

2025 - 2026 Meeting Minutes
Upland Teachers Association
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Rep Council - October 27, 2025

Call to Order

A meeting of the Board of Directors was called to order at 4:02 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		Marci McMahon
	Citrus	Andrea Maddox-Butler	Cody Castro Niel Estep
	District Office	Diana Lee	Erin Barron Stephanie Ellis Judith Trimble
	Foothill Knolls	Dawn Viera	
	Hillside HS		
	Magnolia	Cari Pike	Jolene Hruska
	Pepper Tree	Michele Brooks	Amanda Swan
	Pioneer Jr.HS		Sarah Barry
	Sierra Vista		Heather Farnsworth
	Sycamore	Janet Jankoski-Pelkey	Kathy Phelps Sara Klein
	Upland Elem.	Connie Delaney	
	UHS	Terry Kimberling	Stacie Bangle Kim Camerena Richard Kim Sara Roberson
	Upland Jr.HS	Maria Sanchez	Mirna DeLeon Alana O'neil Anne Smith
	Valencia		
	Other		

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Agenda Items	Notes
Minutes	The minutes from the September Rep Council meeting were approved. Danny Lawrence moved to approve, seconded by Stacy Bangle.
Treasurer's Report	Beginning balance September, 2025 \$329,317.98 Ending balance September, 2025 \$325,343.30
School's First Presentation	• Summer Saver program is a 6.5% savings account for setting aside savings for summer. They also have summer skip payment options. • Auto loan program, no payments for 90 days and can skip summer payments • They offer school supplies loan at no interest

Communications	No Communications
President's Report	Taco-About-Technology Day 1/27 - January 27th is a minimum day for students and a full day for teachers. After students are released, teachers will attend professional learning about technology at Upland High School. - Lunch will be provided Voya - UUSD is no longer partnering with Voya. - Enroll in American Fidelity or The Standard to continue voluntary disability or voluntary life insurance. - Contact Eva Zuniga at the district office if there are incorrect Voya deductions on your paystub. The Standard - Any certificated employee in UUSD can sign up with The Standard for disability insurance and/or life insurance with no health questions asked. - New certificated employees have 250 days to sign up. - Existing certificated employees have until November 30, 2025. - UTA previously sent out information on how anyone can sign up this year. Look for an email that includes "The Standard" in the subject line. Annual Letter of Placement - Certificated staff will receive their annual letter of placement in the coming months. - HR will send the letter to you via your school site. Evaluations - Anyone being evaluated should have been notified and told who there evaluator is and given the evaluation documents by October 1st - The initial conference must happen by November 1st. Resident Subs - Resident subs will be permitted to <u>sub and push into your classes for support</u> for the entirety of the school year. Field Trips - The district has established a standard operating procedure for all field trips. - Reach out to your principal for the procedure. Meeting Space Concerns - If there are concerns with needing space for VAPA, Speech or any other pull-outs please inform your site Director. WIAT - iPad have been fixed/issued.

	- No continuing issues have been reported. Arts Coaches - When arts teachers have absences, Arts coaches can be time carded additional hours beyond their regular weekly cap when they are needed to support substitutes. Contract - The updated contract has been posted to the UTA website. - It is incomplete as the evaluation forms are still being added, but all other updates can be found on the website. Free Flu Shots - Information about a free vaccine clinic went out in an email.
November JOINT Meeting Date	November Meeting A joint UTA Board and Representative Council meeting will be held on <u>Wednesday</u> November 12 due to the Monday day off and the Tuesday holiday
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 conferences. CTA will pay for 6 college units during the school year through their program and 6 units during the summer. You can also 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 processed through Cal State Chico. - Conference list: - Organizing Conference (previously scheduled to be the Issues Conference): January 16-18 Las Vegas - Focused on organizing unit members for action. 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 - 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
Member Benefits Mondays	• An email containing information about member benefits will be sent out on the first Monday of the month. • The focus this month was university credits and travel benefits.
Catastrophic Leave	• October 1st was the deadline for unit members to join the catastrophic leave bank. • Next year the form will be digital rather than a paper form. The link to the form will be posted on the district and UTA websites. • No day was taken this year <u>for members already a part of the bank.</u> • Members joining the bank this year will have one day deducted because they have not previously contributed to the bank. • The leave day from last school year was deducted late. Anyone who had already exhausted their sick leave before that deduction was taken will have one day deducted this year instead of two days.
Open House preschool, TK & K	• Each site can decide whether to hold their TK/Kinder Open House early, or hold a Preschool/TK/Kinder showcase earlier. • This is not an administrative decision, it is a site decision. It should be made by the site's shared decision-making team. • If a decision is made to have Open House early, the minimum day will be taken the week of the Open House in the spring. • There will be a required "showcase" for Preschool, TK and Kinder in January or February for sites holding their Open House in the spring. The site will determine the date and whether it is 60 or 90 minutes. • The district has proposed compensating teachers for two hours of pay (<u>at the teacher's daily rate</u>) for the 90 minute "showcase" (90 minutes of pay if the "showcase" is 60 minutes). The additional 30 minutes of pay is for any work needed to tidy up the room before the event starts. • UTA is looking for feedback. Contract language says that minimum days must be offered for required evening events, so UTA can insist on an extra minimum day if this is what the teachers prefer <u>overall</u>, though this will not likely be a minimum day for students so sub plans will need to be prepared. • The district is not expecting teachers to prepare a presentation for the "showcase", put up extra work on the walls, etc. Teachers only

	have to be present in their rooms for families to visit. ● Get back to UTA in the next week or two about a preference (not a selection) regarding what the site would want given the options of a minimum day or payment. ● If TK/Kinder moves the TK/Kinder Open House to January then there does not need to be a separate showcase. ● UTA will provide feedback to the District to change the name of the event as “Showcase” sounds like more of a presentation than a visit.
Bylaws	● The last time the bylaws were updated was 2017. ● Anyone interested in helping to update the UTA Bylaws may join the committee. ● 2-3 meetings will be held. ● Rep council approves the bylaws, then CTA, and then they are put to a vote by all UTA members
Charter School Update	● The Pathways Prep charter school will be a district-run “middle college” model charter school. It is NOT an independent charter. ○ UUSD board will oversee the charter. ○ Teachers and other certificated staff will be UTA members. Teachers and other certificated staff must apply and no one will be involuntarily transferred into the charter school. An extensive MOU is being developed to deal with contract issues that will be unique to the charter school, similar to how the Foothill Knolls MOU was developed. ● Startup costs for opening the school will be funded primarily by grants. No general fund money will be spent on travel, uniforms, etc. ● The target population is 9-12 students who do not do well in a traditional setting such as EL students and homeless and foster youth, although all students can apply. ● The goal is that 50% of students transfer in from outside of the district. ● Eventually that will be 200 more students of ADA that will flow into the District. Charter school costs that are shared with other close sites (like a health tech or a custodian shared with Upland Elementary) can be charged to the charter school – at least in part – saving general fund money. ● 100 students accepted each year, starting with freshmen, with 400 students maximum after 4 years. ● Students will take college courses both online and in person. ● Students will take college field trips. ● Recruitment throughout the region has begun. ● Students with IEPs will be included, but there will not be mod/severe or ED programs available. ● U-College is geared toward students who want a traditional high school experience, taking both college classes online while having the opportunity to take AP classes, electives, participate in performing arts at Upland High School, etc. ● UTA is also working with the District to look at the current dual enrollment policies for students that are NOT in U’College or the Pathways Prep charter school.

Standing Committees	Members are needed to join the Membership Engagement Committee (social and recognition activities).
Committee Reports	DACC (District & Association Collaborative Committee) - Minutes were sent to all staff topics included: - Upland U - Taco-About-Technology Day Negotiations - SPED language has been the primary topic at the last negotiations meetings. - The negotiations team is meeting on November 17th to prepare for the next negotiations meeting on the 21st. Special Ed - No Report
Open Forum	Maintenance, operations, and transportation issues were brought up for individual sites
Adjournment	The meeting was adjourned at 5:25 p.m.