

MEMORANDUM OF UNDERSTANDING (MOU)
Between
RIDGEFIELD SCHOOL DISTRICT
and
RIDGEFIELD EDUCATION ASSOCIATION

The purpose of this Memorandum of Understanding ("MOU") is to commemorate in writing the agreement between the Ridgefield School District ("District") and the Ridgefield Education Association ("REA") regarding revisions to the Collective Bargaining Agreement ratified by REA on June 12, 2025, and approved by the Ridgefield Board of Directors on June 24, 2025, effective for the duration of the Agreement, beginning on September 1, 2025, and ending on August 31, 2028.

Article 3. Section 12. Planning Time.

Intermediate school(s) shall follow the Elementary language for planning time.

Article 3. Section 15. Class Size

This section's intent is the same as the previous collective bargaining agreement (CBA), referring to class size for general education and caseload for special education. The section is retitled, "Class Size and Caseload Size." Subheadings shall be listed as:

- General Education - Class Size (subject to State funding)
- Special Education - **Caseload**

The caseload per Special Education co-teacher/case manager for the Early Learning Center (ELC) is **reduced to 12** students in the AM session and **12** students in the PM session. Any students above that cap shall result in an overload payment to the assigned teacher, or the student may be assigned to a different special education teacher. The change in caseload aligns the ELC to the caseload for elementary resource room teachers, and is made due to the changes in program structure for the 2025-2026 school year, as follows:

- The ELC program will be a 4-day service pyramid model, prioritizing a ratio of $\frac{2}{3}$ general education only students and $\frac{1}{3}$ general and special education students.
- All sessions will be half-day (AM and PM); no full day preschool program will be offered.
- Instructional days are reduced from 180 to 140 student days to allow for professional learning team time, co-planning, professional development, prep time, and case management activities.
- Individual classroom ratios shall maintain 10:1 students:staff.
- All classified staff will be assigned and evaluated by the Asst. Director of Special Education and Early Learning Services.

Intensive Needs replaces all other titles for self-contained classrooms, previously known as RISE, SLC, Life Skills, etc. These classroom titles and models have not consistently been used across all district campuses. Intensive Needs is intended to refer to all classrooms that work with students served in a more self-contained setting. Typically, these classrooms will serve a group of students with similar needs and/or abilities, however, based on enrollment, staffing, and facilities, students in a classroom may have diverse needs. For example, based on enrollment and facilities, a campus housing three Intensive Needs classrooms may utilize one room to serve

medically fragile students, one classroom to serve students with low cognitive ability, and one classroom to serve students with behavioral needs. The following language is added for clarity:

“Students with more intensive needs (e.g. medically fragile, high cognitive or behavioral support needs) are typically served in a structured special education classroom, designed to meet their specific needs. Based on the students enrolled at a specific campus, in a specific year, different environments are established to meet the needs of students.”

Article 4. Section 15. Personal Professional Growth Initiative.

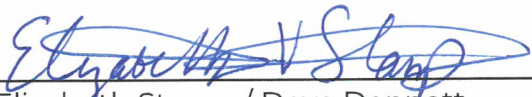
As stated, “Any PPGI funds that would have rolled over from the 2024-25 SY shall be included in the first stipend under this agreement.” In any year, the maximum employees could roll forward was \$1,250.00, to a maximum of \$2,000.00 with the new year’s allocation. The new allocation is \$600.00 annually; employees may roll forward up to \$1,400.00 from the 2024-2025 school year to the 2025-2026 school year, for a maximum stipend payment of \$2,000.00 to be paid November 2025. Thereafter, the maximum stipend paid shall be \$600.00, paid annually in November payroll. Any funds already encumbered at the time of ratification shall not be rolled over or paid out.

Article 4. Section 16. C. Extra-Curricular Assignments for Duties Outside the Work Day

- There shall be two (2) stipends for “CISPUS Coordinator (SRIS)”
- The abbreviation “VMRS” shall be corrected to “VRMS” throughout the section
- The “Frosh Mentor” shall be reinstated as: Frosh Mentor (Spudder Camp Coordinator / 9th Orientation) at 1% above the 2024-2025 pay rate for 2025-2026, and increased at the same rate of pay as the other extra-curricular assignments.

This MOU will be in effect through the close of the current bargaining agreement, sunseting on August 31, 2028, unless otherwise agreed by the parties.

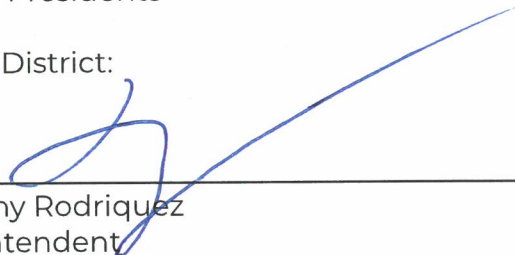
For the REA:



Elizabeth Stamp / Dave Dennett
REA Co-Presidents

8-18-25
Date

For the District:



Dr. Jenny Rodriguez
Superintendent

8/18/25
Date