send up to four elected delegates</li> <li>● UTA will cover the cost of airfare/transportation, lodging, registration fees and food</li> <li>● An election will be held in February or March - watch your email for information</li> <li>● If the amount of people running is equal to or less than the available representative slots, an election will not be held and the candidates will be declared elected by acclamation as per our UTA Standing Rules and CTA election policy</li> <li>● Family members may attend with the delegate as guests, but all additional costs must be paid by the unit member. UTA will not pay any costs for guests.</li> </ul> <p><b>WHO Awards (We Honor Ours)</b></p> <ul style="list-style-type: none"> <li>● UTA needs to update information in order to award the appropriate points to members. They have not been updated in a few years.</li> </ul>

- Points are awarded for serving in any capacity as a UTA leader/representative, attending UTA/CTA/NEA conferences or workshops, etc.
- If you have participated as a UTA Representative, Board Member, committee member or attended any UTA/CTA/NEA conferences/workshops since 2018-2019, please email Anne Kartun at [upland\\_teachers@upland.k12.ca.us](mailto:upland_teachers@upland.k12.ca.us) to get your points credited.

Greg Lander qualified for a WHO award a few years ago. As President, he never wanted to recognize himself, even though he had earned the honor.

*A motion was made to nominate Greg Lander for the 2024 WHO Award posthumously.*

- Moved by Lori Jacobson to award the 2024 WHO Award to Greg Lander posthumously and seconded by Janet Jankoski-Pelkey
- Motion carried. Unanimous votes, no nay votes or abstentions

### **Greg Lander Memorial Scholarship**

*A motion was made to make a one-time donation of \$2500 to the Greg Lander Memorial Scholarship.*

- Moved by Janet Jankoski-Pelkey to make a one-time \$2500 donation to the Greg Lander Memorial Scholarship and seconded by Doug McCully.
- Motion carried. Unanimous votes, no nay votes or abstentions
- Anyone interested in donating can use the following link. <https://uplandhef.org/gregory-lander-memorial-scholarship/>

### **Probes and Temps**

- Temporary contracts conclude on June 13, 2024. They are not performance based.
- Temporary employees can reapply for the same position, but are also encouraged to apply elsewhere as there is no guarantee
- Principals may encourage temporary employees to reapply for the position previously held
- Both probationary and temporary employees not rehired are eligible to file for unemployment
- Insurance coverage will last until September 30, 2024
- Unused sick days will transfer to any California school district.

#### **Probe I**

- Probe I employees may be notified at any time up until June 13, 2024 if they will not be re-hired for the next school year.

#### **Probe II**

- Probe II employees must be notified by March 15, 2024 if their contract is not renewed for the 2024-2025 school year.

	<ul style="list-style-type: none"> <li>● Permanent status begins their first work day of the 2024-2025 school year</li> </ul> <p><b>Budget</b></p> <ul style="list-style-type: none"> <li>● District is working on the budget</li> <li>● Have already identified millions of dollars in potential cuts at the district level</li> </ul> <p><b>Staffing</b></p> <ul style="list-style-type: none"> <li>● If there are too many teachers at a site transfers are possible</li> <li>● Involuntary transfer process: <ul style="list-style-type: none"> <li>○ There is a very specific contractual process that must be followed</li> </ul> </li> <li>● Do not anticipate any RIFs (Reduction In Force) this year, but that is yet to be determined officially.</li> </ul> <p><b>Sick Days</b></p> <ul style="list-style-type: none"> <li>● Please check sick leave totals. It is always good to check for possible errors.</li> <li>● Each day is 7.5 hours</li> </ul>
<b>Committees</b>	<p><b>DACC</b> (District &amp; Association Collaborative Committee)</p> <ul style="list-style-type: none"> <li>● Meeting was held February 13, 2024</li> <li>● Minutes have been emailed</li> </ul> <p><b>NEGOTIATIONS</b></p> <ul style="list-style-type: none"> <li>● Sunshining for the next three-year contract negotiations has taken place</li> <li>● Hopeful for negotiations to begin in March</li> <li>● UTA will be sending out a Google Form to all unit members for input on <b>possible</b> items to be negotiated. It will be sent by end of February</li> <li>● Keep in mind that not all suggestions may be negotiable</li> </ul> <p><b>SPECIAL EDUC</b></p> <ul style="list-style-type: none"> <li>● Discussed students who have safety plans embedded within their IEP <ul style="list-style-type: none"> <li>○ Teachers must strictly follow the safety plan as indicated</li> </ul> </li> </ul>
<b>Open Forum</b>	<p><b>Evaluations</b></p> <ul style="list-style-type: none"> <li>● Question about teachers that have been released continuing to be evaluated.</li> </ul> <p><b>Ron Clark Academy</b></p> <ul style="list-style-type: none"> <li>● Paid for from the Educator Effectiveness Grant</li> <li>● <b><u>Not a requirement by the District</u></b> to implement the Ron Clark House Systems</li> <li>● Teachers may choose whether or not to use Ron Clark</li> </ul>

	strategies in their classrooms.
<b>Adjournment</b>	Meeting was adjourned at 5:28pm