

September 30, 2021

Tentative Agreement with the
Little Lake City School District and the Little Lake Education Association
2021-2022

Article XI Evaluation Procedures

G.1. The parent or guardian is encouraged to resolve his/her concerns through verbal communication with the employee or the teacher's immediate supervisor. If the complainant contacts the supervisor first, the supervisor shall hear the complaint and encourage the complainant to speak with the teacher. The supervisor shall inform the teacher as soon as possible, but not later than two (2) school days, of any complaint under this section that may negatively impact the teacher's Performance Evaluation. The complainant or the teacher may request the supervisor to be present at a meeting between the complainant and the teacher.

No resolution of the complaint at this level shall occur without the complaint being provided to the teacher. The teacher shall have the opportunity to respond to the complaint with their supervisor.

G.2 If the complainant is unwilling or unable to resolve the complaint directly with the teacher, the complainant may submit a written complaint to the supervisor within ten (10) school days of the event giving rise to the complaint or when the complainant could reasonably be expected to know of the event giving rise to the complaint. If the complainant needs assistance in writing the complaint, assistance will be provided. The teacher shall be provided a copy of the written complaint within two (2) days. Under extenuating circumstances, the District can waive these time limits in the exercise of the District's reasonable discretion.

Article XIII

Class Size

- A. The District will make progress towards an average class size of 24:1 at each school site in grades TK-3 by 2020-2021 providing that the K-3 CSR Augmentation, Supplemental and Concentration grant funds increase at a level commensurate to the cost of Grade Span Adjustment (GSA) plan.
 - The GSA plan will use the base year of 2013-2014 class size.
 - The District will begin implementation in the 2014-2015 school year. The current District goal is to reduce class size by one student per year in accordance with statute and available funding.
 - The TK-3 class average for each school for the 2014-15 school year will be 29:1
 - No TK, 1st, 2nd or 3rd grade class shall have more than 29 students.
 - No Kindergarten class shall have more than 25 students.

- D. The District shall make a reasonable effort to equally balance the number of students assigned to classes in the same grade level and/or subject matter. The number of combination classes shall be kept to a minimum, when possible.
 - 1. Association members will be given the chance to volunteer for a combination assignment
 - 2. Combination classes will be:
 - a. Formed in the spring if possible, using enrollment projections as appropriate, changes are made to implement straight grade-level classes
 - b. Filled to capacity in order to avoid the chance placement of new students.
 - c. Previous teachers will provide input to student enrollment in combo classes.

- F. If a middle school physical education class reaches over forty-two (42) students, then section H will apply.

- G. Remove language

Article XX

Compensation

The District agrees to increase the salary schedule by 5% effective August 2, 2021.

- O. Designated EL teachers shall receive compensation for two (2) hours per month for planning at the current hourly rate.

Article XXI

Health and Welfare Benefits

The District agrees to make one-time contributions for the 2022 calendar year as set forth in the attached schedules. The District health insurance Cap remains in full force and effect.

This tentative agreement settles all negotiations for the 2021-2022 school year.

Cynthia Stabelfeldt
Cynthia Stabelfeldt, LLEA Representative

10/01/21
Date

Sonya Cuellar
Sonya Cuellar, District Representative

10/1/2021
Date