

## SECTION VII – CLASS SIZE AND STAFFING

The District and the Federation agree that reducing class size is an ongoing priority, within the constraints of available funding; the need to meet essential District operations; and the relative priority of class size, salaries, and other conditions of employment within the scope of representation. The Parties share a joint interest in lowering class size across the District at all levels and will work together, when possible, to identify and secure funding to support this effort.

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, with class size maximums at elementary and class size targets for secondary, including the class size minimums.

The Federation and the District will form a Joint Staffing Team (JST), composed of the PFT President and their designee, the Associate Superintendent of Learning Support Services (LSS) and the Associate Superintendent of Personnel Support Services (PSS). The JST will meet regularly to discuss and monitor class size data (PreK-12) and make consensus recommendations on the implementation of this Section. The Associate Superintendents of PSS and LSS will be responsible for final decisions.

- The JST will review elementary and secondary class loads one week prior to the start of school each year to ensure they are aligned with agreed upon targets.
- During the first ten (10) days of the current school year, class sizes will be reviewed by the JST to make consensus recommendations to the Associate Superintendent of PSS and LSS.
- Final master schedules with class sizes will be reviewed by the JST.
- Based on the different school site schedules, the JST will continue to meet to discuss and monitor class size data and recommend adjustments as needed.

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.

The Associate Superintendents of PSS and LSS will be responsible for final decisions.

### **ELEMENTARY**

#### **Transitional Kindergarten**

- 20:1 certificated teacher staffing ratio; 10:1 when teacher and Instructional Assistant are both considered in staffing ratio

- Maximum class size is 20 and the student to adult staffing ratio shall be no higher than 10:1.
- Approval is required by the Associate Superintendent of LSS for TK classes exceeding 20, based on the recommendations of the principal, the affected teacher, and the JST. In the rare case when an exception is made to exceed 20 students, the student to adult staffing ratio shall be no higher than 10:1.

### **Grades K-1**

- 24.5:1 staffing ratio
- Maximum class size is 26

### **Grades 2-3**

- 25.5:1 staffing ratio
- Maximum class size is 26

### **Grades 4-5**

- 29:1 staffing ratio
- Maximum class size is 31

Approval is required by the Associate Superintendent of LSS for K-5 classes exceeding the maximum described above based on the recommendations of the principal, the affected teacher, and the JST. Exceeding the class size maximum is reserved for exceptional circumstances only.

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.

The Associate Superintendents of PSS and LSS will be responsible for final decisions.

## **MIDDLE SCHOOL**

### **Grades 6-8**

- 29:1 staffing ratio with a target of 34 for core classes (all Language Arts & Social Studies, all Math, all Science, all World Languages) and 36 for elective classes with the exception of Vocal & Instrumental Music (Choir & Band) and PE.
- Any middle school core and elective classes higher than the above targets 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.

- PE: Target is 50-55
- A class enrollment minimum of 25 students is established for grades 6-8 for the 2026-27 school year. A class enrollment minimum of 28 is established for grades 6-8 for the 2027-28 school year and beyond. The JST will make a determination to approve the class size or identify a process to support the teacher in making a change to their schedule and/or no longer offer the course.
- Schools will assign pupils to classes in such a manner as to, as nearly as practical, equalize the teaching load within subject discipline areas.
- The Associate Superintendents of PSS and LSS will be responsible for final decisions.

## **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 Languages) and elective classes, with the exception of Vocal & Instrumental Music (Choir & Band) and PE.
- 9<sup>th</sup> grade English 1-2, Integrated Math I, II, III, Biology, and Chemistry: Target of 35
- Any high school classes above the targets listed above 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.
- PE: Target is 50-55
- A class enrollment minimum of 25 students is established for grades 9-12 for the 2026-2027 school year. A class enrollment minimum of 28 students is established for grades 9-12 for the 2027-2028 school year and beyond. The JST will make a determination to approve the class size or identify a process to support the teacher in making a change to their schedule and/or no longer offer the course.
- Schools will assign pupils to classes in such a manner as to, as nearly as practical, equalize the teaching load within subject discipline areas.
- The Associate Superintendents of PSS and LSS will be responsible for final decisions.

## **VIRTUAL CLASSES**

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