

**TENTATIVE AGREEMENT**

**between**

**LOS ANGELES COUNTY OFFICE OF EDUCATION**

**and**

**LOS ANGELES COUNTY EDUCATION ASSOCIATION**

**March 25, 2022**

All 2018 -2021 Successor Agreement language not modified herein shall remain status quo.

**Table of Contents**

**ARTICLE VI – HOURS OF EMPLOYMENT.....2**  
**ARTICLE VII – LEAVES OF ABSENCE.....8**  
**ARTICLE IX – COMPENSATION.....12**  
**ARTICLE XI – SAFETY .....14**  
**ARTICLE XIII – CLASS SIZE.....16**

**ARTICLE VI - HOURS OF EMPLOYMENT**

B. Workday

1. Unit members shall report to the assigned site one-fourth (1/4) hour before the instructional day begins. In any case, the unit member shall not leave the assigned site less than seven (7) hours, including a minimum one-half (1/2) hour duty-free lunch, from the time of arrival on site, unless the unit member is on an approved leave or has been assigned by the immediate administrator to perform professional duties elsewhere. Unit members, after notifying their school office or site administrator may leave their site for a duty free lunch.

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6. The immediate administrator shall consult with the unit members within thirty (30) days of the start of the school year regarding work schedules including as appropriate: extended minutes, extended day, preparation time, extra duty assignments, relief/recess periods, calendar and class size/caseload. Unit members in DSP shall be scheduled a minimum of thirty (30) consecutive minutes daily preparation time.

C. Lunch Period

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~~2. Unit members in the Division of Special Education (DSE) assigned to a host school site may take an equivalent period of time for lunch as that scheduled at the district site.~~

D. Relief/~~Recess~~ Time

1. The immediate administrator shall, work with staff at each site, so as to provide relief time as necessary to attend to the unit member’s personal hygiene, personal affairs requiring immediate attention, and other emergencies that may occur. When emergencies occur Any relief of the unit member during instructional time, the administrator shall arrange provide for the supervision of pupils at all times. The relief time, not to exceed ten (10) minutes, shall not occur within one-half (1/2) hour of the duty commencement or ending time or lunch period.

~~2. Unit members in DSE assigned to general education host school sites shall receive pupil free breaks to coincide with the host school recess/nutrition/break schedules.~~

E. Extension of Day

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4. ~~DSP~~ Unit members required to supervise or instruct pupils, beyond seven (7) hours routinely, shall be compensated in accordance with Article IX, Section H. ~~DSE~~

unit members assigned to a classroom teaching position that requires a teacher to supervise or instruct pupils beyond the seven (7) hour day, routinely will have a specific assignment designation for extended day, as described in detail in the Appendix H attached hereto regarding extended day, and shall be compensated in accordance with the provisions of said Appendix and Section H of Article IX.

## G. Instructional Minutes

### 1. Division of Special Education

- a. The maximum instructional time for unit members assigned to a classroom shall not exceed 300 minutes per working day except as provided in this Article. The instructional time for DSE unit members assigned to the classroom shall be consistent with the district site of pupil attendance assuring the required number of instructional minutes to annually qualify for LACOE DSE apportionment funding and shall not exceed 300 minutes per working day or 1500 minutes per week except as provided in this Article and Appendix H attached hereto regarding extended minutes in DSE.
- b. With respect to DSE unit members only, some unit members may be required to provide additional instructional service beyond the 300 minutes per working day or 1,500 minutes per week. Each classroom teaching position that requires teachers to instruct beyond 300 minutes per working day or 1,500 minutes per week) will have a specific assignment designation for extended minutes, as described in detail in Appendix H attached hereto regarding extended minutes, and shall be compensated in accordance with the provisions of said Appendix and Section H of Article IX. Such compensation is in lieu of a preparation period or portion thereof. Depending upon the amount of extended instructional minutes assigned to the classroom teaching position, payment will be in the form of a "stipend" or based upon the teacher's "hourly rate." rate."
  - 1) For the purpose of defining "instruction" for unit members in the DSE assigned to a host site, "instruction" is considered to be the time with students from the commencement of the first instructional bell (not warning bell)/start time to the conclusion of the dismissal bell/dismissal time. Instruction shall be exclusive of students' lunch and recess.
  - 2) In cases where the student's Individual Education Plan (IEP) includes motor, self help, and behavior management skill goals and objectives, the parties agree that direct teacher instruction in these areas can usually be accomplished during the instructional time in the classroom, school environment, and community.

The minutes of teacher release from pupil contact shall reduce accordingly any claim for extended minute compensation, including lunch and recess.

~~e. In some cases, it may be necessary to adjust the beginning and ending times up to 15 minutes to accommodate transportation scheduling. In all cases, the same total student time on site and instructional minutes of the host site will not be exceeded.~~

~~d. Adjustments may be necessary for DSE classes on host sites with multiple bell schedules. If an adjustment is necessary, the site administrator in consultation with the teacher will consider criteria such as the ages of the majority of pupils or an average of the bell times.~~

~~e. Preparation Time. Some designated sites will maintain a pupil free preparation period.~~

## ~~z. 1. Division of Student Programs~~

~~a. The maximum instructional time for unit members assigned to a classroom shall not exceed 300 minutes per working day except as provided in this Article. Unit members in Student Programs may be required to provide additional instructional service above the 300 minutes per working day (regular instructional services; e.g., math, reading, reading lab, etc.) when student scheduling is conditioned by a County Government imposed work experience program. Such unit members shall be compensated in accordance with Article IX, Section H for any additional instructional time over 300 minutes.~~

~~1) — The parties understand that the preceding additional instructional time provision excludes any night school or driver training.~~

~~2) — Unit members assigned to such additional time on a regular basis and for services to the regular program will usually be on a voluntary rotational basis; however, the Office shall have the right to assign any unit member to accept such assignment who does not have valid and reasonable grounds to refuse such assignment and there is no other qualified unit member at the site willing to accept the assignment.~~

## H. Professional Duties

1. In addition to assigned teaching and support duties, unit members shall perform their other professional duties, that fall within the identified California Commission on Teacher Credentialing Professional Standards for that unit member's job classification in addition to their job description, which may occur during and/or outside of the regular site-based assignment hours. Examples of such additional professional duties include, planning lessons; selecting and preparing lesson materials; reviewing and evaluating work of pupils; conferring and counseling with pupils, parents, staff, and administrators; keeping records; supervising and advising pupils, pupil organizations and activities; cooperating in parent and community activities; supervising or conferring with teacher assistants; attending faculty, department and

other professional meetings; serving on committees which advise and serve the Office; participating in approved professional activities relating to professional assignments; keeping informed of developments in the area of the unit member's professional assignment; participating in staff development; and control of Office property, equipment and supplies.

2. Upon request of the unit member, the Superintendent or designee may approve the unit member's attendance at a professional conference and/or related activities in accordance with Board policy. Attendance may be with or without loss of salary and with or without expenses reimbursed. In no event will approved conference attendance on non-workdays be considered as days worked.

#### I. Calendar/Calendar Alignment

1. Calendar realignments at schools on a 183 workday calendar shall maintain the number of workdays and the total number of instructional minutes required by this Agreement unless modified for Year-Round Calendars consistent with Section J. Such realignment changes are to be submitted by June 30 of the prior year, if the host district calendar is not set, realignments may be made up to October 31 on the approved forms. If the immediate administrator is unable to establish the first day or start of school date by June 30, the unit member shall be responsible for notifying the immediate administrator of any plans that may interfere with their return on the Office/Association approved calendar start date. The unit member will be required to make up the missing day(s).
2. The Division of Student Programs calendars shall include a minimum day the last workday before the winter break and the last workday of the school year. Without increasing the number of professional development days, these two minimum days will be allocated for teacher preparation. Effective 2022-2023, the DSP calendars shall include an orientation day and two full-day in-service days. Unit members in 218 workday assignments must have 218 scheduled work days between July 1 and June 30 of the school year. Therefore, twenty-five (25) non-work days will be scheduled over the course of the year. Non-work days do not carry over to the following school year.
3. Unit members in 218 workday assignments must have 218 scheduled workdays between July 1 and June 30 of the school year. Therefore, twenty-five (25) non-work days will be scheduled over the course of the year. Non-work days do not carry over to the following year.
4. Unit members in 218 workday assignments are permitted to work their non-work days and will be paid at a rate of \$250 per day for the first ~~five~~ ten non-work days worked. Subsequent days worked will be paid at the going substitute rate. Employees who wish to work these days must input these days in NOVATime as non-work days and then accept a substitute assignment through AESOP.

If unit members work additional days beyond their 218-workday assignment, but fail to account for that by following the correct substitute registration process, they will be compensated \$250 per day for the first ~~five~~ ten days they work beyond 218 days. If a unit member works additional days beyond ~~223~~ 228 total days, the unit member will be compensated at the daily substitute rate for that school.

5. For members on 218 workday assignments, the Office will establish a summer break period from July 1 through August 30. Unit members will schedule ten (10) consecutive non-work days during this period. Unit members must notify their site's principal of their desired ten non-work days, and the principal shall approve the request provided that:
  - a. At sites with six (6) or more unit members, no more than thirty-three percent (33%) of the unit members may be out on summer break at the site at any one time. At sites with two (2) to five (5) unit members, no more than fifty percent (50%) of the unit members may be out on summer break at the site at any one time.
  - b. In the event that more than the applicable percentage of staff at any one site request the same summer break, priority of summer break selection shall be granted to unit members based on Office-wide seniority and mediated by site administration based on student need. If there is a dispute over a denied request, the matter will be referred to HRS for resolution.
6. For unit members on 218 workday assignments, there will not be mandated breaks (tracks, intersessions) during the winter or spring break time periods. However, schools and teachers will observe holidays, board holidays, and board recess days.
7. Five (5) non-work days must be taken consecutively.
  - a. These particular consecutive non-work days must be separate from the 2020 – 2021 summer break.
  - b. Unit members must submit requests to take five (5) consecutive non-work days to the site administrator by August 31, 2020 of each year. The site administrator or designee will review these requests and finalize schedules by September 30, 2020 of each year. The site administrator will assign five (5) consecutive non-workdays to unit members who fail to submit these requests by August 31, 2020 of each year.
  - c. At sites with six (6) or more unit members, the site administrator may deny any request that yields more than thirty-three percent (33%) of the site's unit members out due to non-work days. At sites with two (2) to five

(5) unit members, the site administrator may deny any request that yields more than fifty percent (50%) of the site's unit members out due to non-work days. Administration shall approve these requests in the order received except for requests received on the same calendar day which shall be prioritized by Office-wide seniority. If there is a dispute over a denied request, the matter will be referred to HRS for resolution.

8. Unit members on 218 workday assignments may use their remaining ten (10) non-work days in a flexible fashion conditional upon:
  - a. The ten (10) non-work days outside of the member's summer break, cannot be taken from September 1 through September 15, nor on the two in-service days.
  - b. Unit members must request these days in NOVAtime at least forty-eight (48) hours in advance. At sites with six (6) or more unit members, the site administrator may deny any request that yields more than thirty-three percent (33%) of the site's unit members out due to non-work days. At sites with two (2) to five (5) unit members, the site administrator may deny any request that yields more than fifty percent (50%) of the site's unit members out due to non-work days. Administration shall approve these requests in the order received except for requests received on the same calendar day which shall be prioritized by Office-wide seniority. If there is a dispute over a denied request, the matter will be referred to HRS for resolution.
  - c. Employees who have not scheduled the ten (10) discretionary non-work days by April 1 will have these days scheduled by the administrator. Members may notify the administration if they choose to work on these scheduled non-work days.
  - d. These discretionary days may be taken in conjunction with the 10-day summer break.
9. The Office and LACEA will create a calendar committee that will ~~regularly~~ meet annually by April 15th to evaluate the effectiveness of ~~this all school calendars and the changes since 2018—2019~~. The Calendar Committee will review the impact of the calendars on the instructional programs. The committee will report findings and non-binding recommendations to the ~~2020—2021~~ negotiations teams. Those recommendations may include alternative calendar language. The committee will consist of an equal number of members from the Office and LACEA of no less than two (2) members each. Other standards and norms shall be established by the committee.

ARTICLE VII – LEAVES OF ABSENCE

A. General Provisions

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Unit members shall inform their site administrator or designee of an absence as soon as possible, and when possible, at least 60 minutes prior to the start of the school day. Any change in the duration of the absence shall be reported as soon as possible in an effort to allow the immediate administrator to readjust work schedules, or to extend or cancel any scheduled substitutes.

~~A unit member absent from duty for five (5) or more consecutive working days may be required to submit medical verification from the unit member’s physician.~~

~~A unit member absent for six (6) working days or more due to illness in any four (4) month period may be required to submit medical verification from the unit member’s physician for subsequent absences due to illness for the remainder of that school year. Any prolonged absence due to illness previously approved by the immediate administrator shall be excluded included in counting the six (6) days. This verification may also include a medical examination by an Office-appointed physician at the expense of the Office. Upon a unit member’s return from any extended disability leave, the Office will routinely require the unit member to furnish written medical evidence from a physician releasing the unit member to return to service.~~

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B. Compensated Leaves of Absence

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2. Illness, Accident, or Quarantine Leave

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b. Allowance

Unit members shall receive illness or accident leave from active duty, with regular pay, at the rate of ten (10) days per school year for 10-month calendar employees unit members or those ~~employees unit members~~ serving 183 school days over eleven (11) months and unit members on a 218-day work year will earn twelve (12) ~~eleven (11)~~ days sick leave effective July 1, 2021.

Unit members (including 10 month ~~employees-unit members~~) will be entitled to earn one (1) additional sick leave based on 100% attendance. 100% attendance means no sick leave is taken during the school year. ~~For 11-month-employees perfect attendance includes the one (1) required intercession.~~ The unused portion of this leave may be accumulated without limit.

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If accumulated Illness and Accident Leave with full pay has been exhausted, and the illness or accident makes additional leave necessary, a unit member shall receive fifty (50) percent salary for the period of the additional leave. This additional Illness or Accident Leave at fifty (50) percent salary shall begin on the first day following the depletion of ~~current illness leave~~ Illness and Accident Leave with full pay. Ten (10) days per fiscal year for ten (10) month unit members. Twelve (12) days per fiscal year for twelve (12) month unit members. However, the combined full-pay Illness Leave plus the fifty (50) percent additional Illness or Accident Leave shall in no event exceed the combined total of one hundred (100) working days plus current illness leave for each fiscal year illness or accident.

Unit members on ~~protracted or~~ indefinite Illness Leave shall ~~make~~ provide written progress reports to their immediate administrator once ~~every two (2) weeks~~ per month for the duration of the illness via email.

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e. Illness Verification

A unit member absent from duty for five (5) or more consecutive working days may be required to submit medical verification from the unit member’s physician.

A unit member absent for six (6) working days or more due to illness in any four (4) month period may be required to submit medical verification from the unit member’s physician for subsequent absences due to illness for the remainder of that school year. Any prolonged absence due to illness previously approved by the immediate administrator shall be excluded in counting the six (6) days. Upon a unit member’s return from any extended disability leave, the Office will routinely require the unit member to furnish written medical evidence from a physician releasing the unit member to return to service. Nothing in this article shall infringe upon the parties’ rights under California Education Code 44839; California Education Code 44942; or 42 US 12101 et seq.

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C. Noncompensated Leaves of Absence

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3. Personal Business

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Requests for Personal Business Leave shall be submitted in writing to the immediate administrator at least two (2) ~~one (1)~~ workdays prior to the desired leave period. The immediate administrator shall inform the unit member of leave approval or denial. Any

~~denial~~ Denial of such leave request shall be justified in writing and shall not be arbitrary or capricious.

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## ~~F.~~ Soledad Enrichment Action Charter School (SEA) Unit Members Vacation

### ~~1.~~ General Provisions

- ~~a.~~ SEA unit members' vacations shall be taken with prior authorization by the immediate administrator. Approval or denial of the SEA unit member's vacation request shall be based on a) ensuring program integrity, b) ensuring program continuity, and c) availability of qualified replacements.
- ~~b.~~ Legal holidays falling within a vacation period shall not be charged to the SEA unit member's vacation.
- ~~c.~~ No SEA unit member while on paid vacation shall be permitted to work for a school district within Los Angeles County in any capacity for which compensation is received.
- ~~d.~~ Upon request by the SEA unit member, earned vacation may be taken when the SEA unit member is ill, whether or not he/she has exhausted earned sick leave. The use of vacation in lieu of illness leave does not need prior authorization as indicated in E.1.a above.

### ~~2.~~ Entitlement

- ~~a.~~ SEA unit members assigned to Salary Schedule D shall earn vacation at the rate of two (2) days for each month of full-time service (24 days per year). For vacation accrual, full-time service means that the SEA unit member must be on full-paid status for at least eleven (11) working days of the calendar month.

### ~~3.~~ Vacation Allowance upon Termination

~~The monetary value of accrued vacation time up to a maximum of forty-eight (48) working days shall be paid to SEA unit members who terminate from service, and to any SEA unit member granted an unpaid leave of absence of any time for a period of six (6) calendar months or more.~~

### ~~4.~~ Vacation Procedure

- ~~a.~~ Vacation requests for "off-season" time, i.e. other than around holidays and for summer, will be processed by the site administrator on a first come, first served basis, upon item E.1.a above.
- ~~b.~~ Vacation requests for holidays and summertime, "on-season time", shall be requested during the month of May for the period of July 1 to December 31; and during the month of October for the period of January 1 to June 30<sup>th</sup>. A calendar of vacation requests shall be posted by July 1 and January 1 respectively.
- ~~c.~~ Vacation requests for such activities as cruises, tours, or any other type of activity that requires advanced reservations and commitment may be made and considered at any

~~time. Approval or disapproval shall be communicated to the SEA unit member within five (5) days of receipt of the requests.~~

#### ~~5. Vacation Conflict Resolution~~

~~When the program needs and replacement needs referred to in E.1.a above are met, but SEA unit members have conflicting vacation requests, the immediate administrator shall call a conference of all parties whose requests combine to produce conflict and attempt to resolve problems through mutual accord and compromise. Priority shall be given to vacation request for blocks of time over intermittent days, such as every Wednesday or every other Monday and Friday. If this conference is unsuccessful, the administrator shall give preference to the SEA unit member with the longest Office seniority.~~

~~If a conflict arises between SEA unit members with the same seniority date, lots shall determine whose request shall be granted. Once the SEA unit member's seniority option has been exercised, the SEA unit member moves to the bottom of the vacation preference list at that administrative unit or site for the following year.~~

~~SEA unit members administratively transferred during a school year shall retain their previously approved vacation choices. SEA unit members voluntarily transferred during the school year shall be subject to the conflict resolution stated in the above paragraphs.~~

~~Requests for change of vacations can be approved by the immediate administrator so long as no other SEA unit member's vacation priority is compromised or usurped.~~

## ARTICLE IX – COMPENSATION

### A. Salary

- a. Effective 7/1/2020: 3% on-schedule, across-the-board increase to all salary schedules.
- b. Effective 7/1/2021: 3% on-schedule, across-the-board increase to all salary schedules. In addition, LACOE will pay an off-schedule, one-time payment of one thousand dollars (\$1000) to all LACEA unit members employed during the 2020-2021 school year and continuing to be employed by LACOE as of 1/1/2022.
  - 1) Starting January 1, 2022, the hourly rate for unit members will be calculated by dividing the unit member's annual salary by the number of hours required to be worked for the entire school year.
  - 2) Increase to ten days the number of days that unit members may sub for themselves at a rate of \$250 per day.
  - 3) LACOE shall pay stipends to unit members at specialized high schools for filling extra duties during the school year. An analysis of outside hour responsibilities for each position and stipend amounts shall be reviewed annually by the site shared decision-making council. Stipends shall be paid at the end of each semester. Stipends may be considered for extra duties such as: Yearbook, Drama, Dance, Debate, ASB, and Model U.N. The school principal shall approve any new extra duties as it relates to student extracurricular clubs that may require a stipend.

### B. Insurance Fringe Benefits

Unit members shall pay for any portion of the premium in excess of the Office's contribution, which shall be paid by tenthly payroll deduction. LACOE agrees to maintain as a maximum the annual Office contribution to employee health and welfare benefits for LACEA effective January 1, 2023 to December 31, 2023, as follows:

Single – \$10,310 plus the dollar amount to align this cap equal to the weighted average of the overall increase for all premium costs for plans with unit members in this tier.

Two Party - \$19,775 plus dollar amount to align this cap equal to the weighted average increase for all premium costs for plans with unit members in this tier.

Family - \$25,337 plus dollar amount to align this cap equal to the weighted average increase for all premium costs for plans with unit members in this tier.

From January 1, 2024 to December 31, 2024, LACOE shall adjust the cap on its contribution in each tier based on the weighted average of the overall increase for all premium costs for plans in each tier; single, two party, and family. LACOE shall ensure

that at least one plan on the single tier requires no employee contribution to cover the cost of the plan.

## ARTICLE XI – SAFETY

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### B. Safe Working Conditions

Both parties agree that the responsibility for safe working conditions is that of the Office and the responsibility for complying with safe procedures and practices is that of unit members. The unit member shall also be responsible for reporting to the immediate administrator as soon as possible any unsafe working conditions as defined by Occupational Safety and Health Administration (OSHA) regulations or similar government agency with proper authority, which include any potential or actual health or safety hazards in the work space. The immediate administrator shall acknowledge receipt of the report of the perceived unsafe condition in writing and provide written status information report within forty-eight (48) hours. If the condition is found to be unsafe, it will be corrected as soon as possible. If the unsafe condition cannot be corrected immediately, the immediate administrator shall provide a time line for correction of the unsafe condition, ~~if any,~~ to the unit member within ten (10) work days of receipt of the report. The Office shall provide a safe workplace for the unit member until the unsafe condition is corrected.

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### H. PAU Safety Committee

1. Each PAU shall have a Safety Committee with unit member and site administrator participation as decided by the staff at the PAU. The duties of this committee are:
  - a. Monthly checklist (form 501-645) to be signed by LACEA member and principal.
  - b. The committee shall annually review and revise site safety, health and emergency preparedness plan. Distribute plan to unit members and SDM.
  - c. Committee shall make the Office Safety Committee aware of any unaddressed safety issues.
  - d. The committee shall review member requisitions requests for the purchase of any device which may enhance safety in case of emergency or assault.

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### K. Other Safety Matters

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3. PAU Safety Committees shall collaborate and submit the safety plan to site administration in order to be approved by the Superintendent's designee by March 1 of each year. The plan shall include steps to improve security on specialized high schools, juvenile court schools, county community schools, and independent studies sites.

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#### L. Third-Party Actions

If a third-party agency takes any adverse actions against a unit member based on alleged safety concerns, including but not limited to a lockout from the agency's facility, LACOE shall immediately begin an independent investigation of the allegation against the unit member. LACOE's investigation shall include a demand that the third party provide a written description of the allegation and all evidence in the third party's possession supporting the adverse action. During the period of LACOE's investigation, LACOE shall provide a remote/alternate assignment at the same site to the unit member. If LACOE is unable to substantiate the allegation, LACOE will petition the third-party agency, in writing, to return the unit member to the member's assigned site. If third party does not allow the return, the unit member shall retain first refusal rights to any LACOE wide openings for which they are qualified to fill.

#### M. Student Restructure

Any procedure implemented by a school site, including, but not limited to, components of any Positive Behavioral Interventions and Supports (PBIS), to address inappropriate student behavior that involves a temporary removal of the student from the classroom shall afford the classroom teacher the opportunity to participate in the intervention with the student. The responsible administrator will make a reasonable effort to include the teacher in the intervention with the student. If the teacher cannot participate in the intervention, this will not cause a delay in the student's return to the classroom.

## Article XII – CLASS SIZE

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- F. In the Division of Student Programs the assignment and caseloads for Educational Counselors are based on the number of students transitioned into their community schools, geographical area to be served, individual needs of pupils, and other relevant factors.

Educational Counselors shall have the opportunity to provide input regarding the above factors to the administrator responsible for their assignment and caseload.

The caseload of Educational Counselors shall not exceed, at any one time:

1. In the juvenile halls, eighty-five (85) assigned pupils;
2. In the camps, fifty (50) assigned pupils;
3. In the community schools, fifty (50) assigned pupils;
4. In the specialized high schools, ~~four~~ three hundred ~~fifty~~ (400-350) assigned pupils.

- G. In the Division of Student Programs:

General Education class size shall not normally exceed:

1. ~~Fifteen (15)~~ Fourteen (14) pupils per teacher in juvenile hall schools. For five (5) workdays, within a register period, the pupil attendance may exceed ~~fifteen (15)~~ fourteen (14) but may not exceed ~~seventeen (17)~~ sixteen (16).
2. Twelve (12) pupils per teacher in the camp schools. For five (5) workdays, within a register period, the pupil attendance may exceed twelve (12) but may not exceed sixteen (16) ~~seventeen (17)~~. When class size exceeds fifteen (15) ~~sixteen (16)~~, the responsible administrator shall hold a consultation meeting with the affected unit member and the site LACEA representative.
3. The Office and LACEA shall conduct meetings to establish a class size limit for Secured Youth Treatment Program(s) to begin no later than July 1, 2022.

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Any classroom with students with an IEP that designates them for Special Day Classroom (SDC) placement shall have the corresponding support staffing in the form of a paraeducator or a credentialed special education teacher.

If the corresponding support is unavailable, the Administrator will make every attempt to maintain the required staffing assignment(s) to the specific classroom(s).

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J. Class sizes for programs in the Division of Student Programs will be as follows:

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3. Enrollment in classes for the County Community School (CCS) Program (~~CSP~~) shall be staffed at a ratio of one teacher for every twenty (20) pupils. CCS ~~CSP~~ class size can be increased to no more than twenty-five (25) pupils at any time. CCS ~~CSP~~ classes will be assigned a full-time paraeducator.

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LOS ANGELES COUNTY EDUCATION ASSOCIATION

DATED: March 28, 2022

By:   
Brian Christian  
(Print Name)  
Negotiations Chair

LOS ANGELES COUNTY OFFICE OF EDUCATION

DATED: Mar 25, 2022

By:   
Kanika White  
(Print Name)  
Chief Human Resources Officer