

2024 - 2025 Meeting Minutes
Upland Teachers Association
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Board of Directors Meeting - Monday, January 13, 2025

Call to Order

A meeting of the Board of Directors was called to order at 4:00pm by Debbie Glen.
Moved by Andrea Maddox Butler and Janet Jankoski-Pelkey 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	
	Cabrillo	Doug McCully	
	Citrus	Andrea Maddox-Butler	
	District Office	Judy Trimble	
	Foothill Knolls	Dawn Viera	
	Hillside HS	Andrew Ortiz	
	Magnolia	Cari Pike	
	Pepper Tree	Michelle Brooks	
	Pioneer Jr.HS		
	Sierra Vista	Stacy Olguin	
	Sycamore	Janey Jankoski-Pelkey	
	Upland Elem.	Connie Delaney	
	UHS	Terry Kimberling	
	Upland Jr.HS		
	Valencia	Lori Jacobson	
	Other		

Agenda Items	Notes
Minutes	The amended minutes from the December joint Director / Rep Council meeting were approved.
Treasurer's Report	Beginning balance December, 2024 \$316,094.28 Ending balance December, 2024 \$317,969.25
Communications	No Communications
President's Report	<p>ELLevation Concerns</p> <ul style="list-style-type: none"> Spoke with Tony Gonzalez - training video was sent to all administrators and EL Coordinators. <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>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>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 are in the process of being completed Grades 9-12 will be completed next <p>Member Benefits Committee</p> <ul style="list-style-type: none"> Committee is in the process of meeting They will bring recommendations and plans to Rep. Council <p>Power Outage Plans</p> <ul style="list-style-type: none"> District is putting together emergency supplies that will be available to all sites. If a site loses power, office staff and administrators will have the ability to request supplies to support schools staying open during a power outage <p>Bullseye</p> <ul style="list-style-type: none"> 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 <p>Improvement Plans</p> <ul style="list-style-type: none"> Principals and Asst. Principals are receiving training on writing improvement plans - utilizing a site volunteer as a "sample teacher"

	<p>Notifications of Non Re-elects</p> <ul style="list-style-type: none"> • Notifications of Prob II will likely begin in February • Required notification by March 15th • Prob I may be notified until the end of the school year, but will also <u>likely</u> be notified in February or March • No cause required for non re-elect • Non re-elects are NOT due to budget cuts • Reduction in Force (RIF or “Lay-offs”) is different than non re-elect - RIFs ARE due to budget cuts • RIF notices also have to be sent by March 15th • Benefits will continue through September 30, 2025 for any employee that finishes the school year - regardless of why they may not be returning the next school year • Non re-elects who resign are still entitled to collect unemployment <p>Kinder Paras</p> <ul style="list-style-type: none"> • It is highly likely that Kindergarten classes will no longer have paras next year <p>CTA Disaster Relief Fund</p> <ul style="list-style-type: none"> • 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 <p>Upcoming Conferences</p> <ul style="list-style-type: none"> • 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 • Grant and Scholarships are also available through cta.org
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 in January <p>Negotiations</p> <ul style="list-style-type: none"> • Continuing to meet - next meeting January 30th • Hope to have the 2024-2027 3-year contract finalized by the end of February • Tentative calendar has been finalized and will go out soon <p>Budget</p> <ul style="list-style-type: none"> • Looking at potential Reduction in Force (Lay-off) notifications • Newer teachers to the District may be affected

	<ul style="list-style-type: none"> • Must send out notices, even if they decide to keep the position later as they refine the budget • Even if notified, it is still possible to be called back to work, however it could be at a different site or grade level • Other <u>possible</u> outcomes <ul style="list-style-type: none"> ○ Kindergarten paras will not likely be kept ○ Class size increases ○ Health care cost increase ○ Reduced school year ○ No salary increase - this does not affect step and column ○ TK 24:3 with 2 paras, instead of 20:2 with 1 para • Budget crisis is not really due to economy or but primarily <u>declining enrollment</u> • UTA will send out a survey regarding potential budget reduction ideas/negotiations feedback before beginning discussions on the 2025-2026 contract re-openers • Rep. Council will work on a “need to have” and “nice to have” list at the January meeting
Open Forum	<p>Peppertree Student Bathrooms</p> <ul style="list-style-type: none"> • Not enough student bathrooms to support the population <p>Inclement Weather</p> <ul style="list-style-type: none"> • What is the requirement for student supervision before school • Roving schedule for recess • Contracted for 30 minute lunch <p>Human Resources</p> <ul style="list-style-type: none"> • Concerns with Benefits not responding in an appropriate amount of time <p>Climate and Culture Surveys</p> <ul style="list-style-type: none"> • All administrators have received their climate and culture surveys
Adjournment	Meeting was adjourned at 5:26p.m.