

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

SPECIAL EDUCATION WORKLOAD EQUITY COMMITTEE

The District and Association agree as follows:

The District and the Association shall establish a Special Education Workload Equity Committee comprised of three (3) Association representatives to be selected by the Association President and three (3) District representatives to be selected by the Assistant Superintendent, Human Resources. Either the Association or the District may invite additional individuals to the committee to provide information or expertise; however, there shall not be more than six (6) members on the committee. This committee may review the following:

- Distribution of Collaborative and Coteach sections
- Distribution of students with IEP's, considering not just the number of IEPs but also the varying complexities of students and IEPs within general education classrooms
- Caseload distribution among special education teachers and special education specialists
- Grade level distribution within SDC classes
- Distribution of general education teacher IEP meeting participation
- The scheduling of IEP meetings
- Physical space, safety, and room environment
- Distribution of students with IEPs in grades with combination classes
- Levels of support such as:
 - Paraeducators
 - Collaboration time
 - Planning time
 - Additional supervision needs
 - Training

Any unit member shall be able to submit special education workload concerns to the Association President, who may bring concerns to the Special Education Workload Equity Committee. Consistent with the law and other provisions of this agreement, the Special Education Workload Equity Committee may take action to direct immediate or future changes to special education scheduling or other special education operations.

The Special Education Workload Equity Committee shall not change contract language nor write or enter into MOUs.

All six (6) members of the committee must be present for the committee to have a quorum to take any action. The committee may take action when there is consensus between the Association members of the committee and the District members of the committee.

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