

**Memorandum of Understanding  
By and Between the  
Upland Unified School District and  
Upland Teachers Association**

**Elementary Counselors**

The Upland Unified School District ("District") and Upland Teachers Association ("UTA") enter into the following Memorandum of Understanding ("Agreement") for the purpose of establishing up to ten (10) Itinerant Elementary Counselors.

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

The compensation for Elementary Counselors shall be based on a ratio of 1.012 of placement on the certificated salary schedule plus ten (10) days at the individual's daily rate. The ten (10) days must be mutually agreed upon between the individual counselor and the Director of Support Services.

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