

**2023 - 2024 Meeting Minutes**  
**Upland Teachers Association**  
**99 North San Antonio Avenue, Ste. 200, Upland, CA 91784**  
**Office (909) 985-4615 Fax (909) 985-2625**  
**Email: upland\_teachers@upland.k12.ca.us**  
**Website: www.uplandteachers.org**

**Representative Council**

September 25, 2023

**Call to Order**

A meeting of the Board of Directors was called to order at 4:01 pm by Anne Smith.

Moved by Kelly Tolliver and seconded by Stacie Bangle to adopt the agenda as presented.

Motion Carried.

**Officers Present:**

**President:** Anne Smith (Interim)

**Vice President:** Anne Smith

**Treasurer:** Danny Lawrence

**Secretary:** Carla Hegler

**Past President:**

Dianne Schlitt-Thompson

**Directors and Representatives Present:**

Site	Director(s)	Representatives
Baldy View	Emily Gomez	Kelsey Sorenson Kristy Nuckolls
Cabrillo		Marci McMahon
Citrus	Andrea Maddox-Butler	Cody Castro
District Office	Judy Trimble	Stephanie Ellis
Foothill Knolls		Jacqueline Delane
Hillside HS	Sean Piscioneri	
Magnolia		Cari Pike
Pepper Tree	Michele Brooks	Kelly Tolliver Pamela Glaspell
Pioneer Jr.HS	Sarah Barry	Robert Perkins Kelly Rushing
Sierra Vista		
Sycamore	Janet Jankoski-Pelkey	Sara Klein Kathy Phelps
Upland Elem.	Connie Delaney	
UHS		Debbie Glenn (NG) Steve Wiedefeld Wendy Marquez Doug Hutchins
Upland Jr.HS		Maria Sanchez
Valencia	Lori Jacobson	Liz Rynear

	<table border="1"> <tr> <td data-bbox="652 134 889 216">Other</td><td data-bbox="889 134 1489 216">Anne Kartun - Office Manager, Mary Levi</td></tr> </table>	Other	Anne Kartun - Office Manager, Mary Levi
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Agenda Items	Notes
Minutes	May 2023 Rep Council minutes will be reviewed at the October meeting
Treasurer's Report	June \$272,340.41 ending August \$281,222.58
Communications	A card was received from Greg Lander's family. "Thank you for your tribute for Greg. His school family was indeed his family."
President's Report	<p><b>UTA President Election</b></p> <ul style="list-style-type: none"> <li>• Anne Smith will remain the Interim President until a new President has been elected, she will resume the Vice President position after the election.</li> <li>• Nominations for President are open until Wednesday, September 27th at 4:00 PM</li> <li>• The election will be held Monday October 2, 2023, through Wednesday, October 4, 2023</li> <li>• Please confirm with all UTA members at your site that they received the ballot</li> </ul> <p><b>Retiree Recognition</b></p> <ul style="list-style-type: none"> <li>• Mary Levi retired at the end of the 2023 school year. Mary has served in numerous positions within the Upland Teachers' Association, including UTA President and State Council Representative, She was also very active in CTA Ethnic Minority Affairs issues and was Chair of Alaskan Native &amp; Native American Caucus for NEA.</li> </ul> <p><b>Office Manager</b></p> <ul style="list-style-type: none"> <li>• Anne Kartun - retired English teacher from Upland Jr. High</li> <li>• Office hours - Monday - Thursday 9:30 - 4:30</li> <li>• UTA office phone number (909) 985-4615</li> <li>• <a href="mailto:upland_teachers@upland.k12.ca.us">upland_teachers@upland.k12.ca.us</a></li> <li>• In the process of getting systems back in place and relaying information from NEA, CTA and UTA</li> <li>• Directors and Reps, please check with new members by mid-October to confirm they are receiving emails from UTA. Please email Anne Kartun at the UTA office the names of any members not receiving emails.</li> </ul>

### **UTA Rep. Council Meeting Incentives**

- Would like suggestions or ideas for incentives to attend UTA meetings
  - Snacks, raffles, etc.
- Director and Representative positions could be considered an adjunct duty if voted and agreed upon by site based decision team

### **UTA Dues**

- UTA Dues will not be increased this year. CTA and NEA dues change annually based on a formula
- Full time dues for 2023-2024 are \$120.59 per month (tenthly). Of this amount:
  - CTA receives \$78.60
  - NEA receives \$20.80
  - UTA receives \$21.19
- Part time employees can contact the UTA office to find out the reduced dues rate.
- Members who have left UTA or certificated employees who have not joined UTA due to political differences with CTA may be able to have a portion of their dues diverted to other funds rather than give up their membership and associated benefits. Contact the UTA office for more information
- Certificated employees who are not members receive contract representation only. They do not receive legal services, work related liability insurance, life insurance, voting rights, non-contract representation, credential suspension assistance, Workers's Comp. assistance, unfair labor practice claims and member discounts. Individuals cannot join CTA after an accusation or charge and seek legal representation.

### **Catastrophic Leave**

- Deadline to enroll is October 1, 2023
- Contact Christina Munoz at the District Office if verification of joining in the past is needed.
- Once a member is enrolled in the Catastrophic Bank, they remain enrolled unless a written request has been made to be removed.
- Forms for enrolling can be found on the UTA website, or click the link [UTA Catastrophic Leave Forms](#)

### **MOU - Rosy Ambriz**

- Rosy Ambriz is a former teacher at Pioneer Jr. High and UUSD current administrator. She is on leave undergoing medical treatment and may run out of her sick leave. The District and the Association have reached a temporary agreement to allow staff to donate one sick day on her behalf in addition to the 1 day they contribute to the Catastrophic Leave Bank. To donate a sick day to Rosy contact HR.

- Those wishing to donate:
- Must be a member of the UTA Catastrophic Leave Bank
- Can only donate one day to Rosy
- Should Rosy not need all the days designated for her, the donated days will be deposited to the UTA Catastrophic Leave Bank

### **Mandatory Trainings**

- Completion date extended to November 1st.
- District is looking for alternatives for next year that are reasonable, relevant and more engaging.
- Certificated employees will not receive additional pay for completing the trainings
- UTA is asking for trainings that can be completed in a reasonable amount of time, and more accessible records that will show who needs to complete trainings that are not required every year, but every 2 years
- UTA is working with HR on ways to mitigate this year's time commitment as well.

### **UTA Meeting Dates**

- Meeting dates were sent by email.
- Please post at each site
- Link for upcoming meetings:
  - [2023 - 2024 UTA Meeting Schedule](#)

### **CTA Conferences**

- 18 members have been approved to attend the first four conference dates
- The UTA Board approved 25 members to attend the first four conferences
- The number of members to attend the remaining conferences will be decided by the end of December
- Upcoming conferences
  - **Region 3 Leadership Conference**
  - September 29 - October 1, 2023 Los Angeles Bonaventure
  - **Special Education Conference**
  - October 6 - 8, 2023 Garden Grove
  - **LGBTQ+ Issues Conference**
  - October 27 - 29, 2023 Palm Springs
  - **Solidarity Conference**
  - December 8 - 10, 2023 Los Angeles Bonaventure
  - **New Educator Conference**
  - February 23 - 25, 2024 Costa Mesa
  - **Good Teaching Conference - South**
  - March 22 - 24, 2024 Garden Grove
- UTA will cover the cost of the conference, hotel, mileage,

	<p>substitute (if needed), and meals not provided by the conference for those approved by UTA to attend.</p> <p><b>Water in Portables</b></p> <ul style="list-style-type: none"> <li>Please email the UTA office with the school name and room number of portables that previously had access to water and now do not and need a water supply in the classroom.</li> </ul> <p><b>Site Supply Budgets</b></p> <ul style="list-style-type: none"> <li>A COLA should be considered for school site budgets and that will be addressed with the District</li> <li>Shared-Decision Making Team has the ability to make decisions on school site budgets.</li> <li>Shared-Decision Making Teams should be viewing the school budget and participate in the discussion of expenditures</li> </ul> <p><b>Standing Committee Openings</b></p> <ul style="list-style-type: none"> <li>Please email the UTA Office if interested in joining a standing committee on <ul style="list-style-type: none"> <li>Equity (Women's, LGBTQ+ and Human Rights)</li> <li>Membership Engagement / Day of the Teacher</li> </ul> </li> <li>Do not need to be a union representative</li> <li>Temps and probationary employees may join committees</li> </ul>
Committees	<p><b>DACC</b></p> <ul style="list-style-type: none"> <li>Minutes have been emailed</li> </ul> <p><b>NEGOTIATIONS</b></p> <ul style="list-style-type: none"> <li>Next meeting, Friday, October 6, 2023</li> <li>No agreements have been entered into yet</li> <li>Last year of three year contract</li> <li>Negotiations for the next three year contract will begin in around March 2024</li> </ul> <p><b>SPECIAL EDUC</b></p> <ul style="list-style-type: none"> <li>Met with District Office last week to discuss current issues at school sites</li> <li>Further description on SpEd ratios needed</li> <li>Still need 3-4 paras for 1:1</li> </ul> <p><b>EQUITY TEAM</b></p> <ul style="list-style-type: none"> <li>Nothing to report at this time.</li> </ul>
Open Forum	<p><b>Communication with 1:1 paras</b></p> <ul style="list-style-type: none"> <li>Current 1:1 paras at some sites have not received appropriate training and are not communicating with the GenEd teachers about issues.</li> </ul>

	<p><b>Parent Harassment</b></p> <ul style="list-style-type: none"> <li>• What can be done about parents' making negative or inappropriate posts about teachers on social media?</li> <li>• What is the best course of action if a parent confronts you outside of school or off school property?</li> </ul> <p><b>Credentialed VAPA/Choir/Music/Band Teachers</b></p> <ul style="list-style-type: none"> <li>• What is the expectation of the classroom teacher during pull-outs of VAPA, choir, music, and band?</li> <li>• Should be reasonably the same from site to site</li> <li>• Presently, the classroom teacher is not required to stay with the credentialed PE teacher and the assistant.</li> <li>• All VAPA, choir, music, and band teachers are credentialed.</li> </ul> <p><b>De-escalation Training</b></p> <ul style="list-style-type: none"> <li>• Pioneer will be having trainings for teachers that focus on behavior de-escalation</li> </ul> <p><b>Elementary Counselors</b></p> <ul style="list-style-type: none"> <li>• An MOU is in the process of being developed that will provide five elementary site behavior counselors.</li> <li>• Counselors will be shared between elementary school sites</li> </ul>
Adjournment	Meeting was adjourned at 5:25p.m.