

# ***UTP FOCUS ON ISSUES***

## ***ISSUE #1: CLASS SIZE***

***United Teachers of Pasadena***

***January 22, 2010***

### **Article X, Class Size**

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Article X, Class Size, Section 10.1 of the Collective Bargaining Agreement between Pasadena Unified School District and United Teachers of Pasadena states:

The District shall maintain the following maximum staffing ratios or formulas for the allocation of classroom teaching positions to a school, and shall do so in a manner that will not incur State financial penalty.

*Kindergarten	1:30
*Grade 1	1:31
*Grades 2-3	1:31.25
Grades 4-6	1:32.75
Grades 6-8	1:29.5
Grades 9-12	1:29.75

\*The District shall be free to implement the primary class size reduction program made available by the State for 1996-97 and beyond.

Nurses, librarians, counselors, categorically-funded unit members, special education teachers, certificated non-unit employees and classified personnel shall not be utilized in the computation or application of the class-size ratios listed above. Note: The above ratios are not to be interpreted as being maximum class size. They are an allocation ratio of classroom teachers to a school.

# Local District Flexibility of K-3 Class Size Reduction Program

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Senate Bill 4 of the Third Extraordinary Session (SBX3 4[Chapter 4/2009]) provides flexibility to both K-3 and Morgan-Hart CSR incentive programs.

In fact, the District implemented the primary Class Size Reduction (CSR) program in Grades K-3 made available by the State for 1996-97 and beyond. Implementation of the CSR program resulted in a teacher-student ratio of 20:1 through school year 2008-2009. The 20:1 ratio was increased to 22:1 for school year 2009-2010. On December 15, 2009, the Board of Education approved an increase in the 22:1 staffing ratio to 30:1 in Kindergarten, 31:1 in Grade 1, and 31.25:1 in Grades 2-3 for school year 2010-2011 and beyond.

**Note: The District was able to unilaterally impose these increases because the CSR program was designed by the State Legislature as a “permissive program” and not subject to the collective bargaining process.**

## **EFFECT OF K-3 CSR CLASS SIZE INCREASES:**

In school year 2010-2011, the District will eliminate 82 FTE (Full Time Equivalent) classroom teaching positions. All probationary and permanent teachers impacted by this decision will be noticed no later than March 15, 2010, by means of a Preliminary Reduction in Force (RIF) Notice from the District.

# Local District Flexibility of 9<sup>th</sup> Grade CSR Program

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The District implemented the Morgan-Hart CSR program in school year 1999-2000. Implementation of this CSR program reduced class sizes in 9<sup>th</sup> grade English and Math classes to an average of 20 to 1 with a maximum of 22 students per class. On December 15, 2009, the Board of Education approved a reduction of additional high school allocations for 9<sup>th</sup> grade CSR English and Math classes.

## **EFFECT OF 9<sup>TH</sup> GRADE CSR CLASS SIZE INCREASES:**

In school year 2010-2011, the staffing ratio for 9<sup>th</sup> grade English and Math classes will revert to the staffing ratio in the contract (29.75:1). In school year 2010-2011, the District will eliminate

8.3 FTE classroom teaching positions. All probationary and permanent teachers impacted by thus decisions will be noticed no later than March 15, 2010, by means of a Preliminary RIF Notice from the District.

Note: This staffing ratio translates to average class sizes of 35.7 students for 9<sup>th</sup> grade, because each secondary teacher is afforded a daily planning/preparation period. For 9<sup>th</sup> grade, the staffing ratios are based on a six-period day, but teachers teach only five periods.

Example: (current staffing ratio) multiplied by (number of student periods) divided by (number of teacher periods) =  $(29.75) \times (6) / (5) = 35.7$

## PUSD Proposes Larger Class Sizes for Grades 6 – 12

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Currently, the staffing ratios are:

Grades 6-8 1:29.5

Grades 9-12 1:29.75

These staffing ratios translate to average class sizes of 39.33 students for Grades 6-8 and 35.7 students for Grades 9-12.

In the bargaining session on December 15, 2009, the District presented the following formal proposal (not conceptual):

***Commencing with the 2010-2011 school year, the staffing ratio for grades 6-12 shall be 1:32.75.***

The District's proposed increases would lead to the following average class sizes:

Grades 6-8 43.67 students

Grades 9-12 39.3 students

The average class sizes are larger than the staffing ratios, because each secondary teacher is afforded a daily planning/preparation period. For grades 6-8, the staffing ratios are based on a four-period day, but teachers teach only three periods.

Example: (current staffing ratio) multiplied by (number of student periods) divided by (number of teacher periods) =  $(29.5) \times (4) / (3) = 39.33$

For grades 9-12, the staffing ratios are based on a six-period day, but teachers teach only five periods.

Example: (current staffing ratio) multiplied by (number of student periods) divided by (number of teacher periods) =  $(29.75) \times (6) / (5) = 35.7$

Note: There are exceptions to the above class size averages, because the Board of Education has approved a different number of student periods at certain schools, such as Blair 6-8, Marshall 6-8, and Muir 9-12, etc.

## Change in Staffing Ratio for Rose City High School

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On December 15, 2010, the Board of Education approved a reduction of the General Fund encroachment (due to low Average Daily Attendance) by Rose City High School. In school year 2010-2011, the average class sizes at Rose City High School will increase from 23 students to 28 students.

In school year 2010-2011, the District will eliminate 5 FTE classroom teaching positions. All probationary and permanent teachers impacted by this decision will be noticed no later than March 15, 2010, by means of a Preliminary RIF Notice from the District.

**Note: The District was able to unilaterally impose these increases because the District is not compelled legally to implement staffing ratios different from those at the other high schools in the District.**

## Additional Reductions

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On December 15, 2009, the Board of Education approved additional reduction of nurses, librarians, counselors, special education teachers, and categorically-funded unit members.

- Increase staffing ratio for counselors from 1:450 to 1:600, eliminating 5 FTE counselor positions.
- Reduce all library personnel and close libraries, eliminating 7 FTE librarian positions.
- Reduce 50% of Tier III programs, eliminating 8 FTE positions including nurses and teacher positions at Blair, Muir, and Willard.

- Reduce Special Education, eliminating 3 FTE teacher positions.
- Eliminate Athletic Director allocations, eliminating 0.8 FTE teacher position.

## Bottom Line

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To date, the total Board approved (not subject to collective bargaining) budget reductions call for the imminent layoff of 119 FTE certificated employees in the UTP bargaining unit.

To date, the District has “proposed” (subject to collective bargaining) budget reductions that would trigger the layoff of an additional 37 FTE certificated employees in the UTP bargaining unit.

The total number of UTP bargaining unit members that will be subject to a Preliminary RIF Notice will include those additional 13-20 positions lost due to “declining enrollment” and the elimination of 30-40 CRT/LDRT positions. This will be explained more fully in a subsequent UTP FOCUS ON ISSUES edition regarding Reduction in Force.

These combined layoffs would reduce UTP by 199-216 FTE certificated employees (about 20%-22% of the membership).

How does the District justify the layoff of 199-216 FTE positions in the UTP bargaining unit? As you are aware, UTP is committed to being part of the solution in the collective challenge (among all District employees) to sustain the fiscal solvency of the Pasadena Unified School District. However, “being part of the solution” does not mean that we are willing to have the District’s deficit budget balanced disproportionately on the backs of teachers, counselors, nurses, librarians, and speech therapists.

UTP is expecting reasonable solutions to the District's projected budget deficits. The Association is not interested in reaching permanent solutions to a temporary problem. Accordingly, the Association stands for the following:

1. No concessions where they are unwarranted.
2. Equitable distribution of warranted concessions.
3. No permanent concessions.
4. Full restoration of temporary concessions by a time certain.

# UTP Bargaining Team

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Alvin Nash, Chairperson  
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Bethel Lira, President  
Roberto Gallegos, Chief Negotiator

Edison  
Webster  
Blair  
Madison  
Marshall  
UTP  
CTA

*The UTP FOCUS ON ISSUES is an in-depth presentation of information related to a single issue that is designed to educate the membership and promote a dialogue on the issues through the process of Small Group Meetings at each of the school sites. Please ask you UTP Site Representative for information on this process. 📌*