

Joint Board and Representative Council Meeting Minutes - April 23, 2020

CALLED TO ORDER

A meeting of the Board of Directors was called to order at 3:02 PM by President Greg Lander. The meeting was held on Zoom..

OFFICERS present were: Vice President/NG, Anne Smith, Past President/NG, Diane Schlitt-Thompson, and Treasurer, Stacie Bangle

DIRECTORS AND REPRESENTATIVES present were:

BALDY VIEW – Emily Gomez - **DIR**

CABRILLO - Codey Castro - **Dir**, Andrea Maddox

DISTRICT OFFICE – Judy Trimble **DIR**

FOOTHILL KNOLLS - Jane Droubay - **DIR**, Karen Van Dam

HILLSIDE HIGH – Eileen Sariana - **DIR**, David Waldowski

MAGNOLIA – Sarah Fash – **DIR**,

PEPPER TREE – Kelly Tolliver – **DIR**, Tim Collier

PIONEER JR. High – Nathan Sharp – **DIR**, Robert Perkins (NG)

SIERRA VISTA – Carla Hegler - **DIR**

SYCAMORE – JANET JANKOSKI - PELKEY - **DIR**

UPLAND ELEMENTARY - JENNIFER YANG - **DIR**, GABRIELLE

ROLDAN, ANNETTE AVALOS

UPLAND HIGH SCHOOL – John McNally, Terry Kimberling - **DIR** , Debbie Glenn (NG), Katherine Kinsey, Wendy Marquez

UPLAND JR. HIGH – Danny Lawrence – **DIR**

VALENCIA – Lori Jacobson - **DIR** Liz Rynear, Andrea Williams

MINUTES

It was moved, seconded, and carried to approve the minutes of March 9th.

TREASURER’S REPORT

The last report for February was previously shared in March.

PRESIDENT’S REPORT

UTA Board Elections

Declaration of Candidacy forms for the UTA Board will be going out by May 8. The election will be held in May. It will be an online election. Katherine Kinsey volunteered to help create a digital election process.

UTA Scholarship

Applications for the UTA Scholarship will go out this week.

Membership Engagement

Nothing at this time

Equity Team

- Katherine Kinsey has some ideas for teachers for Women's Advocacy and LGTBQ issue for next year
- Some staff have begun to use preferred pronouns in their email signatures

Coronavirus
Closure Issues

- Upland Unified was fortunate to expedite action effectively and safely from the beginning of the school closure. This was done collaboratively with Association leadership and key tech leads. The results created a fairly smooth transition to distance learning for the entire Upland District.
- The District is asking us to reach out to students and parents within 48 hours.
- Discussion about what the next year might look like.
- Questions with regard to Aeries access by parents at the elementary level.
- Teachers need to know how they will access their classrooms to clean up and close them down for the summer.
- Questions were raised about plans for Chromebook and textbook collection.
- Greg will discuss the last 3 bullets with the District.

COMMITTEES

DACC

- Kindergarten is working on the Go Math, Wonders Interactive, that will provide kindergarten students access to read online.

Negotiations

- Debbie Glenn reported that there are currently no negotiations going on, but that could change soon.
- The state, and therefore district, budget will be impacted by the current economic conditions.
- It is likely that all of the current MOUs will simply roll over into next year. UTA leaders will meet as soon as we can in the fall with Foothill Knolls staff.
- Health Benefit costs for next year will be available soon.
- A question was asked about STRS and retirement. Debbie will look into it tomorrow and Rebecca Moore will send everyone the correct information.

Special Ed

We have been meeting weekly with the district regarding SPED and distance learning issues.

Distance Learning Concerns

- Concerns were expressed regarding how to assign PE work. Parents can be advised to refer to the PE website. There is also a log that can be accessed. Tim Aspinall sent out an email the first week. Greg will talk to Shinay Bowman to resend the email.
- A concern was raised at the elementary level regarding teaching ELA and math only. The conversation was that Social Studies and Science is already embedded into ELA standards.

- Question about offering written packets for young students to pick up. It appears to be a site-by-site decision.
- Questions about whether teachers can offer tutoring during after school hours so as not to conflict with class schedules. Greg will look into this.
- The District will be sending parents information regarding the grading policies. They have included a paragraph in the letter on why it is important for students to stay engaged in learning during the quarantine.
- Teachers have been advised to record their online sessions and post them since not all students have access to a computer at the same time.
- The elementary weekly accountability forms for students are increasing to five columns as a way of keeping track of students who have not kept up with the assignments given. This is intended as a way to determine if the students are engaged and the parents are involved and to encourage them to be so. It was brought up that the teachers need to provide some feedback to the principals regarding student engagement. Collecting data now will help provide information that can guide us in what training we need or what gaps students have as we begin next year.
- Clarification was needed regarding elementary teachers contacting all unengaged students' parents or only those with zero participation. The intent is to prioritize beginning with the zero participation and move up from there.
- Concerns were shared about parents requesting lessons be posted at very specific times of the day.
- Zoom:
 - Teachers are concerned about students' behaviors on Zoom and what support the teacher will receive from administration if a student behaves inappropriately.
 - A cautious concern about ZOOM online is that their students are smart enough to login under someone else's name to attempt inappropriate behavior. A number of suggestions were made A concern was expressed about the legality of taping students.
 - Could Blocksi be opened to resolve any of this?
 - Greg will look into the Zoom concerns.

OPEN FORUM

- Nothing has changed with regard to temporary teachers. Temps can reapply for jobs posted for next year. Temps are advised to visit edjoin frequently for openings. Probe 1 teachers can still be released up until the end of the year. Probe 2 teachers were notified by April 15th if they were not going to be rehired.
- All teachers will have this year count as a full year for step placement and towards permanent status.
- Evaluations are currently suspended. What to do about this year's evaluations may have to be a discussion for next year.
- Three elementary sites, Upland Elementary, Magnolia and Cabrillo, will have open principal positions. Greg will appoint teachers from those schools to the hiring panels.
- When meetings are recorded (even staff meetings), text chat is documented as part of the transcript.

- Will registration for kindergarten and TK be done online? Greg is looking into clarification and will share findings soon.
- A request to resend the administrator survey was made. Greg will check into it.
- At some sites classroom lights and air conditioning are set up to automatically turn on and teachers would like to know if this can be brought up to the district requesting that the automatic programming be temporarily shut off to save energy. Greg will contact the District.

Final note from the President Greg Lander:

Greg shared that he could not be prouder to be the President of the Association. Teachers have stepped up to the challenges of this unprecedented situation and delivered in a manner that should make us all proud!

Greg made a request to all reps to convey to their staffs to be sure to take care of themselves - To be here next year for the students.

Greg encouraged everyone to do the best they can, but remember that we are in this together. If the trials get too difficult, please ease up on yourselves and communicate with our union reps so that we can get you support so that you can be there for the students.

Remember that even if it's one student, then that is worth it. The work we are doing is important and can change lives.

ADJOURNMENT

The meeting was adjourned at 4:31 pm

Debbie Glenn
for Mary Levi,
Secretary