

LAST, BEST AND FINAL OFFER
MARCH 22, 2018
SAN DIEGO EDUCATION ASSOCIATION
PROPOSAL TO
THE SAN DIEGO UNIFIED SCHOOL DISTRICT

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SDEA PROPOSAL PASSED TO SDUSD JUNE 8, 2017
District Counter Proposal Passed September 7, 2017 @ 2:03PM Withdrawn
District Counter Proposal Passed September 7, 2017-Corrected Version
SDEA Proposal Passed October 19, 2017
District Counter Proposal Passed November 15, 2017
SDEA Counter Proposal Passed November 15, 2017
District Proposal Passed November 28, 2017
SDEA Proposal Passed January 18, 2018
District Proposal Passed February 15, 2018
SDEA Proposal Passed February 22, 2018
District Proposal Passed March 1, 2018
SDEA Proposal Passed March 1, 2018
SDEA Proposal Passed March 1, 2018

ARTICLE 13. CLASS SIZE

Section 13.1: CLASS SIZE REDUCTION GOALS

The Board of Education and the Association agree that reduction of class size is a primary continuing goal of the District within the constraints of: (1) financing available, (2) the need to meet all essential goals of school district operations, and (3) the relative priority of class size, salaries, hours, and other conditions of employment within the scope of representation. The Parties share a joint commitment to the goal of lowering class size throughout the District, at every level, and agree to work together whenever possible to identify and obtain sources of funding for such purposes.

Section 13.2: ELEMENTARY

13.2.1. Staffing of regular classes at each elementary school will be determined by the following formula:

TK - Grade 3 enrollments

24.00 = Number of primary grade teachers
(rounded to nearest tenth)

Grade 4 - 6 enrollments

32.13 = Number of upper grade teachers
(rounded to nearest tenth)

The sum of these two figures will be the number of teachers allocated to a school. When the sum is two-tenths (.2) or more above the whole number, another teacher may be allocated.

13.2.2. The District and the Association agree that this Article constitutes a “collectively bargained alternative class size enrollment for each school site” in grades TK through 3, inclusive, in accordance with Education Code 42238.02(d)(3)(B), effective July 1, 2014.

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13.2.3. ~~Effective July 1, 2015, f~~For the TK through Grade 3 grade span, within seven (7) from the start of the school year, average class size enrollment at each school site shall be no more than twenty-four (24). Enrollment changes occurring after the seventh week that may impact a school site average will be reviewed monthly and remedied.

13.2.4. ~~The District and the Association acknowledge that as a condition of receiving the additional funding grant for TK-3 class size reduction under the Local Control Funding Formula (LCFF) the District is required to make defined progress toward maintaining an average class size enrollment of not more than twenty-four (24) pupils for each school site in TK/K and grades 1 through 3, inclusive, upon full implementation of LCFF (currently 2020). Through this agreement the District has committed, in Section 13.2.3, to an average class size enrollment at each school site of no more than twenty four (24) by the end of the seventh week of each school year. In the event the annual audit process or any other review process puts the District's receipt of LCFF grade span adjustment funding at risk, the District and the Association intend to ensure the receipt of this funding through the application of Section 13.2.2 for that school year.~~**Effective July 1, 2018, No later than seven (7) weeks from the start of the school year, individual classrooms in grades 4-6 shall be an average of thirty-one (31) pupils and shall not exceed thirty-three (33)four (34) pupils.**

13.2.5. ~~Commencing with the 2016-2017 school year, g~~Grades TK-6 classes shall not exceed thirty-five (35) pupils for more than thirty (30) calendar days.

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13.2.6. The District and the Association acknowledge that as a condition of receiving the additional funding grant for TK-3 class size reduction under the Local Control Funding Formula (LCFF) the District is required to make defined progress toward maintaining an average class size enrollment of not more than twenty-four (24) pupils for each school site in TK/K and grades 1 through 3, inclusive, upon full implementation of LCFF (currently 2020). Through this agreement the District has committed, in Section 13.2.3, to an average class size enrollment at each school site of no more than twenty four (24) by the end of the seventh week of each school year. In the event the annual audit process or any other review process puts the District's receipt of LCFF grade span adjustment funding at risk, the District and the Association intend to ensure the receipt of this funding through the application of Section 13.2.2 for that school year.

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Section 13.3: SECONDARY

13.3.1. In addition to certificated personnel assigned to secondary schools for counseling, supervision of students and student activities, special education, and atypical or exceptional circumstances, the basic allocation of certificated personnel units (CPU) for classroom instruction in comprehensive secondary schools shall be not less than:

Middle School or Junior High

Senior High

Enrollment + 2 CPU
28.73

Enrollment + 2 CPU
29.13

13.3.1.1. Effective July 1, 2018, this secondary allocation formula shall be inclusive of CTE educators. The parties agree that CTE educators are separate and distinct from ROP educators, and that California Education Code Section 44910 accordingly does not apply to them. CTE educators assigned to secondary sites as part of this staffing formula shall be eligible to be offered probationary 1, probationary 2 or permanent contracts in lieu of probationary 0 contracts. If the percentage of CTE educators working under probationary or permanent contracts in the SDEA bargaining unit exceeds 4%, SDUSD shall give notice to SDEA, and the parties shall enter into good faith negotiations regarding the impacts and effects of that increase. If this Section is found to be in violation of California Education Code, the Savings Clause in Section 34.2 of this Agreement shall apply.

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13.3.2. Individual teacher's academic classes shall be no more than thirty-six (36) pupils each.
13.3.3. When safety or supervision is a problem, or class facilities necessitate, as determined by the District, the classes normally will average no more than thirty-two (32) pupils each. Classes in music, business education, and physical education may exceed the average size established for other classes.

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13.3.4. Secondary schools having counselor(s) assigned to pupil supervision one (1) hour or more per day on a regular basis shall not count such time as part of the counseling time under the District's formula for allocating counselors.

13.3.5. ~~Following the second school month of the traditional school year~~No later than October 31, ~~The Contract Administration Committee~~Association shall be provided with continuous access to the district's a monthly class size data reporting system of all academic classes exceeding forty (40) students ~~their pupil maximum.~~ ~~The purpose of receiving this data shall be to plan for future negotiations and, if possible, to develop recommended solutions to outstanding class size problems.~~ The District shall continue to provide the Association with continuous access to the District's class size data reporting system.

13.3.6. Effective July 1, 2018, a unit member's secondary physical education classes (excluding athletic periods) enrollment per period (i.e., total student enrollment/number of PE periods), over an eight (8) ~~ten (10)~~ week period, shall average no more than fifty (50) pupils and shall not exceed 60 pupils per period. ~~Starting at the end of the first month of the school year, the Contract Administration Committee shall be provided with a monthly report of all secondary physical education teachers whose classes (excluding athletic periods) exceed the fifty (50) average. The purpose of receiving this data shall be to develop and implement solutions to outstanding class size problems.~~

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Section 13.4: CASELOADS FOR SCHOOL NURSES, DISTRICT ELEMENTARY COUNSELORS AND IN-SCHOOL SECONDARY COUNSELORS

The District recognizes the positive contribution school nurses ~~and~~ ~~district counselors,~~ and ~~in-school~~ counselors make to the instructional program. The District shall staff school sites based on the following formulae.

13.4.1. School Nurses

Actual Enrollment	Days Per Week	Position Equivalent
1 – 592	1.0	.20
593 – 1,185	2.0	.40
1,186 – 1,774	3.0	.60
1,775 – 2,366	4.0	.80
2,367 and Above	5.0	1.00

No nurse shall be assigned to more than three (3) sites. Effective July 1, 2018, in addition to current staffing ratios, one itinerant nurse will be assigned to each of the seven nursing clusters for a total of seven (7,0) Full Time Equivalents.

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~~The District shall make every effort to~~ ~~Additional nursing staff may be provided~~ provide additional nursing staff based on acuity. By October 1 of each year, the ~~Department~~ ~~Program~~ Governance Team shall make acuity-related recommendations based on a site's student needs such as pupil disabilities, medical procedures and medications, level of self-care, and school-wide visits to the health office.

13.4.2. Elementary Counselors

Actual Enrollment	Days Per Week	Position Equivalent
1 – 493	1.0	.20
494 - 726	1.5	.30
727 - 960	2.0	.40
961 – 1,195	2.5	.50
1,196 – 1,429	3.0	.60
1,430 – 1,663	3.5	.70
1,664 – 1,896	4.0	.80
1,897 – 2,131	4.5	.90
2,132 and Above	5.0	1.00

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No Elementary Counselor shall be assigned to more than three (3) sites.

13.4.3. Secondary Counselors. Secondary counselors shall be allocated based on the Counselor/pupil caseload set forth below. Any assignment portion that is less than a 1.0 allocation shall round up to the nearest 0.5 allocation.

Total Enrollment/481 (Middle Schools)
Total Enrollment/459 (Senior High)

13.4.3.1. For the 2015-2016 school year, the District shall allocate an additional sixteen (16) FTE of itinerant Counselors to be utilized to address and close students' achievement gap in meeting A-G requirements.

Section 13.5 STAFFING AT ELEMENTARY AND MIDDLE SCHOOL SITES WITH HIGH UNDUPLICATED COUNTS

13.5.1. For the 2015-2016 and 2016-2017 school years, elementary and middle school ~~Effective July 1, 2018,~~ sites with an unduplicated count of ninety five percent (95%) or higher, based on data from December of the previous school year, shall receive one (1) additional FTE to provide increased unit member staffing resources. (See Appendix M, which will be updated in December 2015.) These supports may include lowering class size at grades TK-8, or providing additional supports or enrichment services directly to students. School Site Governance Teams (SGT) shall determine how to allocate the additional staff. For the 2015-2016 ~~following~~ school year, the SGT's decision making process shall be completed no later than June 15, 2015, and for the 2016-2017 school year, the SGT's decision making process shall be completed no later than April 1, 2016 ~~in accordance with Article 12.~~

13.5.2. For the 2015-2016 and 2016-2017 school year, elementary schools covered by 13.5.1 shall be allocated at 22:1 at grades TK-3, and the additional FTE in Section 13.5.1 is included in the 22:1 allocation.

Section 13.6 ONLINE LEARNING

~~13.6.1. Effective July 1, 2018, unit members assigned to who teach online learning coursework shall not have more than one hundred eighty (180) students on their roster.~~

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