

ARTICLE VIII - STAFFING PLAN

8.1 The Board and the Association agree that optimum class size is an important aspect of the effective educational program. The Polk County School Staffing Plan shall be constructed each year according to the procedures set forth in Board Policy and, upon adoption, shall become Board Policy.

8.1-1 The Board agrees that the Association may appoint four (4) members to the Superintendent's School Staffing Committee to include at least one (1) representative, each from elementary, middle, and high school.

8.1-2 Both PCPS and PEA recognize that class size overages are an issue that must be analyzed. Therefore, the issue of class size will be discussed through the existing District Staffing Committee to convene during the 2023-2024 school year. A resolution(s) from that committee will be brought forward to both District and PEA bargaining teams. The function of this is to serve as advisory in nature to the District and Association bargaining teams.

8.2 Each district-wide employee who serves in a supervisory role (including, but not limited to the Superintendent, Deputy Superintendent, Chief of Staff, Associate Superintendents, Regional Assistant Superintendents, Assistant Superintendents, Senior Directors, Directors, Principals, Assistant Principals, Staff Attorney, Technical College Directors, Technical College Assistant Directors, Technical College Coordinators of Evening Programs, etc.) will substitute in a classroom position (as support or instructional staff) designated as an "ESE separate class," "Behavior Unit," "ESE Pre-K-2," or for a tested subject area within a "Transformation School," for the duration of a normal student day once each semester.