

**Tentative Agreement between
Lennox Teachers Association and Lennox School District
November 20, 2024**

MOU: Planning and Class Size

The Lennox School District and Lennox Teachers Association enter into this Memorandum of Understanding and agree as follows:

Planning and Preparation Time

1. Elementary teachers shall receive a minimum of 100 minutes per week for planning and collaboration time during the instructional day. Up to fifty percent (50%) of this time shall be District-directed. The balance of this time shall be designated for teacher-directed planning and collaboration. All minimum-day Wednesdays shall continue to be district-directed.
2. Early Education (SDC) teachers shall receive one day per month for planning and collaboration per Article 7.6.3. Up to fifty percent (50%) of this time shall be District-directed. The balance of this time shall be designated for teacher-directed planning and collaboration.
3. Middle School teachers shall receive one (1) period of planning and collaboration time each day. If a block schedule is in place, unit members shall receive one (1) period of planning and collaboration time for each full schedule cycle.

Class Size

The District shall maintain the following district-wide grade-span averages:

<u>Grade Level Span</u>	<u>Grade-Span Average</u>
K-1	21
2-3	25
4-5	28
6-8*	30*

Transitional Kindergarten (TK) class sizes will comply with legal requirements.

The District shall not exceed any individual class size by more than four (4) students in grades K-5 in order to maintain these district-wide grade-span averages. In the event enrollment would result in an individual class size exceeding four (4) students over the grade span average, the District may place a student(s) in a class for up to twenty (20) school days to provide time for the District to rectify the situation.

*For Middle School Physical Education and Exploratory classes the District shall maintain an average of 33 students, not to exceed any individual class size by more than five (5) students. In the event enrollment in Physical Education and Exploratory classes would result in an individual class size exceeding five (5) students over the average the District may place a student(s) in a class for up to twenty (20) school days to provide time for the District to rectify the situation.

*At the middle school, all special education classes will be excluded from class size and grade-span average calculations.

Instructional Support

Elementary Physical Education: For the elementary physical education program, the District will make reasonable efforts to provide at least one (1) aide to each elementary physical education teacher.

Intervention Assignments: The District will make reasonable effort to provide one (1) aide to ELA and Math intervention classes.

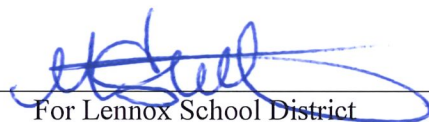
SAI Assignments: The District will make a reasonable effort to provide at least one (1) aide to support SAI assignments as it determines necessary.

Aide support: The District will make reasonable effort to provide substitute coverage for 1:1 Special Education Instructional Aides and Elementary PE Instructional Aides.

This Memorandum of Understanding shall not constitute a precedent or past practice and shall be effective for the 2025-26 school year unless extended by mutual written agreement.



For Lennox Teachers Association



For Lennox School District