

2025 - 2026 Meeting Minutes
Upland Teachers Association
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Joint UTA Board and Rep Council - November 12, 2025

Call to Order

A meeting of the Board of Directors was called to order at 4:03 pm by Debbie Glenn.

Officers Present: President: Debbie Glenn Vice President: Sarah Fash Treasurer: Danny Lawrence Secretary: Stephanie Collins	Directors and Representatives Present:		
	Site	Director(s)	Representatives
	Baldy View	Emily Gomez	Kelsey Sorenson Kim Liu
	Cabrillo	Doug McCully	
	Citrus	Andrea Maddox-Butler	Cody Castro Neil Estep
	District Office	Diana Lee	Erin Barron Judith Trimble
	Foothill Knolls	Dawn Viera	
	Hillside HS	Sean Piscioneri	
	Magnolia	Cari Pike	
	Pepper Tree		Jennifer Gardner Pamela Glaspell
	Pioneer Jr.HS	Robert Perkins	
	Sierra Vista	Carla Hegler	
	Sycamore	Janet Jankoski-Pelkey	Kathy Phelps Sara Klein
	Upland Elem.	Connie Delaney	Jennifer Yang
	UHS		Kim Camarena Javier Martinez Steve Wiedefeld
	Upland Jr. HS	Maria Sanchez	Mirna DeLeon Alana O'Neil
	Valencia		Rene Acevedo Liz Ryneear
	Other		

Agenda Items	Notes
Minutes	The minutes from the October Rep Council meeting were approved. Janet Jankoski-Pelkey moved to approve, seconded by Danny Lawrence.
Communications	No Communications
Treasurer's Report	Beginning balance October, 2025 \$325,343.30 Ending balance October, 2025 \$317,079.86
President's Report	Preschool/TK/K “Visiting Event” for Prospective Families • Most sites prefer compensation so teachers will be paid hourly at their daily rate. • Teachers will be paid 90 minutes for a 60-minute event or 120 minutes for a 90-minute event. Each site will determine whether the event will run for 60 or 90 minutes. The additional 30 minutes is for set up. • Sites that choose to hold their Open House early for Preschool, TK & K will not receive extra pay, and TK & K will not participate in the spring Open House. The early release day will still be scheduled in the Spring. • Each site will determine the date and time of the visiting event. Pepper Tree Bathroom • Building a new restroom at Pepper Tree is on the facilities list. • In the meantime, the district is looking into installing a “luxury” portable restroom similar to the ones used at events. Valencia • Ongoing issues related to SDC students pushing into general education classrooms are being resolved. Best Net • Proposed changes are currently being piloted at one or two sites. • If the pilot runs smoothly and issues are resolved, the changes will likely be implemented district-wide next school year. • If BestNet begins requiring two-factor authentication, that component may be rolled out sooner. Safety in Non-Classroom Spaces • Questions have been raised regarding whether non-classroom spaces (e.g., offices, workrooms, multipurpose rooms) have the necessary safety features such as emergency kits, the ability to barricade doors, functioning speakers, etc. • The District Safety Committee is being made aware of these safety concerns. • Site safety committees are encouraged to assess and address this as well and bring their findings to the district-wide safety committee. • UTA believes that for the purposes of communication in a true emergency, unit members may need to use Raptor so it is not unreasonable to need to download Raptor onto their personal

	devices. It should not be used for any purpose other than emergency communication (including drills). - Sites should not use Group Me for emergency communications and Group Me should be a completely optional program. Stipends for Combo Teachers - Elementary teachers assigned to combo classes receive a stipend, which should be shared when instructional responsibilities are split with another teacher, such as departmentalization. - UTA and Business Services are collaborating to create a system that will allow teachers to determine the appropriate percentage split of the stipend. - The baseline instructional week is 26 hours. The percentage of time students spend receiving instruction from another teacher should determine the stipend share. - Combo teachers and grade-level colleagues should meet to agree on stipend distribution. Dual Enrollment at Upland High School - UTA and the district are exploring recommendations to board policy on general dual enrollment to clarify and tighten requirements. - Possible revisions under consideration include: - Capping the number of units for which students can earn credit or take in one content area. - Restricting dual enrollment courses for certain requirements to those that qualify for UC or CSU credit. - These restrictions would not apply to students participating in U'College or The Pathways Prep Academy.
Prop 55 Extension	Prop 55 Extension - Proposition 55 imposed an additional tax on the highest-income earner California residents, and this tax is scheduled to expire in 2030. - If the proposition expires, education funding would be reduced by billions of dollars. UUSD would see a \$15,000,000 annual reduction. - CTA is distributing petitions to local associations. - UTA will ask site representatives and members to help collect signatures to place a measure on the ballot to extend the tax.
Conferences	UTA Conferences - Anyone interested in attending a conference needs to look for the interest list sign up form sent out by UTA. - UTA will send more people to conferences this year due to a budget surplus. - You can earn college credit by attending CTA conferences. CTA will pay for 6 college units during the school year through their program and 6 units during the summer. You can purchase an additional 3 units for \$85 per unit. In addition to conferences, you can earn units online. This is a great way to earn units to move over a column on the salary schedule. All units are through Cal State Chico.

	- Conference list: <u>Organizing</u> Conference: January 16-18 Las Vegas - Focused on current issues in education. New members expressing interest will be placed on a waitlist. - Political Academy: February 13-15 Orange County - For anyone interested in getting involved in board elections, bond measures, etc. - New Educator Conference: February 20-22 Costa Mesa - For educators new to the profession within the last 5 years. This is a great conference for new educators. - Equity and Human Rights Conference: March 13-15 Costa Mesa - People have not been notified about whether they are going to that conference - Good Teaching Conference: March 20-22 Orange County - Non-political conference focused on PD and instruction. - Women's Leadership Conference: April 10-12 San Diego
District Climate and Culture Survey	- Please fill out the District Climate and Culture Survey by December 3rd. - The district has assured UTA that responses are anonymous. - Keep comments generic if you are concerned about being identified. - The district plans to review results with administrators in coming months so that improvements can be made before the end of the school year.
Standing Committees	Members are needed to join the Membership Engagement committee (social and recognition activities). This committee will only meet a couple of times.
Committee Reports	DACC (District & Association Collaborative Committee) - District Enrollment process. - Data confirmation process for family input in Aeries. - January 27th technology in-service. Negotiations - The next meeting is November 21st. - The focus right now is on SPED language. Special Ed - No Report
Open Forum	Attendance Affidavits - An attendance affidavit is a statement affirming that, to the best of one's recollection, the attendance report is accurate. - There are no legal ramifications for unintentional errors in the attendance report.

	UJH Recruitment • Schools may engage in recruitment efforts to attract students to new academies and specialized programs. • As these specialized programs expand, some student movement between sites is expected. Charter School • Recruitment efforts are underway in many surrounding communities. • The school will likely open as long as enrollment is sufficient to be cost-effective, even if it does not reach the initial target of 100 students.
Adjournment	The meeting was adjourned at 5:00 p.m.