

2025 - 2026 Meeting Minutes
Upland Teachers Association
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UTA Meeting - February 23, 2026

Call to Order

A meeting of the Representative Council was called to order at 4:02 pm by Debbie Glenn.

Officers Present: President: Debbie Glenn Vice President: Treasurer: Danny Lawrence Secretary: Stephanie Collins	Directors and Representatives Present:		
	Site	Director(s)	Representatives
	Baldy View		Kim Liu
	Cabrillo		Marci McMahon
	Citrus	Andrea Maddox-Butler	Cody Castro Neil Estep
	District Office	Diana Lee	Stephanie Ellis Judith Trimble
	Foothill Knolls		
	Hillside HS		
	Magnolia		
	Pepper Tree		Pamela Glaspell Amanda Swan
	Pioneer Jr.HS	Robert Perkins	Sarah Barry
	Sierra Vista	Carla Hegler	
	Sycamore	Janet Jankoski-Pelky	Kathy Phelps
	Upland Elem.	Connie Delaney	Jennifer Yang
	UHS		Stacie Bangle Kim Camerena Javier Martinez Sara Roberson
Upland Jr. HS	Maria Sanchez	Mirna DeLeon Alana O'neil Anne Smith	
Valencia		Rene Acevedo	
Other			

Agenda Items	Notes
Minutes	The minutes from the January Board of Directors meeting were approved. Diana Lee moved to approve, seconded by Danny Lawrence.
Communications	No Communications
Treasurer's Report	The beginning balance in January 2026 was \$329,537.07. The ending balance in January 2026 was \$336,163.96.
Guest	Board of Supervisors Candidate <ul style="list-style-type: none"> ● Christina Gagnier presented her platform and requested support for her candidacy for the San Bernardino County Board of Supervisors.
President's Report	Duarte Letter of Support Update <ul style="list-style-type: none"> ● We sent Duarte a letter of support in their negotiations impasse and they have now settled their contract dispute with the district. Unit Member Reductions <ul style="list-style-type: none"> ● There will be a reduction in the number of teachers for the next school year at a few sites due to lower projected enrollment <ul style="list-style-type: none"> ○ Reductions will be made based on staff attrition, no site lay-offs are planned ○ 13 unit-members have announced their retirement so far ○ There are a number of non-reelects, if those positions remain necessary, they will be posted ○ Reduction in staff at some sites will necessitate transfers, UTA will ensure the transfer process is followed carefully ○ If any positions remain vacant after transfers have been completed, they will be posted and temporary employees will be able to apply for them, in addition to outside applicants TK/K Open Houses <ul style="list-style-type: none"> ● Low attendance by prospective families was reported. Promoting our Schools <ul style="list-style-type: none"> ● Members are encouraged to advocate for and promote their school programs. With declining enrollment impacting staffing and resources, it is especially important that we highlight the strengths of all of our schools to retain and attract students. ● The district has increased communication efforts to highlight schools and programs, including: <ul style="list-style-type: none"> ○ Distribution of the Great 8 Vision letter ○ Parent and community chats ○ Spotlights on various programs ○ Significant recruitment efforts for the charter school

<p>Proposition 55 Extension Petitions</p>	<ul style="list-style-type: none"> ● Completed Proposition 55 petitions should be submitted to the UTA office by the end of March. ● Goal: Collect signatures from approximately 85% of members at each school site (approximately 440 members). ● Proposition 55 would make permanent an existing tax on high-income California residents that is set to expire in 2030. ● If the tax expires, the state would lose billions of dollars in education funding. UUSD would lose more than \$15 million, potentially resulting in the loss of approximately one in six teaching positions.
<p>NEA RA Delegate Election</p>	<ul style="list-style-type: none"> ● UTA is allowed three delegate positions, and three members submitted their names to run for the positions. Because the number of applicants matches the number of available positions, no election is required, they may be elected by acclamation ● A motion to approve Debbie Glenn, Anne Smith, and Ruben Goussen as UTA delegates to the 2026 NEA Representative Assembly was made by Janet Jankoski-Pelkey and seconded by Stacey Bangle. ● Motion carried.
<p>UTA Officer and Board Election</p>	<ul style="list-style-type: none"> ● UTA board and officer elections will be held in April. UTA is encouraging people to consider running for an officer or board member position.
<p>WHO Award</p>	<ul style="list-style-type: none"> ● The WHO Award (“We Honor Ours”) ceremony will take place on May 14. ● This year’s recipient for the Upland Teachers Association is Danny Lawrence.
<p>Conferences</p>	<p>UTA Conferences</p> <ul style="list-style-type: none"> ● Members interested in attending a CTA conference should complete the interest list sign-up form sent out by UTA. ● Conference list: <ul style="list-style-type: none"> ● Equity and Human Rights Conference: March 13-15 Costa Mesa ● Good Teaching Conference: March 20-22 Orange County <ul style="list-style-type: none"> ○ Non-political conference focused on PD and instruction. ● Women’s Leadership Conference: April 10-12 San Diego

Committee Reports

DACC (District & Association Collaborative Committee)

- No Report

Negotiations

- A tentative agreement is close to being finalized.
- The next negotiations meeting is scheduled for this Friday.
- A tentative agreement will be distributed when negotiations have concluded.
- Information will be sent out regarding a UTA General Meeting and the contract reopens ratification election
- The majority of time in negotiations has been focused on developing new Special Education language.

Special Ed

- No Report

Budget

- The district has shared updated budget information and is facing a \$4 million deficit.
- The projected COLA is less than 3%, which does not fully offset increased costs related to step and column, inflation (e.g., facilities, utilities), and projected health care cost increases.
- Proposed Cost Reductions (not impacting salaries/benefits):
 - Approximately \$2.4 million in savings will be realized from reductions in management positions/costs.
 - Further reductions will be made in:
 - Catering
 - Travel and conferences
 - Technology programs
 - Summer school
- Approximately \$1.2 million in general fund costs will be shifted to restricted or grant funding sources.
- The budget stabilization measures being considered, that are related to UTA unit members are:
 - Maintaining two furlough days, resulting in approximately \$1.5 million in savings.
 - Proposed class size adjustments to the current MOU:
 - Maintain the increase of one student in grades K–3
 - Reduce by one the increase of students in grades 4–6 (from two additional students this year to one additional student next year)
 - Maintain the number of Wednesday elementary planning days that can be directed by the District at 2
 - Estimated savings: \$100,000
- Proposed Measures to provide compensation to unit members with available funds:
 - 1% off-schedule bonus, funded by one-time district funds
 - On one of the two furlough days
 - Professional learning will still be offered
 - Unit members who voluntarily attend the full day will be paid at their daily rate, allowing them to recoup one

	<p style="text-align: center;">furlough day's pay</p> <ul style="list-style-type: none"> ● These budget-related changes are being proposed through an MOU ● The District and Association are looking to come to an agreement on budget stabilization measures as soon as possible in order to avoid eliminating programs and laying off unit members.
<p>Open Forum</p>	<p>Director of Special Education</p> <ul style="list-style-type: none"> ● The Director of Special Education position will be posted in the spring. <p>Leave for Subpeona</p> <ul style="list-style-type: none"> ● Personal necessity leave should be used when a unit member is participating in a court case <u>they initiated</u> and is not related to their employment. ● If a unit member is <u>subpoenaed through no personal fault</u> (e.g., serving as a witness), personal leave is not required. "Jury duty" leave would be utilized (the unit member is required to provide documentation of their court appearance) <p>Job Share</p> <ul style="list-style-type: none"> ● A TK teacher has expressed interest in a job share arrangement. If anyone is interested, please contact the UTA office. <p>Transportation Issues</p> <ul style="list-style-type: none"> ● Transportation schedules are often finalized with limited advance notice. When outside bus companies are used, arrangements are frequently not confirmed until shortly before the trip, which has resulted in canceled buses and, in some cases, canceled field trips. ● There is a need to secure transportation further in advance to support planning.
<p>Adjournment</p>	<p>The meeting was adjourned at 5:35 p.m.</p>