

**2024 - 2025 Meeting Minutes**  
**Upland Teachers Association**  
**99 North San Antonio Avenue, Ste. 200, Upland, CA 91784**  
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**Board of Directors Meeting - Tuesday, February 11, 2025**

**Call to Order**

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

<b>Officers Present:</b> <b>President:</b> Debbie Glenn <b>Vice President:</b> <b>Treasurer:</b> Danny Lawrence <b>Secretary:</b> Carla Hegler	<b>Directors and Representatives Present:</b>		
	<b>Site</b>	<b>Director(s)</b>	<b>Representatives</b>
	<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>		
	<b>Hillside HS</b>		
	<b>Magnolia</b>	Cari Pike	
	<b>Pepper Tree</b>	Michelle Brooks	
	<b>Pioneer Jr.HS</b>	Robert Perkins	
	<b>Sierra Vista</b>		
	<b>Sycamore</b>	Janey Jankoski-Pelkey	
	<b>Upland Elem.</b>		
	<b>UHS</b>	Terry Kimberling	
	<b>Upland Jr.HS</b>	Anne Smith	
	<b>Valencia</b>	Lori Jacobson	
	<b>Other</b>	Former President: Diane Schlitt	

Agenda Items	Notes
<b>Minutes</b>	The minutes from the January Rep Council meeting were approved.
<b>Treasurer's Report</b>	Beginning balance January, 2025 \$317,969.25 Ending balance January, 2025 \$323,427.63
<b>Communications</b>	No Communications
<b>President's Report</b>	<p><b>Montebello School District Teachers Union</b></p> <ul style="list-style-type: none"> <li>Looking for picketing support due to layoffs and cutbacks. If you are interested please contact the Montebello Teachers Union at (323) 722-5005</li> </ul> <p><b>Peppertree Bathrooms / Landscaping Project</b></p> <ul style="list-style-type: none"> <li>Student bathrooms are in compliance with student to bathroom ratio, so it is the configuration that may need to be adjusted</li> <li>Staff bathroom - is still being worked on. It is a spending issue and is in the priority list for facilities spending</li> <li>Landscaping project will be conducted over the summer break</li> </ul> <p><b>Catastrophic Leave Bank</b></p> <ul style="list-style-type: none"> <li>A day has not yet been taken this year. That will still happen</li> </ul> <p><b>Warehouse</b></p> <ul style="list-style-type: none"> <li>Working on a plan to become more efficient</li> <li>Moving to an Amazon buying system - hoping to have this up and running by the 2025-2026 school year</li> <li>More information will follow from Chris Beeson</li> </ul> <p><b>Bullseye and PLC</b></p> <ul style="list-style-type: none"> <li>Administration may come in to do a Bullseye during PLC</li> <li>The purpose is to provide administration with feedback so they can see where they can provide support</li> <li>Not a part of any person's evaluation</li> <li>This is not done on Wednesdays or during PE</li> </ul> <p><b>Vomit / Bodily Fluids</b></p> <ul style="list-style-type: none"> <li><u>According to MOT at the District</u>, custodians are the first to respond to this type of clean-up</li> <li>If the custodian is not available, the Health Tech then becomes responsible</li> <li>UTA discussed concerns with needing materials to deal with vomit in case of a lockdown - should there be something in the classroom lockdown bucket? The District will look into this</li> </ul> <p><b>ELLevation Concerns</b></p> <ul style="list-style-type: none"> <li>The state is moving to a narrative report</li> <li><u>Some</u> sections will have a drop down format, but not all</li> </ul>

	<p><b>Non Re-elect Notifications</b></p> <ul style="list-style-type: none"> <li>• Notifications will be made by HR by the end of February</li> </ul> <p><b>Kinder Paras</b></p> <ul style="list-style-type: none"> <li>• Previously funded by a 3 year ESSER Grant</li> <li>• This grant has now expired</li> <li>• Sites may use their own funds for Kinder Paras</li> <li>• Teachers can always communicate their concerns to the District and/or the Board or make suggestions regarding returning to Early Bird / Late Bird in lieu of not having Kinder Paras</li> </ul> <p><b>NEA / RA Delegate</b></p> <ul style="list-style-type: none"> <li>• The NEA Annual Meeting will be in Portland, Oregon - July 1st - 7th</li> <li>• 4 delegates may attend to represent UTA</li> <li>• Notification was sent to all members in an email if they desire to run to be a UTA delegate</li> </ul> <p><b>Budget / Negotiations Survey</b></p> <ul style="list-style-type: none"> <li>• Will be discussing the budget with the District on Wednesday, February 12th</li> <li>• UTA proposals will take the feedback from the survey into consideration as part of the negotiations process</li> <li>• District is motivated to find negotiated cuts</li> </ul> <p><b>Resident Subs</b></p> <ul style="list-style-type: none"> <li>• Resident subs may be assigned to the district rather than at individual sites for next year</li> </ul> <p><b>Consultation and Shared Decision Making</b></p> <ul style="list-style-type: none"> <li>• Article 10.3.3 - found on page 12 of the contract</li> <li>• Information was discussed pertaining to the shared decision making process</li> </ul>
<b>Committees</b>	<p><b>DACC (District &amp; Association Collaborative Committee)</b></p> <ul style="list-style-type: none"> <li>• Minutes have been emailed to all members</li> </ul> <p><b>Special Ed</b></p> <ul style="list-style-type: none"> <li>• Meeting February 13th</li> </ul> <p><b>Negotiations</b></p> <ul style="list-style-type: none"> <li>• All detailed changes to the contract and a summary of the changes will be emailed to all members within the next few weeks</li> <li>• A general meeting will be scheduled to discuss the changes before voting on the new contract</li> <li>• Vote will be conducted through the new voting system, Election Buddy</li> </ul>

<b>Open Forum</b>	<p><b>How are Directors paid?</b></p> <ul style="list-style-type: none"> <li>• Depending on the director, they could be paid from the general fund or restricted funds</li> </ul> <p><b>Calendar</b></p> <ul style="list-style-type: none"> <li>• Calendar is only marked as “tentative” because the contract has not been voted on - it rarely changes once it has been tentatively agreed upon by UTA and the UUSD School Board</li> <li>• Historically the calendar is published before the entire contract is voted on so that employees and families can plan for breaks without waiting the additional few months for the vote to take place</li> <li>• The calendar will return to the 4th week of August start date for the 2026-2027 school year.</li> </ul>
<b>Adjournment</b>	<p>Meeting was adjourned at 5:17p.m.</p>