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Article 27
Class Workload

The Association and District recognize that a reasonable class size ratio is desirable to ensure the best possible learning environment for all students. However, any application of a totally rigid numerical limitation on class size within schools or programs restricts the staff and the building principal/program manager in their flexibility in seeking an ideal learning environment for each unique situation and fails to recognize the budgetary limitations of the District. Staff and building administrators are encouraged to develop solutions cooperatively and to explore continually special variations in curriculum, instructional methods and staff organization to endeavor to achieve an optimum for instruction in their school.

A. Class Size Guidelines

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

- K - 3 25 students
- 4 - 6 28 students
- 7 - 12 *160 students (total load)

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

* except in cases provided for in Northwest Accreditation recommendations

The Guidelines in Section A are not subject to the grievance process in Article 12. However, they are subject to remedies as stated below in Section B.

B. Procedure

By the third week of September, the building administrator shall submit to the Executive Director of Human Resources any requests for class load relief. Such requests shall indicate what steps have been taken at the building level to alleviate overloads (i.e. balancing classes, creating splits) and shall include current information regarding the impact of mainstreaming or other special needs which may impact the classroom.

These requests shall be reviewed by ~~a committee~~ the Class Size Committee of four (4) consisting of the Executive Director of Human Resources, one other person appointed by the administration, and two (2) persons appointed by the Association. The Superintendent or designee will seek input from the building administrator where the request originated. This committee makes recommendations to the Superintendent.

The building administrator shall forward to the District review committee the requests of individual staff members who feel their needs have not been addressed by the building request.

In reviewing class load relief requests, the committee shall consider: recommended class loads, physical limits of the building and room, socio-economic factors which impact the school, student safety, special needs students as well as the information submitted by the building administrator.

Prior to the first board meeting in October, the Superintendent shall make recommendations to the school board regarding class load relief and shall include in that recommendation whether the committee advising the Superintendent referenced above agrees with or does not agree with the Superintendent's recommendation. Members of the committee are free to express their own opinions to the Board either in person or in writing.

C. Limits

The above is not intended to: 1) Limit the District's ability to provide class load relief at other times of the year. 2) Limit the District to the amount indicated in the budget when funding class load relief.

D. ELL Student Instruction and Services Structure Committee

In order to foster a more collaborative, inclusive and informed approach to the delivery of instruction and services for Reynolds School District and all of its stakeholders, the District and the Association will ~~convene~~ maintain a committee that is comprised equally of District and Association representatives chosen separately by each party to this agreement who represent a wide variety of levels and services delivered. Committee members may solicit input from

various parents and/or student groups which could be impacted by the decisions of the committee. The charge of this committee will be to review best practices for working with students who are learning English as a second language and collaborative planning around such instruction and services. It may include review of curriculum, staffing needs, the structure of services offered, best practices, and/or approaches to working with students who are learning English as a second language. This committee will serve in an advisory capacity to both the District and the Association with the understanding that any changes to this agreement are subject to negotiation. This committee shall meet at least quarterly each year.