

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

The Upland Unified School District and Upland Teachers Association enter into the following MOU for the purpose of establishing class sizes for grades TK-3. It is the intent of the parties, in entering into this MOU, to meet the Grade Span Adjustment (GSA) funding requirements of the Local Control Funding Formula (LCFF). Should an authority of competent jurisdiction conclude this language does not satisfy those requirements, the parties agree to meet as soon as possible with the intent of negotiating language that will satisfy those requirements. The parties agree to modify Article 14.1.1 of the CBA as follows:

Article 14.1.1

The District will maintain the student to teacher ratio of 29 to 1 for grades four through six.

The annual average class enrollment for each school site for grades TK-3 shall not exceed 25.5 to 1. Notwithstanding this maximum school-wide average, it is the District's and Association's goal to maintain a school-wide average of 24 to 1 in grades TK-3. To further this goal, the District will take steps to staff TK-3 classes at ratios lower than the school-wide average set forth herein whenever the District determines that doing so is feasible.

The District will maintain the student to teacher ratio of 27.5 to 1 in grades seven through twelve (33 to 1 based on a five period day with a conference period) except in traditionally large classes. The District will maintain the student to teacher ratio of 18 to 1 for alternative high schools. The District will maintain the student to teacher ratio of 15 to 1 for opportunity classes. Classes out of compliance must level within three weeks. When enrollment in traditionally large classes becomes excessive, every attempt will be made to balance the student to teacher ratio, utilizing teacher input. In no event shall class size exceed student to teacher ratios stated in this article except where the Association has agreed in writing to exceed these ratios.

This MOU will continue in full force and effect through the end of the 2020-21 school year, unless otherwise agreed upon by the parties. All other terms in Article 14 will remain in full force and effect during the term of this MOU, unless otherwise agreed upon by the parties.

District Representative
Sergio Canal Ed.D.
Asst. Superintendent of HR

Association Representative
Greg Lander,
President UTA

Date

Date