

**Tentative Agreement  
Memorandum of Understanding  
Between  
Whittier City School District  
and  
Whittier Elementary Teachers Association  
APPENDIX E  
TK-3 Grade Span Adjustment  
June 7, 2023**

**I. PURPOSE & INTENT**

The purpose of this Memorandum of Understanding (MOU) between Whittier City School District (WCSD) and Whittier Elementary Teachers Association is to recognize the full funding for LCFF and revisit the current K-3 class size reduction agreement.

**II. BACKGROUND**

The Whittier City School District and WETA remain committed to lowering class size in K-3 and recognize the facility constraints that impact several elementary school sites. These facility constraints impede the District's ability to lower and maintain the class size average in K-3 at 24.

**III. SCOPE & RESPONSIBILITIES**

The WCSD and WETA agree to the following:

1. This MOU supersedes the previous MOU (Appendix E), TK-3 Grade Span Adjustment regarding class size reduction standards.
2. The hard cap in TK will be 24:1.
3. The K-3 grade class size average at each school will be 26.5:1 or lower.
4. In the event a grade level at a school site exceeds a ratio of 29:1 for 10 consecutive school days, a 4.0 hour instructional aide will be provided for use in the impacted K-3 grade levels.
5. A substitute will be provided until an instructional aide is hired.
6. This shall continue as long as the overage exists or for a minimum of one trimester.
7. If there are more than three classrooms at a school site that meet the above criteria for additional support as outlined in number 4 above, another 4.0 hour instructional aide will be provided by the District to the school for use in those K-3 grade level classrooms that exceed the 29:1 ratio.
8. This MOU will be reviewed annually.
9. This agreement will sunset on June 30, 2024. By this date, the parties will meet to bargain a successor agreement.

*Brad Mason*

Brad Mason, Ed.D., Superintendent

*6/12/23*

Date

*Alex Vogel*

Alex Vogel, WETA Negotiations Chair

*6/12/23*

Date