2025 - 2026 Meeting Minutes
Upland Teachers Association
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Board Meeting - January 12, 2025

Call to Order

A meeting of the Board of Directors was called to order at 4:00 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	
Cabrillo	Doug McCully	
Citrus	Andrea Maddox-Butler	
District Office	Diana Lee	
Foothill Knolls		
Hillside HS	Sean Piscioneri	
Magnolia	Cari Pike	
Pepper Tree	Michele Brooks	
Pioneer Jr.HS	Robert Perkins	
Sierra Vista	Carla Hegler	
Sycamore	Janet Jankoski-Pelkey	
Upland Elem.	Connie Delaney	
UHS	Terry Kimberling	
Upland Jr. HS	Maria Sanchez	
Valencia	Lori Jacobson	
Other		

Agenda Items	Notes

Minutes	The minutes from the December Joint Board and Rep. Council meeting were approved. Diana Lee moved to approve, seconded by Carla Hegler.
Communications	No Communications
Treasurer's Report	Beginning balance December, 2025 $326,475.79 Ending balance December, 2025 $329,537.07 ● All required filings have been submitted to the county. ● IRS filings are still in progress.
President's Report	**Furlough 1/20** ● January 20th is a furlough day. ● It is an unpaid on-work day, certificated staff should not report to work. **Stipends** ● **Combo Teachers** ○ All combo stipend forms have been completed and submitted. ○ Materials orders have been placed for all schools except for Cabrillo, Pepper Tree, and Magnolia. ○ These orders are placed through Instruction. ● **Class Size Overages** ○ Teachers do not need to submit anything. ○ Payments are based on enrollment (not attendance) and are issued December 1 and July 1. **GLC** ● GLC expenses are paid through LCAP funds. ● Costs have been reduced, including eliminating provided lunches. **Pepper Tree Restroom** ● Chris Beeson will be on site this week to determine the best location for the temporary restroom installation. **Election Timelines are being moved up** ● NEA RA Election will occur in early February ● Scholarship applications will be moved up to March. ● Officer and Board elections will occur in March and April. ● Contract vote and bylaw-related items will follow after spring break. **Letter of Support for Duarte for upcoming negotiations.** ● A letter of support for Duarte Teachers Association related to upcoming negotiations was proposed. ○ Motion made by Janet Jankoski-Pelkey and seconded by Andrea Maddox-Butler. Motion carried. **Professional Learning** ● Instructional Services sent a letter regarding scaling back

	professional learning. ● Many GLC sessions have been canceled. ● UTA reviewed survey data with the District and the District reviewed their plus/delta feedback, indicating teachers want fewer missed instructional days for mandatory professional learning. ● Some optional professional learning opportunities will still be offered.

Proposition 55 Extension Petitions	● Completed petitions should be brought to the January Rep Council meeting (February is acceptable, but the goal is end of January).
	  ○ Must be signed black or blue ball point pen.
	  ○ One petition per county.
	  ○ Cross off mistakes completely – do not correct.
	  ○ Whoever is collecting the petition should sign the bottom.
	● Goal: signatures from 85% of members.
	● Proposition 55 would make permanent an **existing tax bracket on high-income California residents**, which is currently set to expire in 2030.

Purchasing Deadlines	● Purchasing deadlines vary by site due to site-level approval timelines.
	  ○ The outside purchase order deadline at the District Office is March 27th.
	  ○ The deadline for orders to the Warehouse and on Open POs is May 29th.
	● The district has exceeded allowable Amazon spending under legal limits for a single vendor prior to competitive bidding.
	  ○ No further Amazon purchases can be made this year.
	  ○ Efforts are being made to deal with this in the future.

Dedicated Benefits Email Address	● For benefits questions, send emails to uusd_benefits@upland.k12.ca.us to expedite requests.
CTA Budget Survey	● CTA is collecting responses in their annual budget survey. ● Members are encouraged to provide input on how CTA dues are allocated.
MOU's Baldy View and Upland Elementary	● MOUs are being finalized for teachers transferring from Baldy View and Upland Elementary. ● The purpose is to provide additional transfer rights (e.g., not requiring interviews) for teachers who are involuntarily transferred from these sites due to the creation of new programs that may negatively impact them. ● Transfers will occur after current site assignments are finalized.

Service Center Conference	● CTA will host a Service Center Conference early next school year. ● This is a one-day training focused on supporting local chapters and representatives. ● Tentatively planned for September, possibly at Mt. SAC. ● UTA should plan to send a large local contingent.

Conferences	**UTA Conferences**
	● Anyone interested in attending a CTA conference needs to look for the interest list sign-up form sent out by UTA.
	● CTA offers a variety of grants to support CTA conference attendance.
	● Conference list:
	  ● 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

Committee Reports	**DACC (District & Association Collaborative Committee)**
	● Mid-year iReady
	  ○ The District believes that collecting data on the scheduled dates provides the opportunity to adapt instruction to meet student needs
	● Elementary report cards will be discussed
	● Taco Tuesday
	  ○ No tickets if you park in the community.
	  ○ Parking at the church parking lot.
	
	Negotiations
	● Awaiting budget feedback from School Services and the Governor's report (end of the month).
	● Still discussing special education and reopeners.
	
	Conference Committee
	● Feedback was asked regarding first trimester conferences. The grading period ends November 20th. Options discussed included:
	  ○ December 3, 4, 7, 8, 10 and 11
	  ○ December 7, 8, 10, 11, 14 and 15.
	  ○ The consensus was to go with December 3, 4, 7, 8, 10 and 11

	Special Ed ● No Report
Open Forum	**Safety** ● Exploration of improved bell systems to alert emergencies is needed. ● Safety concerns should be communicated to site safety committees. ○ Shared spaces should be considered, as most classrooms already have lockdown procedures in place. ● Shelter in place clarification: instruction can continue and lights may remain on. ● Lockdown clarification: lights off, no instruction, prepare for run, hide, fight. ● Larger safety projects may require grants or bond funding. **Budget** ● The district budget will not be finalized until the state budget is complete.
Adjournment	The meeting was adjourned at 4:56 p.m.