



**Memorandum of Understanding**

**Between the Saugus Teachers Association  
 And the  
 Saugus Union School District**

**April 20, 2017**

The Saugus Union School District (District) and the Saugus Teachers Association (STA) tentatively agree to the following Memorandum of Understanding (MOU) subject to the approval of the Saugus Union School District Governing Board and the membership of STA effective July 1, 2017:

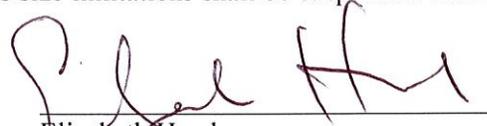
As a condition of receiving the additional funding grant for TK-3 class size reduction under the Local Control Funding Formula (LCFF), the District is required to make progress toward maintaining an average class enrollment of not more than 24 pupils for each school site in Transitional Kindergarten and grades K-3<sup>rd</sup> upon full implementation of the LCFF (currently 2020), as such progress is defined in Education Code section 42238.02.

However, the law authorizes a district and its certificated union to negotiate an alternative annual class size enrollment for each school site (Education Code section 42238.02(d)(3)(B)). Therefore, the District and Saugus Teachers Association agree that effective 2015-2016, the District shall implement an alternative annual average class size enrollment for grades TK-3 at each school site.

For the 2017-2018 school year, the parties agree to an alternative annual class-size enrollment in grades Transitional Kindergarten-3 for each school site as authorized by Education Code section 42238.02(d)(3)(B). The grades Transitional Kindergarten (TK) through third (3<sup>rd</sup>) maximum average class-size enrollment shall be 28:1. For all subsequent school years, the District agrees to make progress toward the 24:1 average class size goal in grades TK-3 at each school site, but the amount of annual progress shall not be tied to the “making annual progress” formula in law (Education Code 42238.02 (d) (3) (B) (i)-(v)). Instead, the District shall decrease the average class size at each school site incrementally each year such that any increase in certificated staffing is fully funded by the increase in the TK-3 funding adjustment to the District’s base grant provided under the LCFF. In this manner, the parties intend for the District’s efforts to reduce class-size in TK-3 to be “cost-neutral.”

If at any time the District learns that compliance with the foregoing contractual provisions will likely result in penalties which would reduce or eliminate the additional funding grant for TK-3 class size reduction, the parties agree to meet and negotiate to discuss and implement a mutually agreed solution. If the District in fact ceases to receive the additional funding grant for TK-3 CSR, these class size limitations shall be suspended until funding is restored.

  
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 Jennifer Stevenson  
 Assistant Superintendent Human Resources  
 Saugus Union School District

  
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 Elizabeth Hand  
 STA Representative