

## SECTION VII – CLASS SIZE AND STAFFING

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Annually, the Federation and the District will meet and agree upon a recommendation to the Superintendent for target staffing ratios for teaching staff for the next school year. Should no agreement be reached by May 15 of the current school year, the Superintendent will set the ratios. The Superintendent, or his/her designee, may approve additional staffing for schools.

The decision to maintain Kindergarten through Third-grade class size reduction and Ninth-grade class reduction is that of the Superintendent.

The Federation and the District will form a Joint Staffing Team, composed of the PFT President and his or her designee, the Associate Superintendent of Learning Support Services and the Assistant Superintendent of Personnel Support Services. The Joint Staffing Team will meet regularly to discuss and monitor class size data and make consensus recommendations on the implementation of this Section. The Associate Superintendent will be responsible for final decisions.

Unless modified as described above, K-5 schools will be staffed for teachers in the following manner:

- K-3      20:1

Individual K-3 class sizes will be maintained consistent with state funding incentive provision for Kindergarten-Third Grade Class Size Reduction.

- 4-5      28.5:1

At 4<sup>th</sup> and 5<sup>th</sup> grade, individual classes exceeding 32 students must have the approval of the Assistant Superintendent of LSS, based upon the recommendation of the principal after consultation with the affected teacher. The number of classes exceeding 32 will be reported to the Joint Staffing Team.

Unless modified as described above, 6-8 schools will be staffed for teachers in the following manner:

- 6-8      27.7:1

Teacher leaders and principals will work together to develop recommended staffing ratios for teacher loads and class size maximums and minimums to the Joint Staffing Team.

Schools will assign pupils to classes in such a manner as to, as nearly as practical, equalize the teaching load within subject discipline areas. Final master schedules with teaching class sizes and teaching loads will be reported to the Joint Transfer Team. A class enrollment minimum of 20 students is established for grades 6-8. For classes other than instrumental music and physical education, a class maximum of 36 students is established for grades 6-8 unless approved as described below. The Associate

1 Superintendent's approval is required for classes exceeding 36 or below 20, based on  
2 the recommendations of the principal, the affected teacher, the Team Leader and the  
3 Joint Staffing Team.

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5 Unless modified as described above, comprehensive 9-12 schools will be staffed for  
6 teachers in the following manner:

- 9-12 29.5:1

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8 A teacher load of 165 for five classes will be the target for staffing in all subjects with the  
9 exception of Physical Education and Instrumental Music. The Associate  
10 Superintendent's approval is required for teacher loads exceeding 165, based on the  
11 recommendations of the principal, the affected teacher, the chair of the department and  
12 the Joint Staffing Team.

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14 Schools will assign pupils to classes in such a manner as to, as nearly as practical,  
15 equalize the teaching load within subject discipline areas. Final master schedules with  
16 teaching class sizes and teaching loads will be reported to the Joint Transfer Team. A  
17 class enrollment minimum of 20 students is established for grades 9-12 at  
18 comprehensive high schools, except for Class Size Reduction 9<sup>th</sup> grade classes. For  
19 classes other than instrumental music and physical education, a class maximum of 36  
20 students is established for grades 9-12, unless approved as described below. The  
21 Associate Superintendent's approval is required for classes exceeding 36 or below 20  
22 based on the recommendations of the principal, the affected teacher, the Team Leader  
23 and the Joint Staffing Team.

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#### 25 **Virtual Classes**

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27 The District may offer classes which are conducted, in part, via technology. The class  
28 load for these classes will not exceed that established for other, similar courses. The  
29 class will be considered a regular part of the teacher's assignment.

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