

## 2015/2016—Class size and Caseload Bargaining Summary of Changes

### For elementary:

- Class caps in K-3 reduced from 27 to 26
- Class caps in 4-6 reduced from 30 to 29
- Class caps in PE and Music reduced in K-3 from 30 to 28, and in 4-6 from 33 to 31
- Maintains the option of para-educator time or monetary relief for overloads. Monetary relief increases from \$15.00/ day to \$16.00/ day
- Special Ed students with 1:1 para support in the general ed. classroom for 5 or more hours per week will now be included the general ed. teacher's class count

### For secondary:

- A target class size with a hard cap on daily enrollment
  - o For a 1.0 FTE teacher in 7-8, the hard cap is 150 students
  - o Additionally, a 1.0 FTE teacher in 7-8 with a daily enrollment of 144-150 students would receive \$140.00 per quarter in monetary relief
  
  - o For a 1.0 FTE teacher in 9-12, the hard cap is 160 students
  - o Additionally, a 1.0 FTE teacher in 9-12 with a daily enrollment of 154- 160 students would receive \$140.00 per quarter in monetary relief
  
  - o The caps are prorated for FTE's ranging from .2 to 1.2 for all secondary teachers
- Per student/ per class overload payments for all classroom teachers at the secondary level
  - o For any classroom teacher in 7-8, \$2.00 per student per day for any student after 30
  - o For any classroom teacher in 9-12, \$2.00 per student per day for any student after 32
- Secondary PE and music hard caps of 40 students per class and 200 students per day
- Sp Ed students assigned to a general ed. or IP class for 5 hours/ class periods per week will count towards daily enrollment caps as well as per student/per class overload relief

### For Secondary IP teachers:

- Any Sp Ed student on an IP teacher's caseload, but NOT in a class taught by the IP teacher will be counted as part of the IP teacher's daily enrollment for overload purposes

### For ESAs and specialists caseloads:

- The KEA team submitted a comprehensive proposal that included reductions in caseloads for all groups. However, KSD did not believe they were obligated to bargain caseloads. The KEA team considered filing an Unfair Labor Practice (ULP) against the District to force them to bargain this issue. After due consideration, the team decided not to pursue

the ULP. A ULP hearing would have extended the bargaining until sometime in the middle of next year—when the entire contract is open. It also would have delayed the implementation of potential gains in other areas. As a compromise, the teams agreed to language that creates a caseload committee that must submit proposals to the bargaining teams by February, 2016.