MEMORANDUM OF UNDERSTANDING
Between
The Upland Unified School District
And
The Upland Teachers Association
Supplemental Payout Language

The District and the Association agree as follows:

1. Background
The District previously agreed to a one-time supplemental payment equal to one percent (1%) of each eligible unit member's annual base salary. The District also agreed to contingency language that required negotiations regarding any additional unrestricted funds received by the District for the 2026/2027 school year. Additional funds were received and the District and UTA came to agreement regarding additional compensation described herein.

2. Supplemental Payout
The District shall provide a one-time supplemental payment equal to one percent (1%) of each eligible unit member's annual base salary.

3. Eligibility
To receive this supplemental payment, unit members must be actively employed or hired and board approved by October 20, 2026.

4. Payment Timing
The one-time supplemental payment will combine with the previously agreed upon supplemental payout for a 2% payout. The 2% payout shall be issued according to the following schedule:

a. Current certificated employees who are actively employed as of October 1, 2026, shall receive their supplemental check of 2% off-schedule no later than November 9, 2026, unless otherwise mutually agreed upon by the District and the Association.

b. New certificated employees hired between October 1, 2026, and October 20, 2026, who meet the eligibility requirements of Section 2, shall receive their supplemental check no later than December 31, 2026, unless otherwise mutually agreed upon by the District and the Association.

4. Expiration

This MOU applies during the 2026/2027 school year only.

For the District:

J. K. Wang

Ji Wang
Assistant Superintendent, Human Resources

Date: 9/18/26

For UTA:

Sarah Bash

Sarah Bash
President, Upland Teachers Association

Date: 9/18/26

MEMORANDUM OF UNDERSTANDING
Between
The Upland Unified School District
And
The Upland Teachers Association
Supplemental Payout Language

The District and the Association agree as follows:

1. Supplemental Payout
As part of the District's budget stabilization efforts, the District shall provide a one-time supplemental payment equal to one percent of each eligible unit member's annual base salary.

2. Eligibility
To receive this supplemental payment, unit members must be actively employed or hired and board approved by October 20, 2026.

3. Payment Timing
The one-time supplemental payment of 1% shall be issued according to the following schedule:

a. Current certificated employees who are actively employed as of October 1, 2026, shall receive their supplemental check of 1% off-schedule no later than November 9, 2026, unless otherwise mutually agreed upon by the District and the Association.

b. New certificated employees hired between October 1, 2026, and October 20, 2026, who meet the eligibility requirements of Section 2, shall receive their supplemental check no later than December 31, 2026, unless otherwise mutually agreed upon by the District and the Association.

4. Expiration

This MOU shall expire on June 30, 2027.

District Representative: Ji K. Wang
Ji Wang
Assistant Superintendent, Human Resources
Date: 5/15/26

Association Representative: Debbie Glenn
Debbie Glenn
President, Upland Teachers Association
Date: 5/15/26