

SPPS Proposal to SPFT
February 11, 2018

Memorandum of Agreement
Class Size

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District Policy 10100 (Racial Equity) obligates the District and Federation to agree to initiatives aimed at raising achievement for all students while closing gaps among different groups of students and eliminating the racial predictability of disparate academic outcomes.

The class size language in the 2015-17 contract will remain in effect until the end of the 2017-18 school year. In 2018-19 class sizes in elementary will, on average, per grade level in each school be within the class size range indicated below and will not, in any individual classroom, exceed the cap designated below. The class size, on average, for secondary teachers for 6-8 or 9-12 shall not exceed the average and shall not, in any individual classroom or class period, exceed the cap designated below. The following content areas in secondary schools shall not be subject to these limits: Vocal Music and Instrumental Music.

	2017-2018	2018-2019	
Top 30 SPPS sites with the highest F/R %.*	<u>Average/Teacher</u>	<u>Average/Teacher</u>	Cap
PreK	20	20	20
K	24	24	25
1-3	25	25	26
4-5	28	28	30
6-8	33	34	36
9-12	35	36	38
Remaining SPPS sites			
PreK	20	20	20
K	26	26	27
1-3	27	27	28
4-5	29	29	31
6-8	35	36	38
9-12	37	38	40

*Any schools that are tied for the final spot shall all be included.

In certain programmatic circumstances, e.g. Science Labs, building administrators will support a safe and effective learning environment by utilizing various strategies to reduce the number of students working in lab on a given day. A possible solution:

- A teacher could split their class, with one half in the lab and the other half working on other material under the supervision of teacher or substitute teacher.
 - If teachers volunteer to participate, the principal will compensate the teachers for a lost prep period to work with a portion of the class not doing lab work that day.
 - Principals could hire a substitute teacher for the two days to work with the portion of the class not doing lab work that day.

EL Class Size

Saint Paul Public Schools believes that all educators must see themselves as equal stakeholders who strive to positively influence the education of our English Learners, and District Policy 101.00 (Racial Equity) obligates the District and Federation to agree to initiatives aimed at raising achievement for all students while closing gaps among different groups of students and eliminating the racial predictability of disparate academic outcomes. Therefore, since newcomer English Learners require more intensive individual attention and feedback in the classroom, their class sizes must be small enough for effective language development to occur.

Newcomer English Learners		
	Average Teacher	Cap
Grades K-3	15	15
Grades 4-5	15	15
All Other English Learners		
	Average Teacher	Cap
Grade K-3	15	15
Grade 4-5	15	15

Class Size Committee

The parties acknowledge that circumstances could arise where exceptions to the above class size averages or caps may be made. Such cases may include efforts to keep families together, enrollment patterns, population shifts, a decrease in state or federal funding, an unusual variation between school enrollments at different grade levels or to allow the district to avoid creating split grade level classes. If class sizes are approaching or exceeding class size averages or caps a committee shall be formed. The committee shall be composed of the following members:

- The school's principal
- Assistant Superintendent (if not able to attend, the Asst. Supt. will appoint a representative to attend)
- A teacher from an affected classroom or other staff in the affected license area
- The building steward OR another licensed staff person appointed by the Federation
- Two (2) parents, to be appointed by the school's PTA or PTO (if there is no active PTA or PTO, the parents will be appointed by the principal and the building steward. If the principal and steward are unable to agree on two parents to appoint, the principal will appoint one parent

and the steward **will** appoint the other.) Lack of parent involvement **will** not preclude the committee from developing recommendations.

The committee shall meet as needed to review class size data for the classes approaching or exceeding class size averages. In circumstances where exceptions to the agreed upon cap are necessary, due to the reasons listed above, the committee shall determine strategies to provide additional classroom supports, other mitigation strategies and make recommendations to Student Placement on long-term strategies.

The Federation agrees not to grieve such an exception, when approved by a majority of the committee, for the remainder to the school year for which the exception is made only if the committee's recommended remedies are implemented within thirty calendar days after the meeting. All exceptions expire at the end of each school year.

When additional support staff need to be added based on any of the preceding paragraphs, the assignment or new posting will take place within five school days of the classroom exceeding the cap. Placement of newly identified support staff must take place within 20 school days of the posting, contingent upon candidate availability. If a support staff is not hired within 25 work days a short term teacher substitute will be placed into the classroom pending the assignment of the support staff.

Teachers will not be asked to exceed these limits individually. The issue must be brought to the class size committee for resolution.

Enforcement

The Federation agrees not to grieve such an exception, when approved by a majority of the committee, for the remainder to the school year for which the exception is made only if the committee's recommended remedies are implemented within thirty calendar days after the meeting. All exceptions expire at the end of each school year.

The parties agree to submit any disputes not resolved after Step Two of the grievance process to grievance mediation and reach a resolution through grievance mediation.

Term

This Agreement will remain in effect through the end of 2020-2021 Labor Agreement.

District Class Size Committee

Beginning in August 2018, the District Class Size Committee, made up of equal, joint membership of SPFT and SPPS, will convene.

This committee will provide the Superintendent with programmatic recommendations to address classes/sections that exceed class size caps for school year 2019-20.

The committee will meet to decide the best way to assess the impacts of class size. Possible areas of impact study might be the following:

- Student Achievement - What measurable and relevant impacts has class size had on the achievement of students in the district.

- **Fiscal Resources** - What measurable and relevant impacts has class size had on the financial health of the district.
- **Enrollment** - What measurable and relevant impacts has class size had on the enrollment of the district.

INDEPENDENT SCHOOL DISTRICT NO. 625

SAINT PAUL FEDERATION OF TEACHERS LOCAL NO. 28

Chair, Board of Education

President

Executive Director of Human Resources

Organizer

Assistant Director, Employee/Labor Relations

Organizer

Date

Date