

Memorandum of Understanding
Between
Poway Federation of Teachers (PFT) and Poway Unified School District (PUSD)

**Elementary School (TK-5)
Class Size Overages
During the COVID-19 Pandemic
(School Year 2020-2021 Only)**

We are experiencing an unprecedented pandemic due to the COVID-19 virus. As a result, Poway Unified is beginning the 2020-21 school year in a fully virtual learning environment. The District plans to offer two learning models, virtual and on-campus, once it is safe to do so. Since local health conditions are currently improving, we anticipate the PUSD School Board will soon set a future date to physically reopen our elementary school sites for students and staff enrolled in the on-campus model.

Creating and staffing classes in preparation for two learning models has led to general education class size overages at many of our elementary school sites. In the past, general education class sizes at the elementary level have only exceeded the established caps on an exceptional basis. When a significant extenuating circumstance occurred, the decision to go over the cap by one student was made in consultation with LSS, PFT, the principal, and the affected teacher. The final decision rested with the Associate Superintendent of Personnel Support Services. PUSD and the PFT mutually recognize that due to the pandemic, flexibility will be required to ensure high quality student learning continues. Stipends will be paid at the end of each trimester to general education elementary teachers whose class sizes have exceeded the cap per the terms of this MOU.

Class size caps for the 2020-21 school year remain the same as last year:

- TK 25
- Grades K-3 26
- Grades 4-5 33

As per our regular practice, the Associate Superintendent's approval is required for classes exceeding the caps/maximum class sizes above, based on the recommendations of the principal, the affected teacher, and the Joint Staffing Team.

Stipends for class size overages that meet the criteria in this MOU shall be as follows:

- 1 student over the class size cap: \$300 per trimester
- 2 students over the class size cap: \$400 per trimester
- 3 students over the class size cap: \$500 per trimester
- 4 students over the class size cap: \$600 per trimester

Stipend eligibility for the first trimester will be determined by class size numbers on or after October 1. For the second and third trimester, the stipend will be based on class size numbers on or after the 11th day of the trimester. Stipends will be paid at the end of each trimester and will be based on the highest number of students during the trimester after the eligibility date noted above for each trimester.

The funding sources to be used for the stipends shall be approximately \$34,500 from the PFT Teacher Leadership funds and \$12,000 from COVID-19 funds. This MOU is non-precedential and stipends for class size overages are occurring for the 2020-21 school year only. This MOU expires June 30, 2021.

For the Federation

Signature Kelley Lopez

Date 9/1/20

For the District

Signature Joe Jones

Date 9/1/2020