

**Memorandum of Understanding Between  
The Lopez Island School District and The Lopez Education Association**

**Amendments to Article VII, Section 3.B of the 2023-2025 Collective Bargaining Agreement**

The District and Association agree to the following amendments to Article VII, Section 3 of the 2023-2025 Collective Bargaining Agreement.

*1. Amend Article VII, Section 3.B, "Specialist/Special Education/ESA Caseloads," as follows:*

**B. Specialist/Special Education/ESA Caseloads**

The District will allocate special education and ESA staffing in a fair and equitable manner. Special Education & Support Services will conduct meetings with special education teachers, building administration, and ESA support staff when needed to determine whether additional supports are necessary.

For the purpose of determining workload for special education employees, students with an Individual Educational Plan (IEP) will be the basis for staffing and workload. Caseload will be determined by headcount and will not be weighted.

The following are the caseload/workload maximums for the special education teachers and specialists:

- OT/PT: 1.0 FTE Specialist: 40 (PreK-12)
- SLP: 1.0 FTE Specialist: 35 (PreK-12)
- School Counselors: 1.0 FTE Specialist: 250 (K-12)
- ELL Caseload: 1.0 FTE Teacher: 66 Students.
- Special Education Teacher Inclusion/Resource Room: 1.0 FTE Teacher: 20 (PreK-12)
- Special Programs for students with significant needs (Pre-5): 1.0 FTE Teacher: 8 students
- Special Programs for students with significant needs (6-12): 1.0 FTE Teacher: 10 students

**Additional Parameters for Specialist Staff**

A dedicated special education teacher is defined as a teacher who exclusively has significant needs students on their caseload. In 2023-24, a significant needs student is defined as a student who has multiple disabilities, is medically fragile, or has a Behavior Intervention Plan. In 2024-25, a significant needs student will be defined as a student who has a Least Restrictive Environment (LRE) placement of 0-79% in general education as specified in the student's respective Individual Education Plan (IEP).

**Dedicated Special Education Teacher - Significant Needs (Pre-5)**

**1.0 FTE**

- Caseload has a maximum of 8
- There is no minimum number for this caseload

*\*Original w/District*

- This teacher will have 1 paraeducator to assist with student learning. This does not include students who have been assigned 1:1 paraeducator support for medical or behavioral reasons as designated by their IEP.

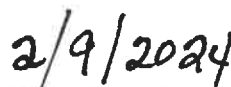
**Dedicated Special Education Teacher - Significant Needs (6-12)**

**1.0 FTE**

- Caseload has a maximum of 10
- There is no minimum for this caseload
- The teacher will have 1 paraeducator to assist with student learning. This does not include students who have been assigned 1:1 paraeducator support for medical or behavioral reasons as designated by their IEP.

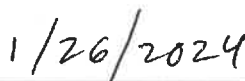


Rebecca Hamilton, President  
Lopez Education Association

  
Date



Brady Smith, Superintendent  
Lopez Island School District

  
Date