

2021-2021 MEETING MINUTES
UPLAND TEACHERS ASSOCIATION
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Joint Council Meeting Minutes

Monday, December 13, 2021

Call to Order

A meeting of the Joint Council meeting was called to order at 4:00 pm by Greg Lander.

Moved by Janet Jankoski Pelky, second by *Daniel Lawrence*, minutes approved.

Officers Present:

President: Greg Lander
Vice President: Anne Smith
Treasure: Stacie Bangle
Secretary: Acting Recorder Katherine Kinsey
Past President: Diane Schlitt-Thompson

Directors and Representatives Present:

Site	Director(s)	Representatives
Baldy View	Emily Gomez	Kelsey Sorenson, Lisa Yoshimura - Kitamura
Cabrillo	Doug McCully	Marci McMahan
Citrus	Cody Castro	Andrea Maddox
District office	Cynthia Trubey	Judy Trimble
Foothill Knolls	Jacqueline Delaney	Dawn Viera
Hillside High	Eileen Latona Sarinana	
Magnolia	Sarah Fash	Cari Pike
Pepper Tree	Kelly Tolliver	Pamela Glaspell, Ellen Sperling, Tim Collier
Pioneer Jr.	Nathan Sharp	Sarah Barry, Robert Perkins
Sierra Vista	Carla Hegler	Amy Braeger
Sycamore	Janet Pelkey	Mary Levi
Upland Elementary	Gabrielle Roldan,	Jennifer Yang, Connie Delaney
Upland High	John McNally Terry Kimberling	Debbie Glenn (NG), Wendy Marquez, Steve Wiedefeld, Sean Piscioneri

	Upland Jr	Danny Lawrence	
	Valencia	Lori Jacobson	Liz Rynear Sara Stoner
	Other	Denise Guerrero	

AGENDA ITEM	NOTES
Minutes	Minutes accepted Moved by , second by, minutes approved. Postponed until January
Treasurer's Report	Treasurer's report was accepted for filing.
President's Report	<p><u>District Budget Stabilization Committee</u></p> <ul style="list-style-type: none"> ● How to address long-term budget concerns? ● Concerns are common in the long term, because the district is forced by accounting to be conservative in their third year budget projections ● We have been in the red for quite a few years, and we are projected to continue to be in the red in the third year ● We have weathered it because of one time money and we are likely to get additional one time funds. These new funds will likely be from the state's budget surplus ● Long Term challenges <ul style="list-style-type: none"> ○ Although high school enrollment was higher than last year, the junior highs are down this year ○ When the state established LCFF - the funding is per pupil. K-3 and 9-12 are funded at a higher level per pupil than grades 4-8 <ul style="list-style-type: none"> ■ So funding is not equally distributed ■ Retaining high school kids is really important since we start to get more money per pupil when they reach grade 9 ■ We need to find ways to bring in new students <ul style="list-style-type: none"> ● Improved communication about the good things (Liz at DO) ● Better communication when parents contact the district ● Talk about the high school ■ If anyone has ideas on how to save money or bring kids in, send the info to Greg or if you want to join the committee ● The committee is discussing what are our revenue sources, what are we doing to maximize their sources, and how can we improve our efficiency. <ul style="list-style-type: none"> ○ Do we know of areas where it would be efficient to cut back? ○ Idea about reducing the number of consultants ○ Concerns about a consulting firm being hired <ul style="list-style-type: none"> ■ According to the Superintendent, we hired an individual from a non-profit organization that puts on conferences - it is not a consulting firm ■ Concerns about the value of the individual's services as

	<p style="text-align: center;">compared to the cost. Couldn't we utilize our own staff?</p> <ul style="list-style-type: none"> ● ADA is also down this year due to attendance issues related to COVID <ul style="list-style-type: none"> ○ How can we maximize our average daily attendance? <ul style="list-style-type: none"> ■ We are hopeful that the state with recognizing that this year is difficult because attendance is lower across the state ■ We are offering Saturday School and other bonus days during the break ■ Show term independent study ■ How are we attracting students and families? <p><u>Pay Check Transparency</u></p> <ul style="list-style-type: none"> ● Concerns about whether we are being paid correctly; concerns about what the additional money on our paychecks is ● Greg is meeting with Terry Comnick, the Assistant Superintendent of Business to make the process more transparent ● General concern about HR inefficiencies - losing papers, not filling positions - poor systems in place <p><u>Elementary Report Cards</u></p> <ul style="list-style-type: none"> ● Deadline was not as firm as initially portrayed. Union did push back to improve the situation <ul style="list-style-type: none"> ○ District is going to move to a drop-down menu with pre-approved comments ○ Communication was not accurate from the district through the site admin. This is an ongoing problem <p><u>Cleaning and Maintenance</u></p> <ul style="list-style-type: none"> ● No Update ● Still have not fixed windows at Upland El ● If there is a custodian out, there are no substitute custodians ● Broken skylights ● No update when ZenDesk will be up and running ● Other issues send an email to Greg
Committees	<p><u>DACC-</u></p> <ul style="list-style-type: none"> ● Copy machines - will sites have to pay for new machines? No answer yet - business is doing an audit of machines <ul style="list-style-type: none"> ○ Greg says general copiers should be part of district-level budget ○ Toner shortage - not just at UUSD ● Information on volunteers is in the DACC minutes ● Independent study packet for TK-6 was worked out <p><u>Negotiations-</u></p> <ul style="list-style-type: none"> ● Going well in forward movement ● UTA has presented several pages of proposals ● Waiting for the district to respond ● Next negotiations - Wednesday, 12/15 ● Goal is to be done by early spring ● Big items still need to be addressed <ul style="list-style-type: none"> ○ SPED working conditions

	<ul style="list-style-type: none"> ○ Will set up meetings with SPED teachers at different grade levels ● Foothill Knolls MOU ● Salary and Benefits ● Confident there will be a salary increase <ul style="list-style-type: none"> ○ The question is how much ● Union does look at the staffing at the district level as part of the conversation <p><u>Special Ed</u>-No report</p> <p><u>Equity Team</u>- No report</p>
Open Forum	<ul style="list-style-type: none"> ● Subs cannot access sub-plans left by teachers on Frontline/Aesop ● Independent study contract questions about duration. Can it be shorter than 5 days? How much notice do they need to give for independent study? <ul style="list-style-type: none"> ○ Greg will check into it ○ Every dollar we recoup is a dollar we can negotiate so we have an interest in having Independent Study options for students who are out even for a short period of time ● How many Wednesdays can be for professional development? <ul style="list-style-type: none"> ○ 7 maximum for the year ○ If they use part of the day, then it counts as a day. ○ If they plan a Wednesday PD, and the speaker doesn't show, does it still count? <ul style="list-style-type: none"> ■ Yes, if the time has been taken away from the teachers, but if teachers are notified of the cancellation in advance, then it doesn't count as one of the 7 days.
Adjournment	This meeting was adjourned at 5:22 pm