

**San Diego Education Association (SDEA)  
Proposal to  
San Diego Unified School District (SDUSD)**

**January 15, 2015**

**Article 13: Class Size**

**Section 13.1: DEFINITIONS**

13.1.1 "Consultation" as used in the Article is defined as follows: Discussion which provide each party with a meaningful opportunity to materially impact, influence, and shape decisions before they are made. The consultation process is for the purpose of discussion over educationally related subjects, as distinguished from the negotiations process, which addresses legally defined working conditions.

13.1.1.1. If consultation does not result in consensus as to how to proceed, and/or either party asserts that consultation as defined above has not really occurred, Association and District leadership shall meet to resolve the issues. Each party shall select two representatives for this purpose. If the parties cannot resolve the issues, and upon either party's request, the following dispute resolution process shall apply:

- a. The Association and the District shall each select an individual to serve on a resolution panel; these two individuals shall select a third panel member.
- b. All panel members shall possess sufficient knowledge of educational policy, theory, and practices to enable them to make an informed decision on the issues presented.
- c. Each party shall make a presentation to the panel, together with relevant documentation, if desired.
- d. The panel will issue a recommended resolution in writing. If the parties cannot resolve the issues based on this recommendation, the matter shall be submitted to the Board of Education for final decision.
- e. This process shall be implemented as expeditiously as possible in order that necessary decisions are made in accordance with legal time lines and educational necessity.

13.1.1.2. In any event, the District may take actions of an interim nature prior to completion of the consultation process if necessary to prevent a loss of funding, or to prevent an increased expenditure of district revenues.

**Section 13.1: CLASS SIZE REDUCTION GOALS & LCFE GRADE SPAN ADJUSTMENT COMPLIANCE**

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/subject area and agree to work together whenever possible to identify and obtain sources of funding for such purposes.

**Section 13.2: ELEMENTARY K-6**

13.2.1. Staffing of regular 4-6 classes at each elementary school will be determined by the following formula:

$$\frac{\text{TK - Grade 3 enrollments}}{29.70} = \text{Number of primary grade teachers (Rounded to nearest tenth)}$$

$$\frac{\text{Grade 4 - 6 enrollments}}{32.13} = \text{Number of upper grade teachers (Rounded to nearest tenth)}$$

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The figure generated by the formula, is the number of teachers allocated to a school. When the number is two-tenths (.2) or more above the whole number, another teacher may be allocated.

13.2.2. 13.2.1.1 To the extent individual school site class size averages for grades TK-3 in 2014-15 would not otherwise meet the requirement of the LCF, this section constitutes an "alternative annual class enrollment for each school site" within the meaning of the education Code section 42238.02(d)(3)(B), (C), and (D).

13.2.3. For 2014-15, Individual kindergarten classes shall not exceed an average of thirty-two (32) pupils for the first six (6) school months of the school year, based on the official monthly enrollment reports.

13.2.4. For 2014-15, Individual Grades 1 and 2 classes shall not exceed an average of twenty-five and one-half (25.5) pupils for the first six (6) school months of the school year, based on the official monthly enrollment reports.

13.2.5. For 2014-15, Individual Grade 3 classes shall not exceed an average of thirty-one (31) pupils for the first six (6) school months of the school year, based on the official monthly enrollment reports.

13.2.6. For 2014-15, Grades K-6 classes shall not exceed thirty-six (36) pupils for more than thirty (30) calendar days.

13.2.7. The parties agree that during the 2015-16 school year, as a condition of receiving the additional funding grant for the K-3 Grade Span Adjustment (GSA) under the Local Control Funding Formula (LCFF), the District and SDEA must negotiate an annual class size enrollment for each site. Therefore the parties agree that effective July 1, 2015 individual school site averages for TK-3 shall not exceed 24 to 1. Classrooms within the TK-3 grade span shall have no more than a differential of two (2) students.

13.2.8. Effective, July 1, 2015, grades 4-6 site class size averages shall be thirty-two (32) pupils per classroom and no individual class size shall exceed 34 pupils for more than twenty (20) workdays.

13.2.9. Effective July 1, 2015, combination class sizes in grades TK-5 shall be two (2) pupils below the contractual cap or average.

**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
$\frac{\text{Enrollment} + 2 \text{ CPU}}{28.73}$	$\frac{\text{Enrollments} + 2 \text{ CPU}}{29.13}$

13.3.2. Individual teacher's academic classes shall be no more than thirty- four (34) pupils each.

13.3.3. Classes in music and business education, may exceed the class size cap established for other academic classes, but shall average no more than forty (40) pupils per period.

13.5.2. Individual teacher's academic classes will average no more than thirty-six (36) pupils each. Effective July 1, 2012, individual teacher's academic classes shall be no more than thirty-six (36) pupils each.

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13.5.3. 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.

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, the Contract Administration Committee shall be provided with a monthly report of all academic classes exceeding forty (40) ~~thirty-four (34)~~ students. 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.

13.3.6 Secondary physical education classes (excluding athletic periods) shall average no more than fifty (50) pupils per period per day over a four (4) month period. Following the second school month of the traditional students' school year, the Contract Administration Committee shall be provided with a monthly report of all secondary physical education classes (excluding athletic periods) exceeding fifty (50) students. 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.

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

The District recognizes the positive contribution school nurses, district counselors, and in-school counselors make to the instructional program. The District shall staff school sites based on the following formulae. Before these formulae are modified, the District will consult with the Association. The District shall maintain the following allocations for nurses and elementary counselors.

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

Actual Enrollment	Days Per Week	Position Equivalent
1-500	1.0	.20
501-1000	2.0	.40
1001-1500	3.0	.60
1501-2000	4.0	.80
2001 and Above	5.0	1.00

No nurse shall be assigned to more than 3 sites. Additional nursing shall be provided based on acuity (student and site need - See Section 13.6.4).

13.4.2. District 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

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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

Actual Enrollment	Days Per Week	Position Equivalent
1-750	2	0.4
751-1,200	3	0.6
1,201-1,650	4	0.8
1,651 and Above	5	1

No Elementary Counselor shall be assigned to more than 3 sites. Additional counseling shall be provided based on acuity (student and site need – See Section 13.6.4).

13.4.3. ~~In-School Secondary Counselors.~~

Secondary Counselors shall be allocated based on the counselor/pupil caseload set below in 13.6.3.1. Any assignment portion that is less than a 1.0 allocation shall round up to the nearest 0.5 allocation. Additional counselors shall be assigned to secondary school sites with 50% of students needing additional support in order to meet A-G graduation requirements.

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

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13.4.5. Acuity for nursing assignments is defined as, but not limited to, the number of students with medical needs (hemophilia, feeding tubes, catheters, asthma, etc.), IEPs, ISHPs, etc., as determined by the Department Program Governance Team. Acuity for counseling assignments is defined as, but not limited to, sites with an Unduplicated Pupil Count above 75%, sites that are addressing the achievement gap in meeting A-G requirements and the number of students with IEPs, SSTs, BSPs, etc., as determined by the Department Program Governance Team. Acuity refers to the amount of time and resources that a particular student or site requires nurses and counselors to spend with them in order to provide necessary care and support. Department Program Governance Teams will make recommendations on additional acuity staffing by October 1 of each school year.

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13.5. Staffing at School Sites with High Unduplicated Counts

Schools with an Unduplicated Pupil Count of seventy-five percent (75%) or higher shall receive one additional FTE per every 250 ADA to provide additional support or enrichment to the site. With input from the staff, School Site Governance Teams (SGT) shall determine how to allocate the additional staff. SGT's decision-making process shall be completed no later than April 1, of the preceding year.

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