

Memorandum of Understanding
Between the
Poway Federation of Teachers
And the
Poway Unified School District

Pre-K-12 Class Size 2025-26

Consistent with the Collective Bargaining Agreement and provisions of Section VII- Class Size and Staffing, District-wide schools will be staffed for teachers in the following manner:

Preschool

A 1:12 adult to student ratio must be maintained in all licensed classrooms. The only exception to this is during nap time, which can be a 1:24 ratio as long as all children are on their mat, and other staff is readily available and on campus.

Elementary

- TK 20:1 certificated teacher staffing ratio; 10:1 when teacher and Instructional Assistant are both considered in staffing ratio
- K-1 24.5:1 staffing ratio
- 2-3 25.5:1 staffing ratio
- 4-5 29:1 staffing ratio

At TK, the District-wide class size ratio is 20:1, with a maximum class size of 20 and a student to adult staffing ratio of no higher than 10:1.

The Associate Superintendent's approval is required for TK classes exceeding 20, based on the recommendations of the principal, the affected teacher, and the Joint Staffing Team. In any case where an exception is made to exceed 20 students, the student to adult staffing ratio shall be no higher than 10:1.

At K-1, the District-wide class size ratio is 24.5:1 with a maximum class size of 26.

At 2-3, the District-wide class size ratio is 25.5:1 with a maximum class size of 26.

At 4-5, the District-wide class size ratio is 29:1 with a maximum class size of 31.

The Associate Superintendent's approval is required for K-3 classes exceeding 26, based on the recommendations of the principal, the affected teacher, and the Joint Staffing Team.

For purposes of an alternative bargained agreement, site average class size for K-3 shall not exceed 26:1.

All elementary class sizes should include any students accessing the class as part of a collaboration or inclusive practices model.

Middle School

- 6th-8th 29:1 staffing ratio with a target of 34 for core classes (all Language Arts & Social Studies, all Math, all Science, all Spanish)
- PE: Target is 50-55
- Collab and Co-taught Classes at middle school should be smaller than the target when possible (30-34).

Any middle school core classes above the target of 34 need to have justification and a consultation with the affected teacher.

All secondary core classes should meet the targets (though targets are not hard caps) and numbers should include any students accessing the course as part of a collaboration or inclusive practices model.

High School

- 31:1 staffing ratio with a target of 36-38 for core classes (all English, all Math, all Science, all Social Science, & all World Language)
- 9th grade English 1-2, Integrated Math I, II, III, Biology, and Chemistry: Target of 35
- PE: Target is 50-55
- Collab and Co-taught Classes at high school should be smaller than the target when possible (30-35).

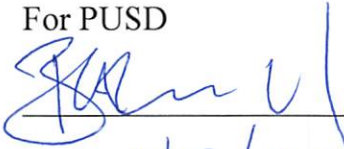
Any high school core classes above the target of 38 need to have justification and a consultation with the teacher.

All secondary core classes should meet the targets (though targets are not hard caps) and numbers should include any students accessing the course as part of a collaboration or inclusive practices model.


This agreement is for the 2025-2026 school year and expires on June 30, 2026.

Each year, the parties will review this agreement to determine whether further class size reduction could be made.

For PUSD


Date: 8/5/2025

For PFT


Date: 8/5/2025