



February 7, 2018

Please find below examples of contract proposal language received by school districts. These proposals contain class size ratio penalties. All language and formatting taken directly from proposals received by school districts.

**Lebanon School District, Lebanon Education Association proposal, April 6, 2015.**

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Article 6, Section G (Teaching Hours and Teaching Load):  
Class Size/Caseload

1. Large class loads represent a hardship on the individual employee, as well as the students in the classrooms. The Association acknowledges that the District may lack the ability to control all of the factors that influence class size, particularly the number of classrooms and the number of students.

a. The District will strive to adhere to these ideal class sizes:

- : K-2: 18 students per classroom
- : 3-5: 22 students per classroom
- : 6-12: 25 students per classroom

b. Should class sizes exceed the following maximums, the district will compensate teachers \$10 a day, per student:

- : K-2: no more than 22 students per classroom
- : 3-5: no more than 26 students per classroom
- : 6-12: no more than 30 students per classroom

c. Combination Classes: When determined by the district that combination classes are necessary to balance class sizes or for subject areas at the secondary level, the District will:

- : request teacher volunteers for the class
- : work collaboratively with the grade level teams in placing students
- : consider the nature of students to placed in the class, including ability ranges and behaviors
- : provide smaller class sizes than single grade level classes- assign new students to single grade level classrooms after all classes are established in the building, unless the enrollment difference between a combination classroom and all same-grade, single grade classes is three (3) students; then the next new student may be assigned to the combination classroom
- : insure that plan is created for the students' reintegration into the single-level classrooms the following year (if applicable)

d. Should special education caseloads exceed the following maximum, the district will compensate teachers \$10 per day, per student

- : Special Education Teachers paperwork caseload- 30 students
- : Specialist/Speech Language Pathologists work caseload- 50 students

**Gresham-Barlow School District, Gresham-Barlow Education Association  
proposal, April 20, 2017**

C. Workload

1. Teachers shall be compensated at a rate of \$50 per additional student per month when classroom sizes rise above the maximum threshold described below. Students with an identified IEP/504 shall be weighted at a rate of twice that of a General Education student when determining classroom size. For the purposes of this article, Core Content is defined as English Language Arts, Math, Social Studies and Science. Class size calculations will be made by the end of the third full week of school and by the end of the third full week of the second semester of each school year and shall remain fixed for the purposes of calculating pay. Teacher Assistants (TA's) are not counted as part of classroom size. Stipends shall be calculated using the two class size reports described above and paid out evenly over the October-January and February-June months. Members working less than 1.0 FTE shall have their class size calculations pro-rated for purposes to this article.

Compensation Thresholds are listed below:

Grades K-2 – 25 students

Blended Grades – 27 students

Grades 3-5 – 30 students

Core Content Classes Grades 6-8 – 170 students

Counselors K-8 – 600 students

Core Content Grades 9-12 – 180 students

Counselors 9-12 -450 students.

**Reynolds School District, Reynolds Education Association proposal, April 6, 2017.**

Article 27  
Class Workload

A. Class Size Guidelines

1. General Education Instructors

The recommended guidelines for workloads in the Reynolds School District shall be as follows:

K – 3 25 students

4 – 6 28 students

7 – 12 30 students per class multiplied by a maximum of 6 classes \*180 students (total load)

An effort shall be made to balance individual sections of like classes.

\*except in cases provided for in Northwest Accreditation recommendations.

2. Special Education and ELD Instructors

The recommended guidelines for classroom workloads for special education and English language learner instructors shall be approximately at half of those of their counterpart general education instructors.

K – 3 12

4 – 6 14

7 – 12 15 students per class multiplied by a maximum of 5 classes (75 students total)

B. *Sec. B. (Procedure) not included; no proposed changes relevant to class size*

C. *Sec. C. (Limits) not included; no proposed changes relevant to class size*

D. Remedies to Class Size Guidelines Overages

Remedies are cumulative in nature until a new classroom is formed.

1. General Education

Overage: Remedies

K – 2 1 – 3 Notify Overage Committee for Monitoring

4 – 6 Overage Pay

7 – 10 1.0 EA

11+ New Classroom

2. Special Education & ELD Instructors

Overage: Remedies

K – 2 1 – 2 Overage Pay

3 – 6 1.0 EA

7+ New Classroom

Unit members who are compelled to exceed the class size guideline are entitled to overage pay. Overage pay will be calculated at ten percent (10%) of the member's annual salary. This compensation will be prorated and will last for as long as the class size guidance is exceeded.