

Side Letter of Agreement  
Between the  
Upland Unified School District  
and  
Upland Teachers Association, CTA/NEA

The Upland Unified School District and Upland Teachers Association, CTA/NEA, enter into this Side Letter of Agreement for the purpose of clarifying the implementation of the September 21, 2017 Tentative Agreement ("TA").

**Appendix "C": Fringe Benefits**

Beginning in the 2017-18 plan year and continuing each year thereafter unless otherwise agreed to by the parties, certificated unit member contributions will be used to pay for the current plan year's costs, and the District will set aside an equal amount into the Health Benefits Savings Fund, which may be used as otherwise set forth in the TA.

The calculation of the yearly amount to be set aside in the Health Benefits Fund will be as follows,

- The actual number of subscriber FTEs, as determined by the first billing cycle after the Open Enrollment period, multiplied by \$750 (prorated for part-time employees).

For example, if certificated members will contribute \$400,000 for the 2017-18 plan year, the District will use that amount to pay for the 2017-18 plan year's cost and set aside \$400,000 into the Health Benefits Savings Fund.

The parties acknowledge and agree that this arrangement is designed to ensure that unit member contributions are tax exempt, as permitted under state and federal law. If, during the term of the TA, either party determines that this arrangement is not consistent with external legal requirements, they agree to promptly meet and negotiate for the purpose of ensuring compliance with any such legal requirements.

The parties agree that this Side Letter clarifies the implementation of .the TA, but that it does not alter the terms of the TA.

AGREED

Dated: \_\_\_\_\_August , 2020\_\_\_\_\_

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For the Association:

For the District:

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Greg Lander, President  
UTA

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Sergio Canal, Ed.D. Assistant Superintendent  
Human Resources, UUSD