

**Memorandum of Understanding
Between Downey Education Association
and
Downey Unified School District**

This memorandum of understanding is entered into by and between the Downey Unified School District ("District" or "DUSD") and the Downey Education Association ("DEA") with regard to the following:

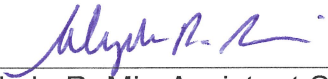
Salary Reclassification for Additional Course Work/Column Advancement

All Bargaining Unit Members completing the Cultural Proficiency Certificate Program provided by DEA, DUSD and Pepperdine University during the 2020-21 school year will be given one (1) semester unit which may be used for the purpose of salary reclassification.

Verification:

Official certificate of completion must be submitted to the Certificated Human Resources Office by July 30, 2021 before reclassification can occur. Certificates submitted after this date will not be accepted.

For the District:



Alyda R. Mir, Assistant Superintendent
Assistant Superintendent

Date: 12-3-2020

For the Association:



Jim Mogan, President
DEA

Date: 12-3-2020