

Memorandum of Understanding
Between
The Upland Unified School District
And
The Upland Teachers Association

Foothill Knolls STEM School Program Grades K-8

The District and Association agree as follows:

For the 2025-2026 school year, the following Articles of the collective bargaining agreement (CBA) shall not apply to unit members in the Foothill Knolls K-8 STEM School program:

13.1.4, 13.3.1, 13.3.2, 13.3.3, 13.9.2, 14.1.5, 14.1.6, 14.2.2, 14.2.3, 14.2.4, 14.2.5, and Appendix A Section XIV Paragraph B

Teachers in grades 7 and 8 at Foothill Knolls will operate under the following articles of the CBA:

13.1.2, 13.7.1, 13.9.1, 14.1.1, 14.2.1, and Appendix A Section XIV Paragraphs C and F

The student to teacher ratio in grade 6 at Foothill Knolls shall be consistent with the student to teacher ratio in grades 7 and 8 under Article 14.1.1.

The class size for physical education specialists in grades 6-8 at Foothill Knolls shall not exceed 80 students unless modified by mutual agreement of the physical education specialists and site administrator with the approval of the Assistant Superintendent of Human Resources and the Teachers Association President.

The District shall employ specialists to provide a minimum of one hundred (100) minutes of release time for planning per week for teachers teaching grades 6, 7 and 8 at Foothill Knolls.

There shall be no involuntary teacher transfers into Foothill Knolls.

No teacher shall be involuntarily assigned to teach grades 6, 7, or 8 at Foothill Knolls.

To the extent the above provisions are in conflict with a provision in the CBA, the above provisions will control through the term of this MOU. All other CBA articles, except as specified herein or in a separate agreement, shall continue to apply to unit members at Foothill Knolls.

This MOU shall automatically reopen at the end of the 2024-2025 school year. In addition, this MOU may be reopened for discussion and potential modification at any time upon written request by either party.

This MOU shall expire on June 30, 2026. Upon expiration, the waivers, modifications, and additions to the CBA, as set forth herein, shall cease to be in effect unless otherwise agreed upon by the parties.