

**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**  
September 11, 2023

**Call to Order**

A meeting of the Board of Directors was called to order at 4:01 pm by Anne Smith.  
Moved by Sarah Fash and seconded by Danny Lawrence to adopt the agenda as presented.  
Motion Carried.

<p><b>Officers Present:</b>  <b>Interim President:</b> Anne Smith  <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"> <thead> <tr> <th>Site</th> <th>Director(s)</th> <th>Representatives</th> </tr> </thead> <tbody> <tr> <td>Baldy View</td> <td>Emily Gomez</td> <td></td> </tr> <tr> <td>Cabrillo</td> <td>Doug McCully</td> <td></td> </tr> <tr> <td>Citrus</td> <td>Andrea Maddox-Butler</td> <td></td> </tr> <tr> <td>District Office</td> <td>Judy Trimble</td> <td></td> </tr> <tr> <td>Foothill Knolls</td> <td>Dawn Vieira</td> <td></td> </tr> <tr> <td>Hillside HS</td> <td>Sean Piscioneri</td> <td></td> </tr> <tr> <td>Magnolia</td> <td>Sarah Fash</td> <td></td> </tr> <tr> <td>Pepper Tree</td> <td>Michele Brooks</td> <td></td> </tr> <tr> <td>Pioneer Jr.HS</td> <td>Robert Perkins for Sarah Barry</td> <td></td> </tr> <tr> <td>Sierra Vista</td> <td>Stacy Olguin</td> <td></td> </tr> <tr> <td>Sycamore</td> <td>Janet Jankoski-Pelkey</td> <td></td> </tr> <tr> <td>Upland Elem.</td> <td>Connie Delaney</td> <td></td> </tr> <tr> <td>UHS</td> <td>Terry Kimberling</td> <td></td> </tr> <tr> <td>Upland Jr.HS</td> <td>Maria Sanchez</td> <td></td> </tr> <tr> <td>Valencia</td> <td>Lori Jacobson</td> <td></td> </tr> <tr> <td>Other</td> <td colspan="2">Debbie Glenn - Negotiations Chair Diane Schlitt-Thompson - Past</td> </tr> </tbody> </table>	Site	Director(s)	Representatives	Baldy View	Emily Gomez		Cabrillo	Doug McCully		Citrus	Andrea Maddox-Butler		District Office	Judy Trimble		Foothill Knolls	Dawn Vieira		Hillside HS	Sean Piscioneri		Magnolia	Sarah Fash		Pepper Tree	Michele Brooks		Pioneer Jr.HS	Robert Perkins for Sarah Barry		Sierra Vista	Stacy Olguin		Sycamore	Janet Jankoski-Pelkey		Upland Elem.	Connie Delaney		UHS	Terry Kimberling		Upland Jr.HS	Maria Sanchez		Valencia	Lori Jacobson		Other	Debbie Glenn - Negotiations Chair Diane Schlitt-Thompson - Past	
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	President CTA Representative - Dawn Basurto
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Agenda Items	Notes
Minutes	The minutes from the May Board of Directors meeting were approved.
Treasurer's Report	Treasurer's report will be presented at Rep Council on 09/25/23
Communications	A card was received from Greg Lander's family. "Thank you for your tribute for Greg. His school family was indeed his family."
President's Report	<p><b>Executive Officer Vacancy</b></p> <p><i>A motion was made to vacate the Office of President</i></p> <ul style="list-style-type: none"> <li>● Moved by Danny Lawrence and seconded by Stacy Olguin.</li> <li>● Motion carried. Unanimous votes, no nay votes or abstentions.</li> <li>● Anne Smith will continue as Vice President and serve as Interim President.</li> </ul> <p><i>A motion was made to hold an election for the Office of President.</i></p> <ul style="list-style-type: none"> <li>● Moved by Janet Jankoski-Pelkey and seconded by Emily Gomez</li> <li>● Motion carried. Unanimous vote, no nay votes or abstentions</li> <li>● Discussion included:             <ul style="list-style-type: none"> <li>○ Election timeline</li> <li>○ Collection of Candidate names</li> <li>○ Election date</li> <li>○ Ratification of votes</li> </ul> </li> </ul> <p><b>Election Results Ratification from May, 2023</b></p> <p><i>A motion was made to accept the election results from May 2023.</i></p> <ul style="list-style-type: none"> <li>● Moved by Danny Lawrence and seconded by Andrea Maddox-Butler.</li> <li>● Motion carried. Unanimous vote, no nay votes or abstentions.</li> </ul> <p><b>Election Results</b></p> <ul style="list-style-type: none"> <li>● Vice President - Anne Smith</li> <li>● Secretary - Carla Hegler</li> <li>● Treasurer - Danny Lawrence</li> <li>● Board of Directors             <ul style="list-style-type: none"> <li>○ Baldy View - Emily Gomez, Cabrillo - Doug McCully, Citrus - Andrea Maddox-Butler, District Office - Judy Trimble, Foothill Knolls - Dawn Vieira, Hillside High School - Sean Piscioneri, Magnolia - Sarah Fash, Pepper Tree -</li> </ul> </li> </ul>

Michele Brooks, Pioneer Jr. High - Sarah Barry, Sierra Vista - Stacy Olguin, Sycamore - Janet Jankoski-Pelkey, Upland Elementary - Connie Delaney, Upland High School - John McNally and Terry Kimberling, Upland Jr. High - Maria Sanchez, Valencia - Lori Jacobson

### **Upcoming Conferences**

- **Region 3 Leadership Conference**  
September 29 - October 1, 2023 Los Angeles Bonaventure
- **Special Education Conference**  
October 6 - 8, 2023 Garden Grove
- **LGBTQ+ Issues Conference**  
October 27 - 29, 2023 Palm Springs
- **Solidarity Conference**  
December 8 - 10, 2023 Los Angeles Bonaventure
- **New Educator Conference**  
February 23 - 25, 2024 Costa Mesa
- **Good Teaching Conference - South**  
March 22 - 24, 2024 Garden Grove

UTA will cover the cost of the conference, hotel, mileage, substitute (if needed), and meals not provided by the conference for those approved by UTA to attend.

Administrator approval is not needed to attend any of the above listed conferences.

Some conferences have the option for college credit. Check the conference website for details.

Inform your site Director or Representative if interested in attending any of the conferences listed above.

*A motion was made to approve 25 members to attend the first four conferences. The amount of attendees to the remaining conferences will be determined at a later date*

- Moved by Doug McCully and seconded by Danny Lawrence
- Motion carried. Unanimous vote, no nay votes or abstentions

### **Grants**

- **BIPOC**  
BIPOC members are defined as belonging to one of the following racial-ethnic groups: African-American; American Indian / Alaskan Native; Hispanic semicolon native Hawaiian / Pacific Islander or multi-ethnic. These grants are offered to encourage minority leadership within the association.

- **New Member Grants**

This grant will be awarded to applicants who are within their first 5 years of CTA membership.

**Office Manager Contract Ratification and Direct Deposit**

- Anne Kartun was hired in July 2023 as the new office manager for UTA.
- Information was shared with the UTA Board regarding her contract salary and benefits

*A motion was made to ratify employment of Anne Kartun as the UTA Office Manager*

- Moved by Danny Lawrence and seconded by Janet Jankoski-Pelkey.
- Motion carried. Unanimous vote, no nay votes or abstentions.

**Office Manager Direct Deposit**

- \$25 per month cost

*A motion was made to allow payment of \$25 per month to provide direct deposit payroll for the UTA Office Manager, Anne Kartun*

- Moved by Danny Lawrence and seconded by Emily Gomez.
- Motion carried. Unanimous vote, no nay votes or abstentions.

**UTA Office Cleaning**

*A motion was made to compensate Anne Kartun in the amount of \$570 for additional hours to deep clean the UTA office.*

- Moved by Janet Jankoski-Pelkey and seconded by Lori Jacobson.
- Motion carried. Unanimous vote, no nay votes or abstentions.

**Rep Council Meeting**

- 2023-2024 Rep Council meetings will be held in person.
- Begin at 4:00 at UHS Faculty Room.
- Next Rep. Council Meeting - September 25, 2023

**Union Dues**

- Dues will not be increased this year.
- Full time - 120.59 per month of this amount:
  - CTA receives \$78.60
  - NEA receives \$20.80
  - UTA receives \$21.19
- Part time employees can contact the UTA office to find out the

	<p>reduced rate.</p> <ul style="list-style-type: none"> <li>● Members on leave of absence are not considered members unless they pay dues at a significantly reduced rate. Employees on leave can contact the UTA office to find out the reduced rate.</li> <li>● Catastrophic leave deadline is October 1, 2023. <ul style="list-style-type: none"> <li>○ Only permanent employees</li> <li>○ Do not have to reapply each year</li> <li>○ Forms can be found on the UTA website</li> <li>○ Contact Christina Munoz in Human Resources if you need to confirm enrollment in catastrophic leave</li> </ul> </li> </ul> <p><b>MOU - Rosy Ambriz</b></p> <ul style="list-style-type: none"> <li>● Rosy Ambriz is a former teacher at Pioneer Jr. High and UUSD current administrator. She is on leave undergoing medical treatment and may run out of her sick leave. The District and the Association have reached a temporary agreement to allow staff to donate one sick day on her behalf <u>in addition to the 1 day they contribute to the Catastrophic Leave Bank</u>. To donate a sick day to Rosy contact HR. <ul style="list-style-type: none"> <li>○ Those wishing to donate must be a member of the UTA Catastrophic Leave Bank</li> <li>○ Can only donate one day to Rosy</li> <li>○ Should Rosy not need all the days designated for her, the donated days will be deposited to the UTA Catastrophic Leave Bank</li> </ul> </li> </ul> <p><b>Site Supply Budgets</b></p> <ul style="list-style-type: none"> <li>● Have any sites' supply budgets been increased recently due to inflation? <ul style="list-style-type: none"> <li>○ All sites reported their budgets have not been increased for many years.</li> </ul> </li> </ul> <p><b>Standing Committee Openings</b></p> <ul style="list-style-type: none"> <li>● DACC - need high school representative</li> <li>● Equity - Human, Women and LGBTQ+ Rights</li> <li>● Scholarship - meeting in May</li> <li>● Finance - end of the year budget proposal</li> <li>● Day of the Teacher / Member Engagement</li> <li>● Elections committee</li> </ul>
Committees	<p><b>DACC</b></p> <ul style="list-style-type: none"> <li>● First meeting of the school year will be on September 12, 2023.</li> <li>● Minutes will be emailed</li> </ul> <p><b>NEGOTIATIONS</b></p> <ul style="list-style-type: none"> <li>● Reopeners have been shared between UTA and the District Office.</li> </ul>

	<ul style="list-style-type: none"> <li>● October 6th - all day meeting.</li> <li>● Last year of the three year contract</li> <li>● SpEd issues to be discussed at an inter session in late 2023, early 2024</li> </ul> <p><b>SPECIAL EDUC</b></p> <ul style="list-style-type: none"> <li>● First meeting will be held on September 14, 2023</li> <li>● All 1:1 paras are hired from the same agency</li> </ul> <p><b>EQUITY TEAM</b></p> <ul style="list-style-type: none"> <li>● Nothing at this time</li> </ul>
Open Forum	<p><b>Supply Budgets</b></p> <ul style="list-style-type: none"> <li>● The Shared Decision Making committee at each site is allowed to set the budget for individual sites for their discretionary funding.</li> </ul> <p><b>Job Postings</b></p> <ul style="list-style-type: none"> <li>● Concern about temporary jobs vs. probationary jobs</li> <li>● Potential candidates should be notified at the time the job is <u>offered</u>, if not before, that it is a temporary position.</li> <li>● No time limit for the length of a temporary contract, however the District tries to keep it to under 3 years.</li> <li>● UTA will follow up with the District regarding the status of current temporary employees</li> </ul> <p><b>Class Sizes</b></p> <ul style="list-style-type: none"> <li>● Class sizes should be leveled by the end of the 3rd week.</li> </ul> <p><b>Professional Day</b></p> <ul style="list-style-type: none"> <li>● The professional day is the same as the instructional day.</li> <li>● Teachers need to be in their classroom and prepared to teach when the bell rings.</li> <li>● Prep periods are part of the professional day and teachers should be at their sites during that time.</li> </ul>
Adjournment	Meeting was adjourned at 5:51pm