

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

The District and Association agree to implement the following as a Memorandum of Understanding.

For District contributions to certificated unit member health and welfare benefits for each of the 2023-2024 and 2024-2025 school years, the entire Health Benefits Savings Fund, including any interest accrued, will be used to offset actual increases to the District's contribution toward certificated unit members' health and welfare benefits. Health Benefit Committee members will be regularly informed regarding the details of these deposits and payments to ensure transparency in the process.

This MOU will expire on June 30, 2025.