

May 21, 2021

8.3.2 Overloads (Effective starting with the 2018-19 school year)¹

Student loads will be calculated ten days after the start of the student year, on the third Monday in October, ten days after the start of the second semester, and on the last student day prior to Spring Break, and the Monday in February. If a professional educator can demonstrate that the educator's load exceeds the limits in 8.3.3.1 at any point in the half-semester, the District will implement one of these — two options: shall Pay any professional educator over a threshold — a stipend equal to 1.5% .75% of the base BA+0 salary per half-semester; ; except for the two exceptions noted in the table in 8.3.3.1

- a. Within one week two weeks, move students to meet the limit.
- b. Within one week two weeks allocate aprovide .5 FTE educational assistant position for an elementary general education classroom, or a paraeducator for a special education classroom. Except as provided in 8.3.2.2, the professional educator may decline the assistant or paraeducator and select the stipend, or
- c. Pay any professional educator over a threshold a monthly stipend equal to 1.5% .75% of the base BA+0 salary per half semester; one tenth (0.1) of the percentage noted in the table in 8.3.3.1 of the BA+0 salary the amounts called for in 8.3.3.1, except for the two exceptions noted in the table in 8.3.3.1; except for the two exceptions noted in the table in 8.3.3.1.

8.3.3 The stipend will be paid as part of the next payroll period.

[8.3.2.4 & 8.3.2.5 included unchanged from CBA]

8.3.2.6 No educator shall receive more than eight (8) thousand dollars in overage payments for student load and/or unique preparation total per school year. Under no circumstance will the district assign a professional educator in such a way that the educator's overage payment will equal or exceed eight (8) thousand dollars.

8.3.3 Overload Pay Threshold and Percentage Charts

8.3.3.1 Effective July 1, 2018, ~~T~~the following teaching/caseload thresholds shall be established with the expectation of providing overload pay to individual professional educators if the District chooses to exceed these thresholds.

8.3.3.1.1 Elementary (PK-5)

Position	Teaching Load Threshold for Overload Pay	% of Base Salary increased per Student over the Thresholds
K	24	3% (1.5% .75% each half-semester)
1-3	26	3% (1.5% each semester)
4-5 (and self-contained 6 th grade)	28	3% (1.5% each semester)

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Elementary Specialists including librarians/media specialists	Determined by average overload of the building beginning with the average of 1.0 overage. The average will be rounded to the closest whole number thereafter.	3% (1.5% each semester)
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8.3.3.1.2 Middle School / High School Grades (6-12)

Position	Teaching Load Threshold for Overload Pay	% of Base Salary increased per Student over the Threshold
MS Teachers	150	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)
MS Performance Class Teachers	220	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)
HS Teachers	160	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)
HS Performance Class Teachers	225	Increase salary by 3% (1.5% each semester) per five Students over Threshold (triggered by first student over)

8.3.3.1.3 Overload Pay for Special Education Teachers and Specialists

Position	Teaching Load / Caseload Threshold for Overload Pay	% of Base Salary increased per Student over the Threshold
Special Education Teachers Special Schools Program (Pioneer)	10 students	Increase salary by 5% (2.5% each semester) per student over the Threshold
Special Education Teachers Self Contained-Focus Classrooms	13 students	Increase salary by 5% (2.5% each semester) per student over the Threshold
Special Ed. Teachers (Learning Center HS)	32 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Special Ed. Teachers (Learning Center MS)	31 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
Special Ed. Teachers (Learning Center PK-5)	30 students	Increase salary by 3% (1.5% each semester) per Student over Threshold
<u>Transition Teachers CTP program</u>	<u>Team 1 - 13 students *</u> <u>Team 2 - 23 students *</u> <u>Team 3 - 30 students *</u>	<u>Increase salary by 3% (1.5% each semester) per student over Threshold</u>
Speech and Language Pathologists (Grades K-5 and MS)	50 45 students	Increase salary by 3% (1.5% each semester) per Student over Threshold (<u>triggered by the first student over</u>)
Speech and Language Pathologists (MS & High School)	60 students 55 students	<u>Increase salary by 3% (1.5% each semester) per student over Threshold (triggered by the first student over)</u>
Elementary Counselors	1 to 525 students 55 students	Increase salary by 3% (1.5% each semester) per 10 Students over Threshold (triggered by first student over)
Middle School Counselors	1 to 475 students	Increase salary by 3% (1.5% each semester) per 10 Students over Threshold (triggered by first student over)
High School Counselors	1 to 400 students	Increase salary by 3% (1.5% each semester) per 10 Students over Threshold (triggered by first student over)

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Middle School Teacher Librarians/Media Specialists	1 to 850 students with credit of 375 students for full-time library assistant.	Increase salary by 3% (1.5% per semester) per 100 students over the Threshold (triggered by first student over)
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High School Teacher Librarians/Media Specialists	1 to 1100 students with credit of 425 students per full-time library assistant and/or 325 students per fulltime book clerk.	Increase salary by 3% (4.5% per semester) per 100 students over the Threshold (triggered by first student over)
School Psychologists	1 to 135 special education students	Increase salary by 3% (4.5% each semester) per five (5) Students over Threshold (triggered by first student over)
ESL/ELL	4550	Increase by 3% triggered by the first student <u>over the Threshold</u> . Newcomers and Students with Interrupted Formal Education shall be counted as 1.5 students

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