

**Lynn J. Carmen Day, Ed.D. - Superintendent**

**Chief Academic Officer**  
Shinay Bowman, Ed.D.

**Assistant Superintendents**

Ji Kim Wang, Ed.D - Human Resources  
Jen DeAnda, Ed.D - Business Services  
Pamela Salgado - Student Services



**UPLAND UNIFIED**  
**SCHOOL DISTRICT**

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

**Itinerant VAPA Teachers**

The Upland Unified School District ("District") and Upland Teachers Association ("UTA") enter into the following Memorandum of Understanding ("Agreement") for the purpose of addressing working conditions for Itinerant VAPA teachers.

Effective the 2024-2025 school year, the parties agree that:

Itinerant VAPA teachers shall provide assistance with developing and promoting the visual and performing arts to elementary students in UUSD. The district has the authority to change the itinerant VAPA teachers' schedules.

- I. The 10 Elementary Itinerant VAPA teachers are composed of the following:
  1. Music (general music, band, and choir)
  2. Dance
  3. Visual and Digital Art
  4. Theatre
  
- II. Itinerant VAPA teachers shall:
  1. Receive 30 minutes of duty-free lunch
  2. Receive 50 minutes of weekly prep time
  3. Receive a minimum of 20 minutes of travel time should they travel from site to site within the same school day
  4. Receive a passing period of 5 minutes in between sessions
  5. Not be expected to grade
  6. Receive space to store their cart and equipment at each school site
  7. Have a consultant with the classroom teacher in the room during instruction
  8. Teach no more than 3 elementary classes one time
  
- III. Duties and Responsibilities:

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- I. Itinerant VAPA Teachers shall have the same professional day as elementary teachers
2. Itinerant VAPA Teachers shall participate in weekly PLC time within their own content
3. Itinerant VAPA Teachers shall
  - a. Work with their coordinators, PLC members, and school sites to develop their schedules.
  - b. Develop an alternative schedule for conference and minimum days, excluding Wednesday

This MOU shall become effective upon ratification by both parties and shall sunset on June 30, 2025, unless the parties mutually agree otherwise.

\_\_\_\_\_ Date: \_\_\_\_\_

District Representative  
Ji Wang, Ed.D.  
Assistant Superintendent, Human Resources

\_\_\_\_\_ Date: \_\_\_\_\_

Association Representative  
Debbie Glenn  
President UTA

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