

ARTICLE XVIII - A

SPECIAL STAFFING IN PRIORITY SCHOOLS

1.0 General Provisions:

The provisions contained in this article are based on the definitions, provisions, class sizes and staffing ratios in article XVIII, and are meant to supplement what is contained therein.

2.0 In order to address longstanding disparities in educational outcomes – including but not limited to those disparities between Black students and their non-Black peers, the District may designate priority schools in which class size and/or staffing ratios will be reduced to increase academic and social emotional supports for students.

3.0 Class Size: In schools designated by the District as priority schools, the following shall apply:

a. Grades TK-3

- i. On July 1, 2023 at schools designated by the District as priority schools, class size in grades TK-3 shall be reduced by one (1) in both average and maximum when applied to the contractual class size table in Article XVIII, section 2.0

b. Grades 4-8

- i. On July 1, 2023 at schools designated by the District as priority schools, class size in academic classes in grades 4-8 shall be reduced by a total of two (2) in both average and maximum in both average and maximum when applied to the contractual class size table in Article XVIII, section 2.0

c. Grades 9-12

- i. On July 1, 2023 at schools designated by the District as priority schools, academic class size in grades 9-12 shall be reduced by 1 in both average and maximum when applied to the contractual class size table in Article XVIII, section 2.0

4.0 Support Staff: In schools designated by the District as priority schools, the following shall apply:

Article XVIII – Class Size

- a. Psychiatric Social Workers – Schools designated by the District as priority schools with 400 students or more shall be allocated a full-time Psychiatric Social Worker and shall receive priority in staffing the position. Priority Schools with 399 or less shall be allocated 5. FTE of PSW.
- b. Pupil Services and Attendance Counselors - Schools designated by the District as priority schools with 400 students or more shall be allocated a full-time Pupil Services and Attendance Counselor and shall receive priority in staffing the position. Priority Schools with 399 or less shall be allocated 5. FTE of PSA.
- c. School Nurses - Schools designated by the District as priority schools shall receive priority in staffing the School Nurse position at the site
- d. Black Student Achievement Program (BSAP) – In schools designated by the District as group 1 or group 2 BSAP schools, not identified as priority schools per the provisions above, the following shall be provided:
 - i. An auxiliary period in high schools in order to implement the Advanced Placement African American Studies course.
 - ii. An additional Academic Counselor in secondary schools with enrollment of 500 or more.
 - iii. An additional certificated FTE in support of academic achievement and social emotional wellness in elementary schools
- e. Community Schools – Schools designated by the District as Community Schools shall be provided an additional certificated FTE (e.g. Community Schools Coordinator) in support of students, contingent upon State funding of the Community Schools initiative.