

**GRIEVANCE SETTLEMENT AGREEMENT
SAN DIEGO EDUCATION ASSOCIATION AND
THE SAN DIEGO UNIFIED SCHOOL DISTRICT**

**November 30, 2020
Grading Policy Workload**

The San Diego Unified School District ("District") and the San Diego Education Association ("SDEA"), collectively referred to as the "Parties," have reached this Workload Grievance Settlement Agreement ("Agreement") regarding the 2020-2021 implementation of the revised grading policy.

WHEREAS, the revision of the District's grading policy as outlined in Administrative Regulation 5121, provides the basis of academic grading is solely on students' current levels of mastery of the Board-adopted standards and shall not be influenced by behavior or nonacademic measures; and, educators utilize multiple means to assess mastery and will include opportunities for reflection, revision, and reassessment in order to ensure the mastery of grade level standards for all students, therefore, academic grades shall reflect progress towards standards and not quantity of assignments completed.

WHEREAS, the Parties desire to resolve this grievance amicably and avoid a protracted dispute related to the potential workload implications of the District's recently adopted grading policy; and,

Accordingly, the Parties mutually agree to resolve the remaining dispute, without reaching the merits of the grievance, with the terms set forth below:

1. **Late Assignments:** Educators shall establish grace periods for late submission of student work. Late work shall be graded based on the quality of the work completed by the student and not be penalized if submitted within the grace period. Each educator may determine which assignments will have a grace period for all students and the length of the grace period per assignment. Educators maintain discretion over the grade issued for work not submitted within the grace period(s) established by the educator.
2. **Reassessment/Revision Opportunities:** Educators are expected to create opportunities for reassessment and/or revision. The educator shall determine the circumstances, form, and frequency in which reassessment and/or revision opportunities will be made available to students.

This Agreement settles this grievance in its entirety as of the date of this fully executed Agreement.

This Agreement is non- precedential and addresses the allegations and facts of this grievance as well as the identified impacts and effects of the implementation of this policy.

For the purposes of this Agreement, there is no prevailing party.

For the District

DocuSigned by:

Sofia Roditti

December 7, 2020

Sofia Roditti, Ed.D.

Chief, Leadership & Learning

DocuSigned by:

Acacia Thede

December 4, 2020

Acacia Thede

Chief, Human Resource Officer

For SDEA:

DocuSigned by:

Abdul Sayid

January 12, 2021

Abdul Sayid

Executive Director, SDEA

DocuSigned by:

Kyle Weinberg

January 12, 2021

Kyle Weinberg

Vice President, SDEA