

The following proposals made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, are subject to modifications and additions throughout the bargaining process. It is mutually understood that all dates will be updated in the contract as part of any agreement.

**ARTICLE XII. WORKING CONDITIONS**

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**Section B. General Education Classroom Class Size Caps Caseload Recommendations.**

Small classes ensure students receive individual, timely, meaningful attention and feedback and allows teachers the ability to maintain a positive, productive, student-centered classroom. Small class sizes have been found to have positive impacts on test scores, closing achievement gaps, overall learning, student attendance, graduation rates, and success in life. Finally, small class size is critical in the early grades to have the largest impact on students' academic success.

With these factors in mind, class sizes shall be limited to:

Pre K - 3	18 students	
4-5	22 students	
6-8	24 core content	
9-12	25 core content	<p><b>Exceptions may be made for subject areas such as Band, Choir, or Theatre where larger numbers of students might better serve the program. These numbers will be determined by agreement with administration, staff, and MFT.</b></p> <p><b>Exceptions may be made for subject areas such as Shop classes or Labs where smaller numbers of students might better serve the program due to safety considerations. Such classes are limited at 75% of the class cap with agreement from the subject department at the site.</b></p> <p><b>Specialty classes (ie., guitar, College in the Schools, etc.) that require smaller caps should be determined by agreement with administration, staff, and MFT.</b></p>

Class size caps will be published each year. MFT and the District will create an accurate class size and caseload reporting process to be used by teachers at sites, that will assist in guiding District decision-making and appropriate solutions.

The staff adjustment committee will meet several times in the fall to make decisions on class sizes and caseloads **by October 1st**. Thereafter, additional meetings will be scheduled quarterly or more often as needed.

Teachers will be able to contact the MFT or principal to communicate when class sizes exceed the caps, outside the regular monitoring process by the staff adjustment committee. The MFT will follow up with the Chief of Schools.

Specialists will be held to the same class size caps.

If a class exceeds the cap, one of the following options will be implemented, MFT59 will be involved in selecting the corrective measure:

1. Co-teaching based on models created by sites in collaboration with MFT59
2. Additional Educational Support Professionals (ESPs) or Special Education Assistants (SEAs)
3. Balancing class sizes among grade levels or subject area
4. Adding licensed staff through the staff adjustment process or reassigning non-classroom licensed staff to classroom positions
5. Reducing non-instructional duties
6. Additional daily or weekly preparation time
7. Other solution(s) may be created collaboratively by the site, District and MFT.

Decisions on addressing class size will be reviewed by affected teachers, Related Service Professionals, Associate Superintendent, Chief of Schools, and MFT prior to implementation.

