

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

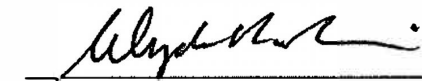
ARTICLE XXIV ~ FRINGE BENEFITS

The Downey Unified School District ("District") and Downey Education Association ("Association") enter into this Memorandum of Understanding regarding Fringe Benefits recognize that due to the high need of certain positions that exist within the scope of District operations, the need to reinstate employees that have left the District in search of other opportunities, will be allowed to be reinstated by August 31, 2023, with the following amendment:

- B. The District shall fund the health and welfare benefits of all newly hired bargaining unit members as described in this Article and shall not require the bargaining unit member to exceed a 20% maximum contribution for all plans, which include medical, vision, and dental. ***However, any previous Downey Unified employee who worked for a minimum of five (5) years of continuous service with positive performance evaluations shall be able to be reinstated to pay the 10% maximum contribution.***

THIS MOU EXPIRES ON AUGUST 31, 2023.

For the District:



Alyda R. Mir
Assistant Superintendent
Certificated Human Resource

12-20-22

Date

For the Association:



Jim Mogan
President
Downey Education Association

12-20-22

Date