Three MOUs Regarding Budget Stabilization Measures

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

Work Year Reduction

The District and Association agree to amend Article 13.8.1 to reduce the work year by two (2) days.

All salaries shall be adjusted to reflect this two (2) day reduction in the work year. The 2025-2026 calendar shall be adjusted to show the following two (2) day total of teacher non-attendance: August 15, 2025 and January 20, 2026.

This MOU shall sunset June 30, 2026.

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

Class Size Increase

For the duration of the 2025-2026 school year, the District and Association agree to amend Article 14.1.1 to read as follows:

14.1.1 The District shall maintain the student to teacher ratio of ~~29~~ 31 to 1 for grades four through six. The District shall maintain a student to teacher ratio in kindergarten ~~through grade three~~ consistent with Education Code, which is currently an average student to teacher ratio of 24 to 1 in order to meet the requirements of the class size reduction grant. The District shall maintain a student to teacher ratio of 25 to 1 in grades one through three.

The District and the Association agree to amend, for the duration of this MOU, Article 13.7.2 to read as follows:

The administration may direct the activity of up to ~~seven (7)~~_two (2) of the TK-6 Wednesday planning days per school year.

This MOU shall sunset on June 30, 2026.

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

Elementary Class Size Overage Compensation for the 2025-2026 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:

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 2025-2026 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 5, 2025, 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 2025–2026 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, 2026, unless extended or modified by a subsequent written agreement signed by both parties.