

TENTATIVE AGREEMENT
BETWEEN DOWNEY UNIFIED BOARD OF EDUCATION AND
DOWNEY EDUCATION ASSOCIATION (DEA)
FOR
MASTER AGREEMENT
AUGUST 1, 2018 Through JULY 31, 2021

Effective August 1, 2019

APPENDIX A ~ AR 4141

SALARY SCHEDULE/RATES PROVISIONS

CHANGE:

The District shall provide a **1.75% salary increase** to all rates and stipends and other areas of compensation as delineated in the Collective Bargaining Agreement.

ARTICLE IV ~ DEFINITIONS

ADD TO READ:

“Combination Class Teacher”

The unit member with the most seniority will have the first choice to accept/decline a general education combination class. After a teacher has served as a general education combination class teacher, additional assignments may be offered to the next teacher in seniority ranking to provide equity to all permanent general education teachers who choose to be considered for a general education combination class teacher. A current satisfactory evaluation or regular teacher performance is required to be a general education combination class teacher (examples: no U, TIP recommendation or TIP Participation; except in case of self-referral). A teacher whom is not teaching due to an extended absence or leave, shall not be entitled to earn the additional pay of \$7,500 during their absence.

ARTICLE XII PSYCHOLOGISTS

CHANGE TO READ:

Psychologists shall be covered by all Articles of the Agreement with the exception of Article IX - Hours Employment, Article XII – Class Size, and Article XVII – Transfers.

Psychologist hours of employment shall be eight (8) hours per day including a thirty-five (35) minute, **duty free, uninterrupted**, lunch period, **including passing time**.

The length of the psychologist's workday shall be structured and directed on an equitable basis by the immediate administrator. The Psychologist's day starts thirty (30) minutes before the start of the school day. Except when they are required to provide support to school sites or district within the scope of their essential functions that may extend beyond the eight (8) hour workday when deemed necessary by the principal or designee for the safety and well-being of students. If an emergency mental health issue arises, the psychologist will stay until a member of the DUSD Mental Health Team arrives.

Psychologists will be evaluated by the Special Education Director with input from the site administrator using existing **D**istrict evaluation forms.

The psychologist ~~495~~ **192** day work year will reflect a teacher work year inclusive of 185 days. The ~~ten (10)~~ **seven (7)** additional days must be exhausted ~~within the period of ten (10) working days~~ immediately preceding the opening **or closing** of the school year, ~~through the conclusion of summer school/Extended School Year~~. Any other arrangements for assignment must be made by joint decision of the site administrator or designee and the individual, with the approval of the Assistant Superintendent of Educational Services or designee. If there is a need for additional psychologist support which is outside of their work year, the site administrator shall ask the psychologists assigned to the site to provide this additional support. Should an insufficient number of psychologists volunteer, all psychologists shall be placed on a seniority based rotation schedule that equitably distributes the required services. These individuals shall be paid at their per diem rate.

ARTICLE XIII ~ CLASS SIZE

CHANGE TO READ:

The District shall utilize the following staffing ratios for the allocation of classroom teachers to a school:

The District will staff Transitional Kindergarten and Kindergarten at 1:25.

One, ~~two~~ **one-and-one-half (1-1/2)**-hour paid position per Transitional Kindergarten and Kindergarten teacher will be assigned each workday to provide instructional support in the classroom.

Transitional Kindergarten and Kindergarten (TK) teachers will be paid a stipend of \$165.00 per month or any portion thereof ~~commencing after the fifteenth (15th) student-school day~~ for each additional student above the negotiated cap; no teacher shall exceed two **(2)** additional students.

The unit member with the most seniority will have the first choice to accept/decline the additional student. Once a unit member accepts an additional student, any other additional student will be offered to the next most senior unit member. If declined, the choice will be offered to the next most senior unit member. If no unit member accepts the additional student, then the student will be placed in the least senior unit member's class on a rotating basis.

The District will staff Grades 1 – 3 at 1:27. ~~at the beginning of the year, but may place up to 30 pupils in a classroom if the need arises due to increased enrollment.~~ **Teachers will be paid a stipend of \$165.00 per month or any portion thereof for each additional student above the negotiated cap; no teacher shall exceed three (3) additional students.**

The District will staff Grades 4 – 5 at 1:34. ~~(no classroom shall exceed 34 students)~~ **Teachers will be paid a stipend of \$165.00 per month or any portion thereof for each additional student above the negotiated cap; no teacher shall exceed two (2) additional students.**

~~☐ 4-5 teachers will be paid a stipend of \$165.00 per month or any portion thereof commencing after the fifteenth (15th) student school day for each additional student above the negotiated cap; no teacher shall exceed two additional students.~~

☐ The unit member with the most seniority will have the first choice to accept/decline the additional student. Once a unit member accepts an additional student, any other additional student will be offered to the next most senior unit member. If declined, the choice will be offered to the next most senior unit member. ~~No teacher will be required to take an additional student over the negotiated cap.~~

(6-12 Grades Only):

Grades 6 – 12: 1:34 pupil contacts per period (PCPP)

Exceptions to this provision shall be classes in physical education, typing, music, and driver education.

Combined class averages assigned to an individual classroom teacher, except classes in physical education, music, typing, and driver education, shall not exceed the PCPP by more than 10%, and no single class shall exceed the PCPP by more than 20% in the event the classroom teacher's average class size is significantly low due to assignment of a low enrollment class(es).

If the application of the above ratios results in a fraction of half (.5) or more at the beginning of the second school month, an additional classroom teacher position shall be allocated, and/or an extra period assigned.

Nurses, librarians, resource teachers, counselors, special education teachers, non-unit members, and other non-classroom assigned unit members shall not be utilized in the

computation or application of the above staffing ratios.

Special Education classes shall not exceed the requirements of the Education and Administrative Code. One (1) day substitute coverage shall be provided each semester for Special Day Class teachers to assist them in completing student IEP forms.

Special Education Teachers will be paid a stipend of \$165.00 per month or any portion thereof for the following:

Social Behavioral Class:

Early Childhood, Elementary, Middle and High – after the 10th student

Basic Skills Class:

Early Childhood and Elementary – after the 10th student Middle and High School – after the 12th student

Life Skills Class:

Early Childhood, Elementary, Middle and High – after the 10th student

Special Day Class:

Early Childhood – after the 12th student Elementary – after the 14th student

Special Day Class (self-contained): High School – after the 18th student

Special Day Class (emotionally disturbed): High School – after the 10th student

ARTICLE XIV ~ EVALUATION PROCEDURES

CHANGE TO READ:

Frequency of Evaluation:

To provide an orderly procedure for the ongoing process of improving instruction, evaluations ***for counselors, librarians, nurses, psychologists, speech and language pathologists and teachers***, shall be conducted according to the following schedule:

1. Temporary teachers at least once every three years
2. Probationary and Intern teachers at least once a year

3. Permanent teachers at least once every three (3) years. At least every five (5) years for teachers with permanent status who have been employed at least ten (10) years with the District, are highly qualified and whose previous evaluations rated the teacher as meeting or exceeding standards and if the evaluator and certificated employee being evaluated agree. The certificated employee or the evaluator may withdraw consent at any time.

APPENDIX G ~ TIP PANEL

CHANGE TO READ:

Definition of Terms:

Teacher Intervention Program (TIP) Panel: The TIP Panel shall be comprised of seven (7) members, the majority of who shall be teachers ***or a teacher who has retired within the last two years.***

Mentor Teacher: A Mentor Teacher is a teacher ***or a teacher who has retired within the last two years*** who coaches Induction Teachers weekly and follows the Mentor Teacher Agreement.

Teacher Intervention Program (TIP) Panel:

CHANGE TO READ:

A. The TIP Panel shall consist of seven (7) members, the majority of whom shall be certificated classroom teachers ***or a teacher who has retired within the last two years*** who are chosen to serve by the Association. The District shall choose the administrators of the Joint Panel. Consensus is the preferred decision-making model. However, when consensus cannot be reached, a simple majority is needed for all decisions related exclusively to the PAR Program and five (5) votes shall be required for all other decisions.

Participating Teachers:

CHANGE TO READ:

C. Consulting Teachers

Submission of two (2) references from individuals with specific knowledge of his or her expertise as follows:

Reference from a building principal or immediate supervisor.

A reference from another classroom teacher.

All applications and references shall be treated with confidentiality. Consulting Teachers shall be selected by the TIP Panel.

The Term of the consulting teacher shall be four (4) years and a teacher may not serve in the position for more than one (1) term. For the initial year of implementation, terms will be staggered at three (3) and four (4) years. ***The Lead Consulting Teacher may serve up to a seven (7) year term.***

ARTICLE XVII ~ TRANSFERS

CHANGE TO READ:

C. Involuntary Transfers or Reassignments:

4. Except for transfer for reasons 1(d) and 1(e) above, when an involuntary transfer is deemed necessary, then the following shall occur:
 - a. Volunteers will be sought before utilizing involuntary transfer
 - b. The teacher(s) under consideration for involuntary transfer shall be notified
 - c. Within five (5) working days of the notification, the unit member may request and will be granted a meeting with the Superintendent or his/her designee to discuss and consider alternatives to the proposed transfer. Upon written request, the teacher shall receive written reasons for the transfer. Such requests shall be made within five (5) workdays of receipt of the request.
 - d. All unit members being involuntarily transferred shall have first preference for available vacancies ***for which they are properly credentialed***. When a choice of vacancy is possible, teachers may indicate an order of preference.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS

AR 4141

Column Requirements

- Classification B – Regular and/or Provisional California credentials and a Bachelor’s Degree valid for the level or subject area taught.
- Regular California Credential and/or Provisional California Credential and a Bachelor’s Degree, with less than 30 semester units of graduate or upper division work from an accredited teacher training institution, taken after receipt of Bachelor’s Degree.
- Classification C – Regular California credential or regular California credential with a Provisional California credential and a Bachelor’s Degree, plus 30 semester units of graduate or upper division work from an accredited teacher training institution, taken after receipt of Bachelor’s Degree or a Master’s Degree or, effective 9/1/02, new hires only with a valid basic credential.
- Classification D – Regular California credential or regular California credential with a Provisional California credential and a Bachelor’s Degree, plus 45 semester units of graduate or upper division work from an accredited teacher training institution, taken after receipt of Bachelor’s Degree, or a Master’s Degree plus 15 semester units of upper division or graduate work from an accredited teacher training institution taken after the receipt of the Master’s Degree.
- Classification E – Regular California credential or regular California credential with a Provisional California credential and a Bachelor’s Degree, plus 60 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of Bachelor’s Degree, or the Master’s Degree plus 30 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of Master’s Degree.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Column Requirements - continued

Classification F – Regular California credential or regular California credential with a Provisional California credential and a Bachelor’s Degree plus 75 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of the Bachelor’s Degree, or Master’s Degree plus 45 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of Master’s Degree.

Initial Placement

1. Public School Experience

Commencing with the 1985-86 school year, prior public and private school experience shall be credited on a year-to-year basis. A school year shall be defined as 75 percent of the teaching days within each year. A long-term substitute certificated employee, who qualified with respect to the required number of days constituting a school year, may receive credit on the schedule in the same manner as a regular teacher. Teachers are “rated in” only upon initial employment. Should a revision occur in credited experience, it shall not become retroactive for those employed during a school year previous to the revision.

2. Other Public and Private Schools

Experience related to the position which is to be assigned shall be credited on a year-to-year basis. A school year shall be defined as 75 percent of the teaching days within each year. A long-term substitute teacher, who qualified with respect to the required number of days constituting a school year, may receive credit on the schedule in the same manner as a regular teacher.

3. Postgraduate Course Work Taken as Undergraduate

Course work listed by an accredited college or university as postgraduate credit on a teacher’s transcript shall be counted by the District as credits earned beyond the attainment of a four-year degree, if those units were not applied toward the attainment of the four-year degree.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

Initial Placement - continued

4. Military Experience

No credit is provided.

5. Vocational Experience

Credit will be allowed for experience in the area of assignment on basis of one step for each two years of experience not to exceed the fifth (5th) step of the salary schedule.

6. Provisionally Credentialed Teacher

Classification shall be restricted to placement on Column B of the salary schedule until eligibility for a regular type credential has been verified. Column reclassification shall be given as provided under reclassification provisions.

New teachers shall be rated in upon the salary schedule based upon experience and units earned prior to the first day of service with the Downey Unified School District.

Salary Reclassification for Additional Course Work/Column Advancement

Credit for hours/units of course work completed for salary reclassification purposes shall be granted once the unit member has provided the Certificated Human Resources Office with the appropriate documentation to verify such course work. The salary reclassification shall be effective for the next pay period immediately following the submission of the required documentation provided that such course work satisfies the requirements established in Appendix A, subsection Advance in Classification. There shall be no limit on the number of hours a unit member may acquire for salary reclassification purposes in any given school year. For the purpose of salary reclassification one-quarter unit equals two-thirds of a semester unit.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Verification:

Official Transcripts verifying course work for reclassification must be on file in the Certificated Human Resources Office before reclassification can occur. Transcripts bearing the university/college official seal and registrar's signature, or grade reports/credit certificates bearing the university/college official seal and registrar's signature, may be submitted as verification of completed course work. The responsibility for seeing that verification of course work completed is received by the Certificated Human Resources Office rests entirely with the teacher. There will be no retroactive pay given for work completed before verification is received.

Leave of Absence:

Teachers returning from leave of absence without pay shall be placed upon the appropriate salary step which they had earned prior to their departure for leave. In cases of sabbatical leave or leaves where the teacher received pay, the teacher shall receive the normal increment as though he/she had not been on leave.

Advance in Step:

A one (1) step advancement on the salary schedule each school year is contingent upon the performance of contracted services for at least 75 percent of the days in which schools are in session, and if a step rate is provided for on the appropriate column of the salary schedule.

Advance in Classification:

Teachers may advance from one classification of the salary schedule to another after initial rating in, if the following criteria are met:

1. All course work shall have a grade of "C" or better.
2. All course work shall be Graduate or upper division level from an accredited teacher training institution in the areas listed below:

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Advance in Classification - continued

Category A

| | |
|-----------------------------------|--------------------|
| Anthropology | History |
| Art Appreciation | Mathematics |
| Bilingual Education | Music Appreciation |
| Business Administration | Philosophy |
| Computer Science/Data Processing* | Psychology |
| Economics | Police Science |
| Education | Political Science |
| English | Reading |
| Environmental Studies | Science |
| Ethnic Studies | Sociology |
| Foreign Language | Speech |
| Geography | |

*Lower division work is acceptable.

Category B

(May be taken only by those certificated personnel teaching in that subject.)

| | |
|-------------------------------|-----------------------------------|
| Art (except Art Appreciation) | Industrial Studies |
| Aviation | Jewelry Making |
| Ceramics | Journalism |
| Dramatics | Music (except Music Appreciation) |
| Handicrafts | Photography |
| Health | Physical Education |
| Home Economics | Typing |

3. An accredited teacher training institution is defined as all those institutions for teacher training accredited by any of the following Associations:
 - a. New England Association of Colleges and Secondary Schools, Commission on Institutions of Higher Education

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Advance in Classification - continued

- b. Middle States Association of College and Secondary Schools, Commission on High Education
 - c. North Central Association of Colleges and Secondary Schools, Commission of Institutions of Higher Education
 - d. Northwest Association of Secondary and Higher Schools, Commission on Higher Schools
 - e. Southern Association of Colleges and Schools, Commission on Colleges
 - f. Western Association of School and Colleges, Accrediting Commission for Senior Colleges and Universities and Accrediting Commission for Junior Colleges and Universities outside the United States are considered accredited only for those units acceptable for credit transferable to the teacher training program of the University of California or State Universities.
4. Unless course work is in Category A or appropriate to Category B prior approval must be obtained from the Assistant Superintendent, Certificated Human Resources if District credit is to be granted.
 5. Repeat courses shall require the prior approval of the Assistant Superintendent, Certificated Human Resources.
 6. Lower division courses with credit transferable to the University of California or to the State universities taken from Categories A or B or on a planned program shall require the prior approval of the Assistant Superintendent, Certificated Human Resources. Salary credit shall not be granted until the completion of the planned program which was given prior approval.
 7. In order to receive Master's and Doctorate degree bonuses, Master's and Doctorate degrees must be earned from an accredited teacher training institution and units must be acceptable to the University of California or State universities granting the degree.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

District Longevity Increments:

The first longevity increment will occur on year 15; the second increment on year 21; the third increment on year 26, and the fourth increment on year 30.

Claims for Money or Damages:

Any claim against the School District for money or damages, for fees, salaries, wages, mileage or other expenses and allowances, or for money or damages which are not governed by any other statutes or regulations expressly relating thereto, shall be presented and acted upon in accordance with Title I, Division 3.6, Chapter 1 (commencing with Section 900) and Chapter 2 (commencing with Section 910) of the government Code of California.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

AR 4141
BASIC TEACHER'S SALARY SCHEDULE 2019-20

Effective August 1, 2019

Per new CalSTRS regulations, you may also refer to the new version of the salary schedules on our District website @ www.dusd.net – Employee Resources, Salary Schedules (Certificated Employees).

| STEPS | BA | BA + 30 or MA Or Prel. Cred. Or Cred. | BA + 45 Or MA + 15 | BA + 60 Or MA + 30 | BA + 75 Or MA + 45 |
|-------|-----------------|--|-----------------------|-----------------------|-----------------------|
| | B | C | D | E | F |
| | \$57,669 | \$61,950 | \$66,234 | \$70,505 | \$74,785 |
| 1 | \$58,678 | \$63,034 | \$67,393 | \$71,739 | \$76,094 |
| | \$59,808 | \$64,085 | \$68,365 | \$72,637 | \$76,912 |
| 2 | \$60,855 | \$65,206 | \$69,561 | \$73,908 | \$78,258 |
| | \$61,944 | \$66,245 | \$70,494 | \$74,776 | \$79,051 |
| 3 | \$63,025 | \$67,374 | \$71,725 | \$76,085 | \$80,434 |
| | \$64,068 | \$68,354 | \$72,628 | \$76,904 | \$81,183 |
| 4 | \$65,189 | \$69,547 | \$73,899 | \$78,250 | \$82,604 |
| | \$66,206 | \$70,484 | \$74,756 | \$79,044 | \$83,320 |
| 5 | \$67,365 | \$71,717 | \$76,064 | \$80,424 | \$84,778 |
| | \$68,338 | \$72,624 | \$76,896 | \$81,171 | \$85,451 |
| 6 | \$69,534 | \$73,892 | \$78,242 | \$82,591 | \$86,946 |
| | | \$74,750 | \$79,034 | \$83,299 | \$87,583 |
| 7 | | \$76,058 | \$80,414 | \$84,757 | \$89,116 |
| | | \$76,882 | \$81,159 | \$85,434 | \$89,718 |
| 8 | | \$78,227 | \$82,579 | \$86,929 | \$91,288 |
| 9 | | | \$83,290 | \$87,577 | \$91,850 |
| | | | \$84,748 | \$89,110 | \$93,457 |
| 10 | | | \$86,399 | \$90,680 | \$94,949 |
| | | | \$87,911 | \$92,267 | \$96,611 |
| | | | \$93,022 | \$97,306 | \$101,576 |
| 15 | | | 94,650 | \$99,009 | \$103,354 |
| | | | \$97,300 | \$101,563 | \$107,374 |
| 21 | | | \$99,003 | \$103,340 | \$109,253 |
| | | | \$100,137 | \$105,627 | \$112,585 |
| 26 | | | \$101,889 | \$107,475 | \$114,555 |
| | | | | \$109,997 | \$118,049 |
| 30 | | | | \$111,922 | \$120,115 |

MASTER'S or DOCTORATE:

Columns C, D, E, or F

\$437 **\$445** for earned Master's degree

\$868 **\$2738** for earned Doctorate degree

The number of years teaching in the Downey Unified School District plus any years teaching experience credited by the district determines step placement.

Maximum rating in: the number of years of teaching experience and by the number of upper division graduate level units completed after the date of the Bachelor's degree.

Approved:

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

PSYCHOLOGIST SALARY SCHEDULE ~ P
(~~195~~ 192 CONTRACT DAYS)

Effective ~~July, 2018~~ August 1, 2019

STEP 1 ~ \$101,765 \$103,546

STEP 2 ~ \$103,842 \$105,659

STEP 3 ~ \$105,961 \$107,815

STEP 4 ~ \$108,123 \$110,015

STEP 5 ~ \$110,329 \$112,260

STEP 10 ~ \$113,639 \$115,628

STEP 15 ~ \$117,048 \$119,096

STEP 20 ~ \$120,559 \$122,669

STEP 25 ~ \$124,176 \$126,349

Doctorate: \$2,731 \$2,738
Head Psychologist \$3,020

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries

1. Counselors:

Responsibility factor added to basic salary:

| | | |
|------------------------|--------------------|----------------|
| 1 st Year - | \$4,866 | \$4,952 |
| 2 nd Year - | \$4,966 | \$5,053 |
| 3 rd Year - | \$5,066 | \$5,155 |
| 4 th Year - | \$5,166 | \$5,257 |
| 5 th Year - | \$5,266 | \$5,359 |

1a. Counselor Hourly Rate: ~~\$54.06~~ **\$55.00**

2. Adult School / CTE Hourly Rate:

| | | | |
|----------|--------------------|----------------|----------|
| Step 1 - | \$45.78 | \$46.59 | per hour |
| Step 2 - | \$46.78 | \$47.60 | per hour |
| Step 3 - | \$47.84 | \$48.68 | per hour |
| Step 4 - | \$48.75 | \$49.61 | per hour |
| Step 5 - | \$49.72 | \$50.60 | per hour |

3. Other Hourly:

ALL EXTRA-DUTY SHALL BE PAID AT THE RATE OF ~~\$36.67~~ **\$37.30** PER HOUR.

Qualified unit members who request to be appointed to work in the Driver Training Program shall be appointed prior to the District seeking non unit members to perform these duties. Notices of vacancies in the Driver Training Program shall be posted in each school as these vacancies become known.

4. Extra Period Assignment:

18 percent of Basic salary rate (Refer to Article IX – T. # 1).

5. Department Head:

Any teacher appointed or elected, whichever is consistent with past practice at the school site, as a Department Head shall be paid a base amount plus an additional amount per each period supervised, including his/her own assignment.

| | | |
|-------------------|---------------------|-----------------|
| Base Amount | \$321.75 | \$327.38 |
| Additional Amount | \$ 24.49 | \$ 24.92 |

Downey Unified School District

CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

6. Summer School Hourly Rate:

| | |
|-----------------------------|-----------------------------------|
| Elementary | \$57.65 \$58.66 |
| Middle & High School | \$57.65 \$58.66 |
| Speech-Language Pathologist | \$67.65 \$68.83 |

Qualified unit members who request to be appointed to the following extra duty assignments shall be appointed prior to the District seeking non-unit members to perform these duties. Notices of vacancies in these extra duty assignment positions shall be posted in each school as these vacancies become known.

| | |
|---|----------------------------------|
| 7. Induction Mentor Teacher | \$1850 \$1,882 |
| 8. TIP Consulting Teacher | \$5654 \$5,750 |
| 9. TIP Consulting Teacher Coordinator | \$1610 \$1,638 |
| 10. TIP Panel Member | \$4624 \$4,705 |
| 11. Robotics Coach (MS/HS) | \$1558 \$1,585 |
| 12. Skills USA Site Coordinator (HS) | \$4195 \$4,268 |
| 13. Skills USA Advisor | \$1558 \$1,585 |
| 14. Skills USA Advisor (Nationals) | \$1558 \$1,585 |
| 15. Psychologist Lead <i>(to be voted on annually by the Psychologists by June 1, for the following year)</i> | \$3020 \$3,073 |
| 16. Psychologist Intern Supervisor | \$1,610 |
| 17. SLP Lead Teacher SLP Lead | \$1610 \$3,073 |
| 18. SLP Mentor (for 5 th year students) | \$1610 \$1,638 |
| 19. Social Skills Advisor (ES/MS/HS) | \$1318 \$1,341 |

Downey Unified School District

CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

20. Technology Teacher Leaders:

| | |
|----------------------|----------------------------------|
| Elementary | \$2513 \$2,557 |
| Middle & High School | \$2513 \$2,557 |

21. PLC/Grade Level Lead Teacher:

| | |
|------------|----------------------------------|
| Elementary | \$1610 \$1,638 |
|------------|----------------------------------|

TK/K – 5 schools (1 per grade level ~ 6 total)
 TK/K – 3 schools (1 per grade level ~ 4 total)
 4 – 5 school (3 per grade level ~ 6 total)

22. PLC Lead Core Teacher:

| | |
|----------------------|----------------------------------|
| Middle & High School | \$1610 \$1,638 |
|----------------------|----------------------------------|

English / Math / Social Science / Science (4 per core subject) for a total of ~ 16

High School Only: LOTE (4) / VPA (1) for a total of ~ 16 (21 total)

23. AVID Site Coordinator:

| | |
|-------------------|----------------------------------|
| Elementary School | \$1567 \$1,594 |
| Middle School | \$2797 \$2,846 |
| High School | \$4195 \$4,268 |

24. HIGH SCHOOL:

| | |
|---------------------------|----------------------------------|
| Yearbook | \$3997 \$4,067 |
| Band | \$4716 \$4,799 |
| Choral | \$3106 \$3,160 |
| Cheer/Drill Team | \$3473 \$3,534 |
| Drama | \$3119 \$3,174 |
| Newspaper | \$3514 \$3,575 |
| Pep Squad | \$3473 \$3,534 |
| Assistant Pep Squad | \$2682 \$2,729 |
| Competitive Dance Team | \$3380 \$3,439 |
| Competitive Cheer | \$3,439 |
| Competitive Cheer Team | \$3380 \$3,439 |
| Student Activity Director | \$7719 \$7,854 |
| Link Crew | \$2411 \$2,453 |

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

25. CONTINUATION HIGH SCHOOL:

| | |
|--------------------|----------------------------------|
| Yearbook/Newspaper | \$3473 \$3,534 |
|--------------------|----------------------------------|

26. MIDDLE SCHOOL:

| | |
|-------------------------|----------------------------------|
| Yearbook | \$1558 \$1,585 |
| Drama | \$1558 \$1,585 |
| Band | \$1558 \$1,585 |
| Marching Band | \$1677 \$1,706 |
| Student Council Advisor | \$1527 \$1,554 |
| W.E.B. | \$1527 \$1,554 |
| Choir | \$1527 \$1,554 |

27. ELEMENTARY SCHOOL:

One stipend per year shall be paid to one teacher at each elementary school as follows:

| | |
|-----------------------------|----------------------------------|
| Carnival of Champions Coach | \$1360 \$1,384 |
| Choir | \$ 425 \$ 432 |
| Student Council Advisor | \$1342 \$1,365 |

28. HIGH SCHOOL – ATHLETICS:

| | |
|--------------------------|----------------------------------|
| Athletic Director | \$7719 \$7,854 |
| <u>Baseball/Softball</u> | |
| Head | \$4630 \$4,711 |
| Assistant Varsity | \$2778 \$2,827 |
| JV | \$3242 \$3,299 |
| Frosh/Soph | \$2778 \$2,827 |

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

28. HIGH SCHOOL – ATHLETICS - continued

Basketball

| | | |
|-------------------|-------------------|----------------|
| Head | \$4737 | \$4,820 |
| Assistant Varsity | \$2842 | \$2,892 |
| JV | \$3315 | \$3,373 |
| Frosh | \$2842 | \$2,892 |

Beach Volleyball

| | | |
|------|-------------------|----------------|
| Head | \$3157 | \$3,212 |
|------|-------------------|----------------|

Cross Country*

| | | |
|-------------------|-------------------|----------------|
| Head | \$3288 | \$3,346 |
| Assistant Varsity | \$1973 | \$2,008 |

Football*

| | | |
|-------------------|-------------------|----------------|
| Head | \$5488 | \$5,584 |
| Assistant Varsity | \$3293 | \$3,351 |
| JV | \$4000 | \$4,070 |
| Frosh | \$3293 | \$3,351 |

Golf

| | | |
|------|-------------------|----------------|
| Head | \$3244 | \$3,301 |
| JV | \$2227 | \$2,266 |

Lacrosse

| | | |
|------|-------------------|----------------|
| Head | \$3984 | \$4,054 |
| JV | \$2714 | \$2,761 |

Soccer

| | | |
|-------|-------------------|----------------|
| Head | \$4283 | \$4,358 |
| JV | \$2997 | \$3,049 |
| Frosh | \$2529 | \$2,573 |

Swimming

| | | |
|------|-------------------|----------------|
| Head | \$3244 | \$3,301 |
| JV | \$2224 | \$2,325 |

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

28. HIGH SCHOOL – ATHLETICS - continued

Tennis

| | | |
|------|-------------------|----------------|
| Head | \$3414 | \$3,569 |
| JV | \$2285 | \$2,621 |

Track

| | | |
|-----------|-------------------|----------------|
| Head | \$4237 | \$4,430 |
| Assistant | \$2543 | \$2,659 |
| Frosh | \$2689 | \$2,811 |

Volleyball

| | | |
|---------|-------------------|----------------|
| Varsity | \$3909 | \$3,977 |
| JV | \$2735 | \$2,783 |
| Frosh | \$2345 | \$2,386 |

Water Polo*

| | | |
|-------|-------------------|----------------|
| Head | \$3392 | \$3,451 |
| JV | \$2374 | \$2,416 |
| Frosh | \$2035 | \$2,071 |

Wrestling

| | | |
|-------|-------------------|----------------|
| Head | \$4180 | \$3,451 |
| JV | \$2945 | \$2,997 |
| Frosh | \$2495 | \$2,539 |

29. MIDDLE SCHOOL:

| | | |
|-------------------|-------------------|----------------|
| Athletic Director | \$5607 | \$5,705 |
| Baseball/Softball | \$1418 | \$1,443 |
| Basketball A & B | \$1418 | \$1,443 |
| Cheer Advisor | \$1418 | \$1,443 |
| Football | \$1418 | \$1,443 |
| Soccer | \$1418 | \$1,443 |
| Track | \$1418 | \$1,443 |
| Volleyball | \$1418 | \$1,443 |

* Includes pre-school coaching pay

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

29. MIDDLE SCHOOL-continued:

| | |
|-------------------|---------------------------------|
| Wrestling | \$1418 \$1,443 |
| Intramural Sports | \$ 344 \$ 350 |

* Includes pre-school coaching pay

POST SEASON PLAY:

- A. Coaches assigned to team sports that qualify for post season competition will receive 0.8 units additional for each week in the playoffs.
- B. Coaches with individual sports will receive 0.5 units additional for each week in the playoffs.

The DUSD Board of Education shall not pay any athletic/coaching extra duty stipend amount to any member of the certificated employee bargaining unit that has not first been negotiated and included in Appendix A of this Agreement.

Additional Coaching Stipend Positions:

- A. Should the California Interscholastic Federation (CIF) include new and/or different sports from what is currently recognized by CIF for interscholastic competition and the District agrees to offer such sports programs to the students at one or both high schools, then such positions as necessary and required to coach such sports shall be added. The District and Association shall mutually agree to the stipends for such positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement.
- B. In addition, should any existing sport offering be expanded to include new levels of competition that requires a distinct and separate team from those that are currently in existence, then, the District and the Association shall permit the positions necessary and required to support such teams. The District and the Association shall mutually agree to the stipends for such positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement. This provision shall not be used to create additional positions for currently established teams and/or programs.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

ELEMENTARY SCHOOL - continued:

(i.e. – If a sport that only had a varsity level of competition was expanded to include JV or Freshmen/Sophomore competitive interscholastic teams, then additional coaching support stipends would be permissible.)

TK – 5 and SLP Certificated Bargaining Unit members shall receive an hourly stipend when serving as Administrative Designee during an Individualized Education Plan meeting held during their prep, during lunch and at the beginning or end of an instructional day.

Administrative Designee: ~~\$57.23~~ **\$58.23** per hour

Robotics Coach (Grades 3-5) shall receive an extra-duty hourly stipend of ~~\$35.65~~ **\$36.27** for up to 16 hours of coaching.

Categorical Resource Teacher: ~~\$2,500~~ **\$2,544 per year**

Combination Class Teacher: ~~\$7,500~~ **\$7,631 per year**

VOLUNTARY TEACHER SUPERVISION OF STUDENTS:

Supervision Rate: ~~\$32.33~~ **\$32.90** per hour

SUMMER STAFF DEVELOPMENT DAYS:

Attendance at all summer Staff Development Days shall be strictly voluntary. Teachers shall be paid at the rate of ~~\$269.49~~ **\$274.21** per each summer Staff Development Day less statutory benefits including Workers Compensation, SUI and Medicare, if applicable.

SPECIAL PROVISIONS:

An annual stipend of ~~\$3020~~ **\$3073** in addition to an extra ten (10) days per year shall be added to the Head Nurse position in order to accommodate the increase in duties and adjust the salary appropriately based on the per diem rate of pay of that individual.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

Speech-Language Pathologists (SLPs) entering the system who have prior public or private school experience, or experience in a hospital setting, that was provided under a valid teaching credential, shall be granted credit for this experience on a year-for-year basis for initial placement on the salary schedule. An annual extra duty stipend of ~~\$5138~~ **\$5,228** will be provided to each SLP, paid monthly.

This Tentative Agreement is conditional upon ratification by the DEA membership and approval of the Downey Unified School District Board of Education.

The parties agree that this Tentative Agreement resolves all negotiations for the 2019-20 school year.



DEA President

9/27/2019

Date



Assistant Superintendent
Certificated Human Resources

9/27/2019

Date