

1 **5. Student Load and Overload Pay**

2 A. Only in Title One schools, the educator has the right to decline an increase to class size  
3 beyond the caps in this Article.

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5 B. Student loads will be calculated on the third Monday in October and the third Tuesday in  
6 February. If loads exceeding the teaching load thresholds in the chart below are  
7 discovered, either by the District through its own student load calculations or reported by  
8 an employee to their supervisor at any other point, the District will implement one of  
9 these three options:

10 i. Within two weeks, move students to meet the limit.

11 ii. Within two weeks provide .5 FTE educational assistant for an elementary general  
12 education classroom, or a paraeducator for a special education classroom.  
13 Educational Assistant or paraeducators assigned to classrooms to address  
14 overage shall not be used for other building needs, except in the case of an  
15 emergency. The professional educator may decline the assistant or paraeducator  
16 and select the stipend, and at the same time refer the matter to the Class Size  
17 Committee process, as set forth below.

18 iii. Pay any professional educator over a threshold a stipend equal to 1.5% of step 15  
19 of column MA +45 salary per semester; or in accordance to the amount listed in the  
20 chart below if different than defined above, and at the same time refer the matter to  
21 the Class Size Committee process.

22 A-C. It High Schools, educators may choose an alternative option when their class  
23 size and/or teaching load thresholds are exceeded. The alternative option allows them  
24 to receive five (5) additional minutes of prep time per week per student that has  
25 exceeded the threshold. This option would be offered to the Employee as an alternative  
26 instead of a salary increase. The Employee shall determine which option will occur.

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28 D. Assistants or paraeducators already assigned to the class due to threshold estimates will  
29 count towards this relief and may not be declined in favor of a stipend. Within two weeks  
30 of the beginning of each semester, the District shall provide the Association a list of  
31 assistants and/or paraeducators who are intended to provide overage relief, and the  
32 paraeducators' assignments.

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34 E. The stipend will be paid as part of the next payroll period. When employees report a  
35 load exceeding the teaching load threshold at a time other than the District's October or  
36 February calculation, any overage pay will be prorated for the portion of the applicable  
37 semester.

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39 F. For professional educators in multiple buildings, or for professional educators working  
40 less than 1.0 FTE, the stipend will be prorated.

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42 G. Guidelines:

1 i. Effective January 1, 2025, the following teaching/caseload thresholds shall be  
 2 established with the expectation of providing overload pay to individual  
 3 professional educators if the District chooses to exceed these thresholds.

4 ii. **Elementary (K-5)**

Position	Target Size	Teaching Load Threshold for Overload Pay	% of Step 15 in Column MA+45 increased per Student Over the Threshold
PreK-K	16	18	3% (1.5% each semester) per student over the Threshold
1-2	18	20	3% (1.5% each semester) per student over the Threshold
3-5	20	22	3% (1.5% each semester) per student over the Threshold.

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6 iii. **Middle School/ High School Grades 6-12**

Position	Target Size	Teaching Load Threshold for Overload Pay	% of Step 15 in Column MA+45 Salary Increased per Student over the Thresholds
MS Professional Educators	125	150	Increase salary by 3% (1.5% each semester) per five students over Threshold (triggered by first student over)
HS Professional Educators	125	150	Increase salary by 3% (1.5% each semester) per five students over Threshold (triggered by first student over)
HS/MS Physical Education Professional Educators	150	190	Increase salary by 3% (1.5% each semester) per five students over



			Threshold (triggered by first student over)
MS/HS Performing Arts Professional Educators	175	220	Increase salary by 3% (1.5% each semester) per five students over Threshold (triggered by first student over)
School Counselors (All levels)	1 to 250	1 to 350	Increase salary by 3% (1.5% each semester) per 10 students over Threshold (triggered by first student over)
ELD/BEP	1 to 30 Newcomers and students with interrupted formal education count as 1.5 students	1 to 57	Increase salary by 3% (1.5% each semester) per five students over Threshold (triggered by first student over)
Special Ed. Teachers Special Schools Program	7	10 students	Increase salary by 5% (2.5% each semester) per student over the Threshold
Special Ed. Teachers Self Contained- FSC Classrooms	7	13 students	Increase salary by 5% (2.5% each semester) per student over Threshold
Special Ed. Teachers (HS Resource)	22	32 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Special Ed. Teachers (MS Resource)	21	31 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Special Ed. Teachers (K-5 Resource)	20	30 students	Increase salary by 3% (1.5% each semester) per Student over Threshold