

2022 - 2023 Meeting Minutes
Upland Teachers Association
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Joint Board and Representative Council - Monday, April 24, 2023

Call to Order

A meeting of the Representative Council was called to order at 4:01 p.m. by Greg Lander. Meeting agenda was presented, motion to accept was made by Danny Lawrence and 2nd by Stacie Bangle

<p>Officers Present: President: Greg Lander Vice President: Anne Smith Treasurer: Stacie Bangle Secretary: Carla Hegler Past President: Diane Schlitt-Thompson</p>	Directors and Representatives Present:		
	Site	Director(s)	Representatives
	Baldy View	Emily Gomez	Lisa Yoshimura Kelsey Sorenson
	Cabrillo	Doug McCully	Marci McMahon
	Citrus	Andrea Maddox-Butler	Cody Castro Dianne Schlitt-Thompson
	District Office	Cindy Trubey	Judy Trimble
	Foothill Knolls	Jacqueline Delaney	Dawn Vieira
	Hillside HS		
	Magnolia	Sarah Fash	
	Pepper Tree	Kelly Tolliver	Michelle Brooks Pamela Glaspell
	Pioneer Jr.HS		Robert Perkins
	Sierra Vista	Stacy Olguin	
	Sycamore	Janet Jankoski-Pelkey	Mary Levi
	Upland Elem.	Connie Delaney	Gabrielle Riodan
	UHS	John McNally	Debbie Glenn (NG) Wendy Marquez, Sylvia Martinez
	Upland Jr.HS	Danny Lawrence	
Valencia	Lori Jacobson	Liz Rynear	
Other	Melissa Whitsell, Sara Klein, Doug Hutchings		

Agenda Items	Notes
Minutes	April 10, 2023 minutes approved with no corrections or objections
Treasurer's Report	Beginning \$432,308.19 Ending \$244,231.23
President's Report	<p>Climate and Culture Survey</p> <ul style="list-style-type: none"> ● Survey was sent to all members - survey states it is not collecting emails. ● Greg will verify emails are not being collected. ● Greg will also ask for individual principal / site surveys ● Survey should be adjusted to site specific sections. Not all members can answer questions due to not having interactions with those departments. ● Members would like to know what happens with the results of the surveys - what happens next? <p>UTA Elections</p> <ul style="list-style-type: none"> ● Still need Board of Directors for Pioneer Jr. High, Hillside and Foothill Knolls <p>Organizing Plan</p> <ul style="list-style-type: none"> ● Membership is down due to ability to opt out of the union ● Please reach out to non-members to discuss reasons and options to rejoin UTA <ul style="list-style-type: none"> ○ If reasons are political, members may have their money directed elsewhere within CTA ● Looking into setting up introductory / new hire meetings several times per year. <p>Catapult Learning - Elementary ESY and Summer Bridge</p> <ul style="list-style-type: none"> ● Elementary ESY and Elementary Summer Bridge will be hired through Catapult Learning ● Elementary teachers will pay into Social Security and not into supplemental STRS accounts ● Secondary hiring done in-house through Upland HR Department ● Secondary pays into STRS supplemental accounts and not Social Security. ● Still questions as to why our Human Resources Department is not able to handle Elementary ESY and Summer Bridge ● Board members and Superintendent to revisit for next year. <p>Cultural Training</p> <ul style="list-style-type: none"> ● Diversity Training / Compassion Project <ul style="list-style-type: none"> ○ Presenters are not affiliated with the Compassion Project ● 13 lessons with Compassion Project, in addition to 2nd Step lessons ● Compassion Project is planned for all sites, rolled out sooner for Pepper Tree <p>Pump Act</p>

	<ul style="list-style-type: none"> ● Please advise all administrators of the new law for new mothers to pump breast milk while at work ● If possible, should run concurrently with other break times ● Non-restroom, and lockable area ● Reasonable expectation of a location where they will not be disturbed ● Verify with nursing mothers at your site that administrators are following the new law
Committees	<p>DACC</p> <ul style="list-style-type: none"> ● Questions about suspensions and how they affect: <ul style="list-style-type: none"> ○ California Dashboard ○ Special Education service minutes ○ Schools using in-house suspension for suspendable offenses in order to not count against the California Dashboard ● What is suspendable? ● Question, if one student receives multiple suspensions does only one count against the Dashboard? ● Individual teachers should be advised if a student in their class has previous suspensions. ● District is looking into teachers being able to see discipline records that have been recorded into Aeries by administration - will be view only ● Defiance is no longer a suspendable offense <p>NEGOTIATIONS</p> <ul style="list-style-type: none"> ● Have not sunshined yet - should be in the next week or so ● Salary / benefits open every year <ul style="list-style-type: none"> ○ Will know more after May revise ● Human Resource Asst. Superintendent vacancy may slow down salary negotiations - interviews scheduled for May 5th ● Waiting for SpEd Task force to finish before revisiting in contract ● New contract should be posted on District and UTA website by the end of the month ● Insurance brokers have warned of a possible, sizeable increase in rates ● Insurance contribution has not been raised in over five years <p>SPECIAL EDUC</p> <ul style="list-style-type: none"> ● Steering committee met Thursday, April 27th to present rough draft of the Special Education Booklet ● If approved task force will move forward to complete <p>EQUITY TEAM</p> <ul style="list-style-type: none"> ● Nothing new at this time
Open Forum	<p>Safety Committee</p> <ul style="list-style-type: none"> ● Moving to Climate and Culture ● Concerns if a disaster occurs we will not be prepared

	<ul style="list-style-type: none">• Greg will address concerns with District
Adjournment	Meeting was adjourned at 5:19p.m.