

## GRIEVANCE SETTLEMENT AGREEMENT

May 24, 2018

SLP Caseload Grievance

G-FY16-013

The San Diego Unified School District ("District") and the San Diego Education Association ("SDEA"), on behalf of impacted Speech Language Pathologists, collectively referred to as the "Parties," have reached this Grievance Settlement Agreement ("Agreement").

The Parties desire to resolve this grievance amicably. Accordingly, the Parties mutually agree to resolve the dispute, without reaching the merits of the grievance, with the terms set forth below:

1. In acknowledgement of caseload overages, the following Speech Language Pathologists ("SLP") shall be compensated as follows:

Name of Impacted SLP	Reported Caseload Overage	Compensation
[REDACTED]	7	\$750
[REDACTED]	23	\$1250
[REDACTED]	17	\$1000
[REDACTED]	13	\$1000
[REDACTED]	8	\$750
[REDACTED]	9	\$750
[REDACTED]	6	\$750
[REDACTED]	4	\$350
[REDACTED]	9	\$750
[REDACTED]	23	\$1250
[REDACTED]	19	\$1000
[REDACTED]	2	\$350
[REDACTED]	15	\$1000
[REDACTED]	2	\$350
[REDACTED]	10	\$750

CS  
J. P. [Signature]  
②

Name of Impacted SLP	Reported Caseload Overage	Compensation
[REDACTED]	3	\$350
[REDACTED]	20	\$1250
[REDACTED]	5	\$350
[REDACTED]	6	\$750
[REDACTED]	15	\$1000
[REDACTED]	3	\$350
[REDACTED]	18	\$1000
[REDACTED]	9	\$750
[REDACTED]	38	\$1250
[REDACTED]	7	\$750
[REDACTED]	35	\$1250
[REDACTED]	5	\$350
[REDACTED]	14	\$1000
[REDACTED]	5	\$350
[REDACTED]	19	\$1000
[REDACTED]	9	\$750

2. SLPs are not expected to serve more than the caseload contained in the contract between the parties.
3. The District shall address caseload overages by establishing a procedure that involves the following essential components:
  - Prioritization of caseload
  - Tracking of make-up services
  - Communication to families by site or District Administration

The procedure and associated communication documents shall be reviewed annually by the SLP Program Governance Team and incorporated into the District's Special Education Procedure Manual. When and if a site experiences caseload concerns, the documents will be routed to that school site and a meeting with the appropriate Special Education Division Program Manager and Site Principal will be initiated to provide support.

*[Handwritten signatures and initials]*


A sample of the process used in 17-18 school year is attached for reference in Attachment A.

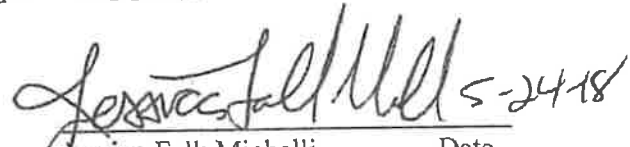
This Agreement settles this grievance in its entirety as of the date of this fully executed Agreement.

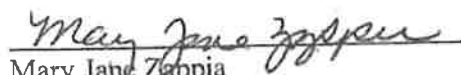
This Agreement is non-precedential and only addresses the allegations and facts of this grievance.

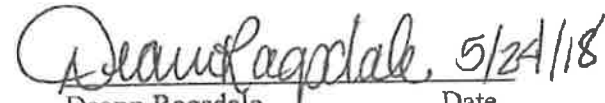
This Agreement is not an admission of liability, fault or wrongdoing of any kind by any of the Parties hereto.

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


 5/24/18  
Erin Clark Date  
UniServ Field Organizer  
San Diego Education Association

 5-24-18  
Jessica Falk Michelli Date  
Executive Director, Labor Relations

  
Mary Jane Zappia  
SLP Association Representative

 5/24/18  
Deann Ragsdale Date  
Executive Director, Special Education

APPROVED AS TO FORM:

 5/24/18  
Amy J. Bozone Date  
Assistant General Counsel II  
San Diego Unified School District

## Attachment A

Actions to be taken in case of an SLP caseload overage.

1. SLP's and principals determine/prioritize SLP caseload. Students above caseload limit (55 K – 12+; 40 Pre-K; mixed caseloads need to reflect proportionate numbers) shall be assigned to the principal in SEAS. SLP's to complete SEAS assignment tasks. Students with IEP's shall be prioritized over students without IEP's, i.e., students receiving SIC and/or RTI services will need to be released from the SLP's caseload and services.
2. SLP services (including assessment) are held and missed services are logged and tracked for students identified as over caseload (see Make-Up Needed Master spreadsheet. SLP and senior SLP to collaborate to track missed services). Services are intended to be made-up prior to annual review/end of school year by another SLP.
3. Parent communication – Talking Points for communicating with parents. Parent letter can be customized by each principal and can be co-signed Carrie Rea, Related Services Program Manager. Principals may choose to communicate directly with parent(s) without using letter. Principals choose communication process they believe best meets the needs of their school community.

*Carrie Rea*  
*Principal*  
*OK*