

**2025 - 2026 Meeting Minutes**  
**Upland Teachers Association**  
**99 North San Antonio Avenue, Ste. 200, Upland, CA 91784**  
**Office (909) 985-4615**  
**Email: upland\_teachers@upland.k12.ca.us**  
**Website: www.uplandteachers.org**

**Joint Council - December 8, 2025**

**Call to Order**

A meeting of the Board of Directors was called to order at 4:00 pm by Debbie Glenn.

<b>Officers Present:</b> <b>President:</b> Debbie Glenn <b>Vice President:</b> Sarah Fash <b>Treasurer:</b> Danny Lawrence <b>Secretary:</b> Stephanie Collins	<b>Directors and Representatives Present:</b>		
	<b>Site</b>	<b>Director(s)</b>	<b>Representatives</b>
	<b>Baldy View</b>	Emily Gomez	Kelsey Sorenson Kim Liu
	<b>Cabrillo</b>	Doub McCully	Marci McMahon
	<b>Citrus</b>	Andrea Maddox-Butler	Cody Castro Niel Estep
	<b>District Office</b>	Diana Lee	Erin Barron Stephanie Ellis Judith Trimble
	<b>Foothill Knolls</b>	Dawn Viera	
	<b>Hillside HS</b>	Sean Piscioneri	
	<b>Magnolia</b>		
	<b>Pepper Tree</b>	Michele Brooks	Pamela Glaspell
	<b>Pioneer Jr.HS</b>	Robert Perkins	
	<b>Sierra Vista</b>	Carla Hegler	Heather Farnsworth
	<b>Sycamore</b>	Janet Jankoski-Pelkey	
	<b>Upland Elem.</b>	Connie Delaney	
	<b>UHS</b>		Kim Camerena Sara Roberson Steve Wiedefeld Stacie Bangle
	<b>Upland Jr. HS</b>	Maria Sanchez	Alana O'neil Anne Smith
	<b>Valencia</b>	Lori Jacobson	Rene Acevedo Liz Ryneear
	<b>Other</b>		

Agenda Items	Notes
<b>Minutes</b>	The minutes from the November Joint Board and Rep. Council meeting were approved. Janet Jankoski-Pelkey moved to approve, seconded by Stacie Bangle.
<b>Communications</b>	No Communications
<b>Treasurer's Report</b>	Beginning balance October, 2025 \$317,079.86  Ending balance October, 2025 \$326,475.79
<b>President's Report</b>	<b>Stipends</b> <ul style="list-style-type: none"> <li>● <b>Combo Teachers</b> <ul style="list-style-type: none"> <li>○ Elementary teachers assigned to combo classes receive a stipend, which should be shared when instructional responsibilities are split with another teacher (e.g., departmentalization), unless the other teacher(s) chooses to decline</li> <li>○ Business Services is developing a form for combo teachers to document the percentage shares of instructional time.</li> <li>○ Stipends will be paid twice per year.</li> <li>○ Combo teachers also receive \$200 in additional supply funds.</li> </ul> </li> </ul>
<b>Conferences</b>	<b>UTA Conferences</b> <ul style="list-style-type: none"> <li>● Anyone interested in attending a CTA conference needs to look for the interest list sign-up form sent out by UTA.</li> <li>● CTA offers a variety of grants to support CTA conference attendance.</li> <li>● When attending a CTA conference as a UTA representative, UTA will cover expenses. <ul style="list-style-type: none"> <li>○ In some cases, UTA may encourage UTA approved attendees to apply for CTA conference grants to help offset costs, allowing more members to attend conferences. If there is a difference between the grant and the cost, UTA will cover the difference.</li> <li>○ Any UTA member may attend a CTA conference without UTA approval at their own expense and they can also apply for grants through CTA.</li> </ul> </li> <li>● You can earn college credit by attending 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.</li> <li>● Conference list: <ul style="list-style-type: none"> <li>● <b><u>Organizing</u></b> Conference: January 16-18 Las Vegas <ul style="list-style-type: none"> <li>○ Focused on current issues in education. New members expressing interest will be placed on a waitlist.</li> </ul> </li> <li>● Political Academy: February 13-15 Orange County <ul style="list-style-type: none"> <li>○ For anyone interested in getting involved in board</li> </ul> </li> </ul> </li> </ul>

	<p>elections, bond measures, etc.</p> <ul style="list-style-type: none"> <li>• New Educator Conference: February 20-22 Costa Mesa <ul style="list-style-type: none"> <li>◦ For educators new to the profession within the last 5 years. This is a great conference for new educators.</li> </ul> </li> <li>• Equity and Human Rights Conference: March 13-15 Costa Mesa <ul style="list-style-type: none"> <li>◦ People have not been notified about whether they are going to that conference</li> </ul> </li> <li>• Good Teaching Conference: March 20-22 Orange County <ul style="list-style-type: none"> <li>◦ Non-political conference focused on PD and instruction.</li> </ul> </li> <li>• Women's Leadership Conference: April 10-12 San Diego</li> </ul>
<b>Status Updates from HR</b>	<ul style="list-style-type: none"> <li>• All teachers should have received their Status Update form.</li> <li>• Please review the form carefully to ensure accuracy, including: <ul style="list-style-type: none"> <li>◦ Correct step and column placement</li> <li>◦ Legal name</li> <li>◦ Credential expiration dates</li> <li>◦ Hire date, defined as the first paid service date (or the most recent start date if there was a break in service). Seniority is based on the first work day as a probationary teacher.</li> </ul> </li> <li>• The form must be signed and returned even if no corrections are needed.</li> <li>• It is recommended that members make a copy for their records.</li> </ul>
<b>Proposition 55 Extension Petitions</b>	<ul style="list-style-type: none"> <li>• Proposition 55 would make permanent an existing tax on high-income California residents, which is currently set to expire in 2030.</li> <li>• If the tax expires, the state would lose billions of dollars, resulting in significant reductions to TK–Community College education funding. UUSD would lose more than \$15 million.</li> <li>• The tax applies to individuals earning more than \$361,000 annually and couples earning more than \$721,000.</li> <li>• CTA has provided informational flyers and guidance on collecting signatures for the Proposition 55 extension petition. <ul style="list-style-type: none"> <li>◦ Representatives are encouraged to collect signatures from all eligible voters at their school sites.</li> <li>◦ Only registered voters can sign</li> <li>◦ Signatures must be collected using black or blue ink.</li> <li>◦ A separate petition is required for each county in which signers are registered to vote.</li> </ul> </li> <li>• The target deadline for collecting petitions is the end of January.</li> </ul>
<b>Standing Committees</b>	<ul style="list-style-type: none"> <li>• Members are needed to join the Membership Engagement committee (social and recognition activities). This committee will only meet a couple of times. The first meeting will be after the winter break.</li> </ul>

<b>Committee Reports</b>	<p><b>DACC (District &amp; Association Collaborative Committee)</b></p> <ul style="list-style-type: none"> <li>• The DACC meeting for December is on the 9th.</li> </ul> <p><b>Negotiations</b></p> <ul style="list-style-type: none"> <li>• Much of the current negotiation language under discussion relates to Special Education.</li> <li>• The next negotiations meeting is scheduled for late January.</li> <li>• The district is expected to provide responses to many of the negotiated issues at the January meeting.</li> </ul> <p><b>Special Ed</b></p> <ul style="list-style-type: none"> <li>• No Report</li> </ul>
<b>Open Forum</b>	<p><b>iReady</b></p> <ul style="list-style-type: none"> <li>• Some teachers would like to move or extend the mid-year i-Ready testing window.</li> <li>• This topic will be brought to the next DACC meeting.</li> </ul> <p><b>Administering Medication</b></p> <ul style="list-style-type: none"> <li>• Administering medication is not part of a teacher's contract.</li> <li>• The District nurses appreciate teachers who voluntarily complete training for specific medications. However, no teacher should be pressured to participate in such training.</li> <li>• It is helpful to have staff members trained for field trips so that the Health Tech does not have to go on the field trip and can remain at the site.</li> <li>• Teachers who choose to be trained are encouraged to obtain the District Lead Nurse's contact information so that they can call in the event of needing to administer medication.</li> <li>• Teacher liability is limited when administering medication, as long as they are following the procedures that they were trained to do. CTA would provide representation in the event of legal action.</li> </ul> <p><b>Report Cards</b></p> <ul style="list-style-type: none"> <li>• Report cards will be discussed at the next DACC meeting.</li> </ul> <p><b>Stipends for classes over the maximum number of students and for combo classes</b></p> <ul style="list-style-type: none"> <li>• Payment will be issued twice a year.</li> </ul> <p><b>Upland Junior High</b></p> <ul style="list-style-type: none"> <li>• Concerns were raised regarding proposed changes involving dedicated restrooms for elementary students.</li> <li>• This issue will be discussed at the next Transition Committee meeting.</li> </ul> <p><b>GLC Costs</b></p> <ul style="list-style-type: none"> <li>• Subs are the primary cost of the GLCs to the district.</li> <li>• UTA will follow up to determine the budget source for GLCs, which may include the Teacher Effectiveness grant and LCAP.</li> </ul>

	<p><b>Thermostats</b></p> <ul style="list-style-type: none"> <li>• Teachers typically do not have control over classroom thermostats.</li> <li>• Concerns were reported regarding the ability to override HVAC systems after hours to provide heating or cooling for after-school activities.</li> </ul> <p><b>6th Grade Teachers</b></p> <ul style="list-style-type: none"> <li>• Citrus reported not getting paid their 6th grade stipend for the 2024-2025 school year.</li> </ul>
<b>Adjournment</b>	The meeting was adjourned at 4:56 p.m.