

## ARTICLE XVIII

### CLASS SIZE

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5.0 Middle School Counseling Services: The District shall maintain a ~~secondary middle~~ school counseling services ratio of 500-1 per ~~secondary middle~~ school. Once a school has exceeded 40% of the ratio, an additional secondary counselor shall be provided to the school by the District (example: a middle school ~~or high school~~ with 1,200 students would have 2 secondary counselors, while a middle school ~~or high school~~ with 1,201 students would have 3 secondary counselors).

5.1 High School Counseling Services: The District shall maintain a high school counseling services ratio as follows:

<u>July 1, 2026</u>	<u>400:1</u>
<u>July 1, 2027</u>	<u>325:1</u>

Once a school has exceeded 50% of the ratio, an additional secondary counselor shall be provided to the school by the District.

~~5.4~~ 5.2 Teacher Librarian Services: The District shall provide one (1) full-time Teacher Librarian, five (5) days per week, for every library facility located on a secondary school campus.

~~5.2~~ 5.3 School Nurse Services: The District shall provide one (1) full-time School Nurse, five (5) days per week, to every school.

~~5.3~~ 5.4 In the event that the District is not able to meet the obligations of Sections 5.0-5.2 of this Article by October 1<sup>st</sup> of each school year, if UTLA files a grievance for alleged violations of those Sections, the grievance will be immediately placed into abeyance for a period of thirty (30) days in order to allow the parties to explore options to resolved the alleged violation. Those options include, but are not limited to, recruitment and retention incentives, career ladder programs, developing internal credentialing programs, etc.

- a. The parties may mutually agree to extend the 30-day abeyance window.
- b. If the parties are unable to resolve the dispute informally during the abeyance period, UTLA shall be allowed to resume the grievance process.

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