

Memorandum of Understanding
Between the
The Upland Unified School District (“District”)
AND
Upland Teachers Association (“Association”)
Elementary Class Size Overage Compensation
for the 2026–2027 School Year

The parties recognize that, due to districtwide enrollment declines and tighter staffing allocations, some elementary classes are experiencing higher-than-usual enrollment. While options such as student reassignments to other schools and combination classes exist, those approaches can be highly disruptive for students and families. In a good-faith effort to recognize and support the additional workload associated with these circumstances and to avoid creating additional combination classes this school year, the parties agree to the following:

Agreement

1. Overage Compensation

Each elementary teacher whose class size exceeds the contractual grade-span average at the elementary level (as defined in the collective bargaining agreement, "CBA", in Article 14.1.1 and its successor 2026-2027 MOU) shall receive six dollars (\$6.00) per student, per instructional day, for each student above the applicable contractual grade-span average.

2. Eligibility and Determination

a. For the purposes of this MOU, class size will be determined based on official class rosters maintained by the school site.

b. The district will notify teachers whose class sizes remain above the contractual grade-span average after September 11, 2026, of their eligibility for overage compensation.

3. Initiation and Cessation of Compensation

a. Overage compensation will accrue on each instructional day the class remains above the contractual grade-span average after the notification described in Section 2(b).

b. If a class size falls to or below the contractual grade-span average at any point during the school year, the overage compensation will cease effective the next instructional day following that change.

4. Scope and Non-Precedent

This agreement applies only to the 2026–2027 school year and is entered into without precedent to either party's rights or positions in any future negotiations or proceedings. Except as expressly provided herein, the CBA remains in full force and effect.

This MOU becomes effective upon signature by both parties and shall sunset on June 30, 2027, unless extended or modified by a subsequent written agreement signed by both parties.

For Upland Unified School District:

Signature: _____

Name/Title: _____

Date: _____

For Upland Teachers Association:

Signature: _____

Name/Title: _____

Date: _____