

8.01 Class size shall not be used as a punitive measure against an employee. Within a given site, the administration shall provide equitable teaching loads to employees ~~teaching identical courses~~, consistent with considerations of scheduling, curriculum, teacher concerns and preferences, student needs and preferences, and physical space constraints.

8.02 Any high school or middle school employee whose assignment consists primarily of student instruction shall have an instructional supervisory load during the student day that does not exceed five (5) hours and fifteen (15) minutes of pupil-teacher contact time and that includes a preparation/conference period. Teachers assigned primarily to traditional instruction shall have no more than three (3) different course preparations; ~~those assigned to use other instructional delivery models such as computerized instruction may have more than three (3) course preparations depending upon the delivery model and what is entailed as a "preparation" under that model.~~ Other high school and middle school employees whose assignments do not consist primarily of instruction (such as guidance counselors and media specialists) shall be provided the opportunity in their normal workday to schedule time in which interaction with students and parents is limited to facilitate planning and preparation. Supervised study periods (study halls) or other supervisory assignments shall be considered a part of the instructional supervisory load except where such assignments constitute the majority of the employee's assigned duties. Individual employees may agree in writing to instructional supervisory loads that differ from those above.

8.06 Class Size Limitations

A. The calculation of class size shall be based solely on classroom teachers who have rostered students in a traditional classroom setting. A traditional classroom is defined as a physical learning environment where a certified educator provides direct instruction, supervision, and evaluation of a consistent cohort of students, with regular face-to-face interactions and a structured schedule. Non-traditional educators, defined as individuals who do not have rostered students in such a setting, shall not be included in the calculation of class size for the purposes of complying with the requirements set forth in the Florida Constitution. Class size calculations shall consider only those educators directly responsible for the instruction and supervision of students within a traditional classroom environment.

1. For prekindergarten through grade 3, the maximum number of students per classroom teacher shall not exceed 18.

2. For grades 4 through 8, the maximum number of students per classroom teacher shall not exceed 22.

3. For grades 9 through 12, the maximum number of students per classroom teacher shall not exceed 25.

These limits are established to ensure a high quality of education and individual attention to students. Compliance with these limits shall be monitored and enforced in accordance with state regulations and guidelines.

B. In the event that the number of students in a classroom exceeds the state-mandated limits, the following compensation shall be provided to the affected teacher:

1. For each student exceeding the maximum limit in prekindergarten through grade 3, the teacher shall receive an additional \$500 per student per academic year.

2. For each student exceeding the maximum limit in grades 4 through 8, the teacher shall receive an additional \$400 per student per academic year.

3. For each student exceeding the maximum limit in grades 9 through 12, the teacher shall receive an additional \$300 per student per academic year.

This additional compensation is intended to acknowledge the increased workload and responsibility associated with managing a larger class size and to support teachers in providing high-quality education to all students. The compensation shall be disbursed on a prorated basis if the number of students fluctuates throughout the academic year.

C. Students shall not be moved between teachers of record within the quarter to ensure instructional continuity, unless otherwise directed by Article 10.08 or graduation is imminent.

8.07 Teacher Class Size Limitations

When Prep load exceeds 3 course codes as provided by the state	Number of Additional Preps	Alternative Comp Time Provided
Grades 6 - 12	1	.5 Hours of Alternative Comp Time each Week
	2	1 Hour of Alternative Comp Time each Week
	3	2 Hours of Alternative Comp Time each Week

This table applies to ALL classes that sit at a desk and primary instruction is through a book or computer. Including but not limited to core courses, vocational courses, and non-traditional courses.

This also includes combined sections (ex. A level 1 and 2 class in the same period) and various levels of instruction (ex. Honors to Regular to AP of Biology).

Alternative Comp Time is to be given out once a 9 weeks in a cumulative total, comp time earned is not impacted by a teachers time off throughout the year (ex. Maternity leave or illness lasting a week)

8.08 ESE Teacher Caseload Limitations

Caseload Limits Based on Least Restrictive Environment	Number of extra students	Alternative Comp Time Provided
<u>PreK ESE Teachers (Regular class and/or Separate Class):</u> 12	≥ 5	13.5 hours of Alternative Comp Time each 9 weeks limit is exceeded
<u>ESE Teachers Regular Class or Resource Room:</u> 24 students	≥ 5	13.5 hours of Alternative Comp Time each 9 weeks
<u>ESE Teachers Separate Class, Special Day School/Exceptional Education Center, or Other Separate Setting:</u> 16 students as determined by the following weighted system based on Matrix Cost Factor: <ul style="list-style-type: none"> ● 251 shall count as 1 student ● 252 shall count as 1.5 students ● 253 shall count as 2.0 students ● 254 shall count as 2.5 students ● 255 shall count as 3.0 students 	≥ 3 students on the weighted system	18 hours of Alternative Comp Time each 9 weeks

8.09 ESE Service Provider Caseload Limitations

Caseload Limits Per Professional Area (full-time)	Number of extra students	Alternative Comp Time Provided
<p><u>Speech-Language Pathologists</u>: 50 students as determined by the following weighted system based on Matrix Communication Domain Level:</p> <ul style="list-style-type: none"> ● Level 1 shall count as 0 students ● Level 2 shall count as 0.25 student ● Level 3 shall count as 1 student ● Level 4 shall count as 2 students ● Level 5 shall count as 3 students 	≥ 10	13.5 hours of Alternative Comp Time each 9 weeks for every set of 10 students above 40
<p><u>Occupational Therapists/Physical Therapists</u>:60 students as determined based on the following weighted system determined by Frequency of Services:</p> <ul style="list-style-type: none"> ● 2 times a week shall count as 2 students ● 1 time a week shall count as 1 student ● 2 times a month shall count as 1 student ● 1 time per month shall count as 0.5 students ● 1 time per quarter shall count as 0.5 students ● Program Support shall count as zero students ● If an OT or PT is assigned to more than 5 schools, one weighted point is added per school to cover travel time between sites. 	≥ 10	13.5 hours of Alternative Comp Time each 9 weeks for every set of 10 students above 60
<u>School Psychologists</u> : 3 schools, including no more than 1 elementary school	1 school	13.5 hours of Alternative Comp Time each 9 weeks for every additional school added to a caseload assignment
<u>Social Workers</u> : 3 schools, including no more than 1 elementary school	1 school	13.5 hours of Alternative Comp Time each 9 weeks for every additional school added to a caseload assignment
<u>Local Assistive Technology Specialist (LATS)</u> : 80 students	≥ 10	13.5 hours of Alternative Comp Time each 9 weeks for every set of 10 students above 80
<u>Program Specialists for Behavior</u> : 2 schools	1 school	13.5 hours of Alternative Comp Time each 9 weeks for every additional school added to a caseload assignment
<u>Program Specialist for Compliance</u> : 2 schools	1 school	13.5 hours of Alternative Comp Time each 9 weeks for every additional school added to a caseload assignment
<u>All other ESE Service Providers not specifically named here</u> : an equitable workload compared to their cohort, not to exceed 5% of such comparable caseload limits	Greater than 7% difference between comparable caseload limits	13.5 hours of Alternative Comp Time each 9 weeks when the difference between comparable caseloads exceeds 7%