

**Memorandum of Understanding Between the Berkeley Unified School District and the Berkeley Federation of Teachers**

Subject: BHS Average Class Size in 2017-2018

The Berkeley Unified School District and the Berkeley Federation of Teachers (BFT) have agreed to the following to address the violation of Article 13.2.1 at BHS during the 2017-2018 school year.

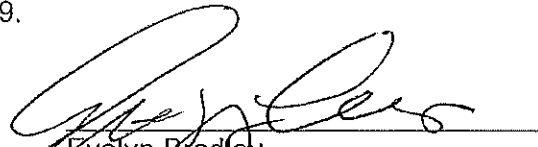
- The average class size will be calculated for each BHS teacher for FIRST Semester and then again for SECOND Semester. In this calculation these classes will be **EXCLUDED: EL (SDAIE, Newcomer, ALD); AVID; Academic Development; Integrated Science; Special Ed; Zero & Seventh Period and BioTech courses. We propose to exclude these courses in order to exclude courses that are intentionally kept to a low class size, or that are not part of the class size average calculation due to not being funded from the basic BHS staffing formula (Special Ed and Zero & Seventh period courses).**
- Teachers with an average class size of 29-31 students will be paid one hour per week of extra compensation at the curriculum development hourly rate. This would include teachers with an average class size anywhere between 28.5 and 31.4.
- Teachers with an average class size of 32 or more students will be paid two hours per week of extra compensation at the curriculum development hourly rate. This would include teachers with an average class size of 31.5 or greater.
- All average class sizes for FIRST Semester will be calculated based on the information in Illuminate on October 16, 2017. All average class sizes for SECOND Semester will be calculated based on information in Illuminate on February 26, 2018.
- The lump sum payment for FIRST Semester will be paid in the December 2017 payroll, and the payment for SECOND Semester will be paid in the March 2018 payroll.
- A "week" will constitute any week that school as in session for any number of days.
- PE and Dance teachers would be excluded from this remedy.

This MOU is for the 2017-2018 school year only. BFT will not agree to this type of remedy if this violation occurs in 2018-2019.



Cathy Campbell  
President, BFT

Date 10/24/17



Evelyn Bradley  
Assistant Superintendent, BUSD

Date 10/24/17

Updated 10/23/17