

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #41
NOVEMBER 16, 2023**

**Licensed Contract
Class Size**

ARTICLE 31. CLASS SIZE

31.1 Vision. Saint Paul Public Schools believes all students deserve the full range of educational opportunities and student supports that a robust, well-rounded education affords. A well-rounded education is one that meets the Minnesota state education standards by providing students with learning opportunities that give them the skills to succeed in school, college and career.

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.

~~32.2~~ **31.2** Guidelines. Class sizes in elementary will, on average, per grade level in each school, be within the class size average 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.

Top 30 SPPS sites with the highest F/R %.*	Average/Teacher	Cap
PreK	20	20
K	24	24
1-3	25	25
4-5	28	30
6-8	34 32	36 35
9-12	36 34	38 37

9th grade Courses**		35
6th grade Courses***		30
Remaining SPPS sites		
PreK	20	20
K	26	26
1-3	27	27
4-5	29	31
6-8	36 34	38 37
9-12	38 36	40 39
9th grade Courses**		36
6th grade Courses***		31

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

**9th grade - Courses designed for grade enrollment for students in 9th grade e.g. English 9, World History

*****6th grade - Courses designed for grade enrollment for students in 6th grade e.g. Earth Science 6, MN Studies, Readers Workshop**

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 the lab on a given day.

~~32.3~~ **31.3** 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.

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

All schools will form a class size committee. The committee shall be composed of the following voting members:

- School Principal
- Assistant Superintendent (if not able to attend, the Asst. Supt. will appoint a proxy)
- A teacher from an affected classroom or other staff member in the affected license area. This person will be chosen by the SPFE steward.
- A 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.

Prior to the first week of school the SPFE stewards and principal shall examine an enrollment report describing the enrollment of each section being offered at the school. The stewards and principal will try to eliminate as many issues as they can prior to convening the Class Size Committee.

All affected teachers will be invited to attend the Class Size Committee to participate in the discussion of possible solutions.

If called to convene, the committee shall meet before the first day of students attending in the fall. The committee will review class size data for the classes approaching or exceeding class size averages and/or caps. The committee will develop a plan on what to do about each potential class, or grade level in elementary, with a class size issue. Possible solutions will be presented to the affected teachers for their feedback and/or possible approval.

The Federation agrees not to grieve such an exception, when approved by a majority of the committee, for the remainder of 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.

If all other internal site level class size solutions have been exhausted, and it is determined that additional staffing is necessary, then a recommendation to the Superintendent and/or their designee will be made within 5 school days. If the final agreement is to hire additional support, then the new posting will take place within ten school days of the approval. If after 30 days, no hire has taken place, a short term sub

will be placed into the classroom pending the assignment of the support staff. The Federation agrees to not file a grievance if this is followed.

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.

Prior to the end of a marking period, the SPFE stewards and principal shall examine class size data for the upcoming marking period. If there are new class size issues, they will work together to solve these problems. If needed, the Class Size Committee should be reconvened with affected teachers being invited to attend to discuss possible solutions.