

**TENTATIVE AGREEMENT BETWEEN  
SAN CARLOS SCHOOL DISTRICT AND  
SAN CARLOS TEACHERS ASSOCIATION**

**Staffing Ratio and Preparation/Collaborative Time  
For Grades 4-5 Elementary Schools**

The District and the Association agree to the following terms and conditions regarding Staffing Ratio and Preparation/Collaborative Time for newly opened grade 4-5 Elementary Schools commencing with the 2016-2017 school year.

**I. Staffing Ratio**

- a. The staffing ratio shall be 120 students for each team of four teachers and/or 145 students for each team of five teachers.
- b. The configuration and number of students receiving instruction from a teacher or teachers at a given time shall be designed by the appropriate teacher team(s) in consultation with the principal.

**II. Preparation/Collaborative Time**

- a. Every effort will be made to provide teachers with 260 minutes of preparation/collaboration time per week within the school instructional day. In no event, however, shall there be fewer than 200 minutes of preparation/collaboration time per week within the school instructional day.
- b. Every effort will be made to ensure that at least half of the time provided in section II(a) above is dedicated to collaboration among teacher teams.

**III. Duration**

- a. The efficacy of the foregoing provisions shall be assessed by the parties in sufficient time to determine whether any modifications should be made for the 2017-2018 school year. Any such changes shall be reduced to a written agreement.
- b. In the absence of any agreed upon modifications, the provisions of sections I and II above shall remain in effect for the 2017-2018 school year.
- c. The parties acknowledge that the subject matter of this Tentative Agreement will then be open for discussion during negotiations over a successor agreement. Such negotiations will commence in October 2017.

December 10, 2015

Signatures

SETA

For the District!

