

From: [Raoul Bozio](#)
To: [David Fisher \(DFisher@saccityta.com\)](mailto:DFisher@saccityta.com)
Cc: nmilevsky@saccityta.com; JBorsos@cfa.org; [Sheila Domondon](#); [Cancy McArn](#)
Subject: FW: Sacramento City Unified Announces COVID-19 Grading Policy
Date: Wednesday, May 13, 2020 3:19:00 PM

Dear Mr. Fisher,

Thank you for your email. In an effort to hear from SCTA on those aspects of the District's grading structure for the final quarter of the 2019-20 school year that you believe are negotiable, and because you have indicated you require some information before you can identify those effects, we respond to your requests for information below.

1. The actual proposed new policy in its entirety.

The temporary modification to grading during the period of Covid-19 distance learning is set forth in the e-connection below and the letter to SCTA.

2. The date the proposed policy was approved by the school board.

The District's grading structure is set forth in Administrative Regulation 5121. Consistent with his role, the Superintendent temporarily modified the grading structure for the final quarter or trimester of the 2019-20 school year due to the COVID pandemic for the reasons set forth in the e-connection article below, including to allow our students the opportunity to earn a higher grade while they cope with the adversity of this emergency period, while ensuring that they will not receive a lower grade than earned as of the end of the 3rd Quarter (or 2nd Trimester).

3. The names of the individuals along with job titles of those who developed the policy.

The District's temporary grading policy for distance learning during the final term of 2019-2020 was developed by our Chief Accountability Officer, Vincent Harris, and our Chief Academic Officer, Christine Baeta.

4. Over the last several days, we conducted a survey of SCTA-represented educators the results of which we will share with you that indicate that over 70% of educators do not feel adequately prepared to begin grading for the remainder of the school year. How does the District's proposal provide training and/or professional development to address this concern?

We believe that this grading structure does not require any additional or different work from our educators since they regularly grade student work and assign grades within the established grading structure. The temporary modifications to the grading scale do not change the regular practice of teachers in assigning and evaluating student work. If you believe some of our educators need assistance with grading, please let us know what assistance you believe is necessary and how you would propose such assistance be provided by the District.

5. The same SCTA survey indicates that teachers report that 56.9% of students have been actively engaged in distance learning since April 13 less than 50% of the time. Please provide the District's data that demonstrates student engagement by school and grade level since Distance Learning officially began on April 13.

While we appreciate you surveying your members about how engaged or not they believe students are, absent reviewing those surveys and comparing them against the information the District has about our student engagement, we cannot respond fully to this request. On May 6, 2020, SCTA requested student engagement survey data and the District provided an initial response on May 11, 2020, and on May 13, the District provided responsive data that it currently possesses regarding engagement survey results.

6. The same SCTA survey further indicates that educators perceive that 54.6% of parents will strongly oppose, and an additional 23.5% will somewhat oppose grading based on the proposed change, for an overwhelming total of 78.1%. Please provide the data the District that District relied on based on input from parents to develop its proposed new Grading Policy.

Your request is not clear as written. Please clarify.

7. Please provide details by which the proposes to implement the new Grading Policy, including its proposed date of implementation.

This request is unclear. However, in an effort to provide you with potentially responsive information, the District intends that the grading structure will be used for final fourth quarter grades.

We assume SCTA shares the District's strong desire to motivate our students to remain engaged in distance learning and avoid penalizing them for the unprecedented challenges that they faced during this pandemic. Again, the District is happy to speak with you about those effects of this grading structure that are identified by SCTA and actually negotiable. In order for the District's team to prepare for such meeting, please email me those effects of this decision that you believe to be negotiable. Thank you.

Best Regards,
Raoul Bozio
In-House Counsel
Sacramento City Unified School District
(916) 643-9097

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From: David Fisher <dfisher@saccityta.com>
Sent: Tuesday, May 12, 2020 5:14 PM
To: Raoul Bozio <Raoul-Bozio@scusd.edu>
Cc: Christine Baeta <Christine-Baeta@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; JBorsos@cta.org; Nikki Milevsky <nmilevsky@saccityta.com>
Subject: RE: Sacramento City Unified Announces COVID-19 Grading Policy

Raoul:

Thank you for your email related to the District's proposed new Grading Policy:

We appreciate Chief Academic Officer Christine Baeta's confirmation on Tuesday, May 5 of the District's intent to bargain with SCTA prior to any change in the District's Grading Policy. The District's letter of March 8 also acknowledges the District's obligation to bargain over changes in working conditions prior to implementation.

What contradicts both of these affirmations, however, is the District's public announcements which appear to indicate the District is unlawfully implementing the change without affording SCTA the opportunity to bargain over the changes, another indication of the lack of good faith on the part of the District.

We interpret your email as another affirmation of the District's recognition of its legal obligation to bargain over the proposed changes to working conditions—prior to implementation. Accordingly, until the parties have had an opportunity to engage in negotiations over the proposed changes in working conditions related to the newly proposed Grading Policy, we expect, and request that you affirm, that the District will delay implementing the Grading Policy until the conclusion of negotiations.

In order for us to engage in decision and/or effects bargaining over the proposed changes, we require the following information in order for us to evaluate the District's proposal, identify the relevant negotiation issues and to then respond to and potentially provide counterproposals to the District's proposed changes. Because the only communication we have received directly from the District on this issue is the District's May 8 letter there are several pieces of information that we deem necessary and relevant for us to understand the scope and nature of the District proposed changes. Accordingly, we hereby request the following:

1. The actual proposed new policy in its entirety.
2. The date the proposed policy was approved by the school board.
3. The names of the individuals along with job titles of those who developed the policy.
4. Over the last several days, we conducted a survey of SCTA-represented educators the results of which we will share with you that indicate that over 70% of educators do not feel adequately prepared to begin grading for the remainder of the school year. How does the District's proposal provide training and/or professional development to address this concern?
5. The same SCTA survey indicates that teachers report that 56.9% of students have been actively engaged in distance learning since April 13 less than 50% of the time. Please provide the District's data that demonstrates student engagement by school and grade level since Distance Learning officially began on April 13.
6. The same SCTA survey further indicates that educators perceive that 54.6% of parents will strongly oppose, and an additional 23.5% will somewhat oppose grading based on the proposed change, for an overwhelming total of 78.1%. Please provide the data the District that District relied on based on input from parents to develop its proposed new Grading Policy.
7. Please provide details by which the proposes to implement the new Grading Policy, including its proposed date of

implementation.

With fewer than five weeks remaining in the school year, and consistent with Governor Newsom's Framework on Labor-Management Collaboration we understand the need to balance the District's obligation to negotiate changes in working conditions with the ability to implement agreed-upon changes in a timely way.

We look forward to receiving the above requested information as soon as possible so that we can then schedule a time to meet to negotiate over the District's proposed changes in working conditions.

David Fisher
SCTA

From: Raoul Bozio <Raoul-Bozio@scusd.edu>
Sent: Tuesday, May 12, 2020 9:37 AM
To: David Fisher <dfisher@saccityta.com>
Cc: Christine Baeta <Christine-Baeta@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; JBorsos@cta.org; Nikki Milevsky <nmilevsky@saccityta.com>
Subject: RE: Sacramento City Unified Announces COVID-19 Grading Policy

Dear Mr. Fisher:

Thank you for your email. It appears SCTA believes there may be negotiable effects of the District's decision to modify the grading structure for the final quarter of the 2019-20 school year. The District is happy to speak with you about those effects that you identify that are negotiable. In order for the District's team to prepare for such meeting, please email me those effects of this decision that you believe to be negotiable. Thank you.

Best Regards,
Raoul Bozio
In-House Counsel
Sacramento City Unified School District
(916) 643-9097

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From: David Fisher [<mailto:dfisher@saccityta.com>]
Sent: Monday, May 11, 2020 1:26 PM
To: Christine Baeta <Christine-Baeta@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Raoul Bozio <Raoul-Bozio@scusd.edu>
Cc: Nikki Milevsky <nmilevsky@saccityta.com>; John Borsos <jborsos@cta.org>
Subject: Sacramento City Unified Announces COVID-19 Grading Policy

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Christine et al:

Below you will find an eConnect communication from the District to the broader Sac City community regarding the District announcement that it will be implementing a new grading policy for the final quarter or trimester of the 2019-20 during the period of Distance Learning.

Before this communication was sent, we received communication from the District which indicated that the District was considering these changes subject to its obligation to changes in working conditions with SCTA. This recognition of the District's requirement to bargain is consistent with your statement during our conversation on Tuesday, May 5. At that time, we raised concerns about rumors that had been circulating about a new grading policy. You responded that "No changes will be made without giving SCTA an opportunity to bargain over the changes." The e-Connection contained below appears to contradict both your statement of May 5, and the letter from the District of May 8.

Accordingly, please accept this email as SCTA's demand to bargain over the changes in working conditions that would result from the District's proposed new grading policy for the final quarter or trimester of 2019-20, and that such a change be placed on hold until such time that the parties have had an opportunity to bargain over the proposed changes.



Dear Sac City Unified Community,

This pandemic has been stressful, for parents, teachers, students – for all of us. Our schools are now a service more than a place, and our families are engaging in distance learning, a whole new way of learning. We recognize that many of the challenges that our families must overcome will be magnified during this health crisis.

We want to encourage continuity of learning and your child's success – despite the challenging circumstances we share now.

As we move forward together, we want to be clear about our grading policy to minimize confusion and stress, while also protecting our students' ability to succeed and encouraging ongoing connection and engagement.

This is why we have carefully considered how we would handle grading when it comes to distance learning. Our plan focuses on encouraging success – but not stress.

First we want to lay out the foundation of our grading during distance learning:

- **Students cannot receive a lower grade for participating in distance learning.** Final grades posted throughout the remainder of the academic year will not fall below their grade as of March 13. Students may view these grades online. Instructions about how to access online grades are below.
- **A student can raise their grade during distance learning.** This is an opportunity for students to improve their grades.
- **Our distance learning program focuses on essential standards. These standards are the building blocks for success.** We are deeply concerned about learning loss, or that our students will fall behind where they should be at the end of this academic year. It is a concern we have even when we traditionally adjourn or summer. That's why it is important that our students engage and participate in distance learning, to minimize this learning loss.
- **Teachers will continue to provide assignments, grades and additional feedback to**

help improve student learning.

As we move forward together, we want to be clear about our grading policy to minimize confusion and stress, while also protecting our students' ability to succeed and encouraging ongoing connection and engagement.

Grading for K-6

Posted trimester 2 grades will reflect the standard grade earned as of March 13. Your K-6 student's grade for the final trimester of the academic year cannot fall below the grade earned as of March 13. However, if a student earns a higher standard grade in the last trimester, that will be the trimester 3 grade.

Grading for Secondary

Posted term 3 grades will reflect the grade earned as of March 13. The student's grade for the final term of the academic year cannot fall below the grade earned as of March 13. However, students will have the opportunity to raise their grade through distance learning. The hold harmless framework will apply to all final course grades including Advanced Placement Courses.

Adjusted Grading Scale for Distance Learning

We are revising the grading scale for Spring 2020 to reflect the challenge that many of our students face during this health crisis and the sudden change in learning environment. The scale will be amended as follows:

- **A = 80 percent to 100 percent**
- **B = 70 percent to 79 percent**
- **C = 60 percent to 69 percent**
- **D = 50 percent to 59 percent**
- **F = 0 percent to 49 percent**

Senior Projects

This graduation requirement is suspended. However, seniors may earn extra credit if they complete their senior project.

Student Engagement

To best meet the needs of our students, we must look at the whole child. Distance learning is not only focused on grades, but meeting the essential standards so that when we return to school, your child will be ready to succeed and move forward. We designed our distance learning program to help your child master these standards so they can advance and begin next year in the best position possible.

But that isn't the only thing we are teaching your child, whether in space or engaging through distance learning, we are supporting your students' academic, social and emotional needs. We know that your child needs support beyond academics. We're here to help meet your child's social and emotional needs as well. This is why your child's participation in distance learning is so important.

Credit/No Credit

Our school district adopted a modified grading scale rather than a credit/no-credit policy for several reasons:

- For students who have earned a high grade, such as an "A" as of March 13, we felt it would be unfair to convert that "A" to a "credit".

- Since students can only earn a higher grade replacing letter grades with a “credit” could have the opposite effect when it comes to engagement.
- Our decision is also looking at the future, and how a credit/no credit mark could potentially hamper our students’ postsecondary options.

Dates for Progress Grading

Progress report grading will be May 8 through May 15 and will be available online.

How to access online report cards and progress grades

For the latest student report cards, we have decided to go paperless but want to make sure parents still have access to students’ grades. The report card information will be available online through our Infinite Campus parent portal. You can access this information in real-time and from your home. Here is what you need to do to access your students’ grades:

1. Visit our website at www.scusd.edu.
2. And, select **Infinite Campus**. Make sure to choose the **Student/Parent option**.
3. On the **log-in** page, choose the **Campus Parent option**.
4. Enter your username and password.
5. After you log in, click on the **Menu** option on the top left corner of your screen.
6. Go to **Documents**.
7. In the **Documents** page, there is a report card section, select the **Report Card template**.
8. A PDF document will be generated.
9. You can save, print, or view your students’ grades.

If you do not have access to the parent portal, you can [submit](#) a request here to access the Infinite Campus portal. You can also view this video in English and Spanish to follow the instructions on how parents can access their child’s report card. You can also visit our website at www.scusd.edu/report-cards to view this information.

To the extent required by law, the District will negotiate any effects of this change with its labor partners.

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