

Memorandum of Understanding
Between
The Upland Unified School District (the “District”)
And
The Upland Teachers Association (the “Association”; collectively the “Parties”)

Elementary Planning Time

The District and Association recognize the complexity of navigating the evolving needs connected with scheduling the Elementary Arts and PE programs. The Parties have a shared interest in ensuring students are delivered a robust instructional program and to that end, the Parties recognize the need for teachers to have the time and resources to deliver quality instruction. Flexibility with Arts and PE scheduling is needed in order to meet those needs.

As such, the District and Association agree as follows:

Articles 13.4.4 and 13.1.10 shall be amended.

Teachers will have a 40-minute block of uninterrupted planning time provided during their students’ PE instruction delivered by a PE specialist.

Teachers will also have a minimum of 50 minutes per week of release time provided during their students’ Arts instruction delivered by an Arts specialist. The release time during Arts instruction may be directed on a limited basis by administration for the following reasons:

- Meetings with administration
- IEP/SST/504 meetings
- Parent meetings

In the event that more than 30 minutes of the release time, per session, provided by Arts instruction, is lost to the administration-directed activity, the teacher will be released from their next weekly 40-minute collaborative meeting.

The provisions of this agreement are unique unto their own circumstances and shall in no way set a precedent for any disputes in the future, and furthermore, no party hereto shall cite this agreement or its terms as precedent for any purpose in the future.

This MOU shall expire on June 30, 2027

District Representative

Association Representative

Date

Date

Ji Wang
Assistant Superintendent, Human Resources

Debbie Glenn
President, Upland Teachers Association