

**Kent Education Association
Contract Language for ESA Personnel
2009**

National ESA Certification Stipend

The District will provide a stipend in the amount of \$5,000 per school year for Educational Support Associates who possess the following recognized national certifications.

- Speech Language Pathologists Certificate of Clinical Competence
- Registered Nurses National School Nurse Certification.
- Occupational Therapists National Board for Certification in Occupational Therapy (NBCOT)
- *Physical Therapists National Physical Therapist Examination (NPTE)
- Psychologists National Certification in School Psychology (National Association of School Psychologists); or American Board of Professional Psychology Diplomate
- *For physical therapists, passage of the National Physical Therapist Examination (NPTE) will be accepted in lieu of national certification.

Payment will be made to the teacher with continuing board certification as a lump sum in the September pay warrant. The employee must provide Human Resources with a copy of his/her national certification by September 1 in order for the stipend to be paid on the September 30 pay warrant. Educational Support Associates who are newly certified will be paid no later than the pay period immediately following the period in which the district receives a copy of the certification from the employee. In the event that a new ESA classification is added by the District, the Union and the District will meet to determine if this classification has a national certification beyond minimum licensing requirements. If such certification exists, the contract will be modified to include a stipend in the same amount for the added job classification.

Special Education, Specialists, and ESAs

KSD and KEA recognize that a reasonable school class size or caseload ratio is desirable and that the extensive demands of special needs students requires considerable plan development and implementation, individual time with students, and creates a higher workload, and that specialists who deal with broad portions of the student population must have responsibility to serve reasonable numbers of students in order to be effective. KSD and KEA believe that class-size and caseload ratio must reflect individual school needs and unique problems. The staffing allocation to the buildings will be based on staff to student ratios and will be monitored for consistency with District goals. Itinerant support personnel may submit caseload concerns in writing to their program director. If after five (5) days the concern is not addressed, the employee may submit his/her concerns to the superintendent's designee advising of the concern and of the decision or action taken by the program director. The superintendent's designee will respond to the employee recommending a disposition of the concern consistent with the District program and mission and within budgetary, contractual, and legal constraints. Should caseload concerns continue to exist an appeal can be made to the superintendent for review. When resolving caseload concerns, district averages will be used for nurses.

The following are caseload guidelines:

- Nurse 1:1500 students
- OT 30 students
- PT 30 students
- SLP 45 students
- ELL 90 students
- Psychologist 1:up to1300 students
- Self-Contained SC Academic 12 students Staff to Student Ratio of 1:4
- Self-Contained Life Skills 10 students Staff to Student Ratio of 1:2
- Resource IP 30 students Staff to Student Ratio of 1:15
- SA Behavior 10 students Staff to Student Ratio of 1:4
- Social Worker 30 students in Behaviors Disorder program (SA)
- Preschool ECE 12 IEP students per session, 6 students extended day. Staff to Student Ratio of 1:4

Overload Relief:

While individual students may require additional adult assistance, an adult to student ratio will be utilized for the purposes of staffing. When caseload guideline adult to student ratios are exceeded, the following support will be provided:

- Ratio exceeded by one (1) student Two (2) hours of paraeducator time perday will be provided
- Ratio exceeded by two (2) students Two (2) additional hours of paraeducator time
- Ratio exceeded by three (3) students Two (2) additional hours of paraeducator time

Overload Relief for ESAs:

The district will allocate assistant time for OT, PT, and SLP overload each year to be used for providing workload relief. Specific allocation of these assistant hours will be determined by the Superintendent or designee with recommendation from representatives of the work group. Effort will be made by the district to hire certificated staff when available to keep the caseloads within the caseload guidelines and decrease the use of assistants except in the case of the unavailability of certificated staff. School assignments for OT, PT, SLP and School Psychologists will be done collaboratively by the Superintendent or designee with recommendation from representatives of the work group. In scheduling school psychologists, the district will make efforts to minimize the number of schools assigned to each psychologist. Workload relief for nurses will be provided by health tech assistants.