

Downey Unified School District  
CERTIFICATED HUMAN RESOURCES  
Effective July 1, 2023

SALARY SCHEDULE/RATES PROVISIONS

AR 4141

Column Requirements:

- Classification B – Provisional California credentials (Intern, PIP, STP, Emergency, etc.) and a Bachelor's Degree valid for the level or subject area taught.
- Classification C – Preliminary or Clear 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.
- 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.
- 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.

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Initial Placement:

1. Public School Experience

Prior public and private school experience shall be credited on a year-to-year basis when worked with a Preliminary or Clear Credential only. A school year shall be defined as 75 percent of the teaching days within each year. A long-term certificated substitute employee, who works in the same assignment for a minimum of 75 percent of the school year will receive service credit for that year on the salary schedule when hired on a Temporary/Probationary Teaching Contract. 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. 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. In such cases, official university documentation will be required.

3. Military Experience

No credit is provided.

4. 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 (5<sup>th</sup>) step of the salary schedule.

5. 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.

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SALARY SCHEDULE/RATES PROVISIONS - continued

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.

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 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.

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Advance in Classification - continued

2. All course work shall be Graduate or upper division level from an accredited teacher training institution in the areas listed below:

Category A

Anthropology	History
Art Appreciation	Mathematics
Bilingual Education	Music Appreciation
Business Administration	Philosophy
Computer Concepts and Application*	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)	Journalism
Aviation	Music (except Music Appreciation)
Ceramics	Performing Arts
Handicrafts	Photography
Health	Physical Education
Home Economics	Word Processing
Industrial Studies	

3. An accredited teacher training institution is defined as all those institutions for teacher training accredited by any of the following Associations:
  - a. Accrediting Commission for Community and Junior Colleges (ACCJC) Western Association of School and Colleges

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Advance in Classification - continued

- b. Accrediting Commission for Community and Junior Colleges (ACCJC) Western Association of School and Colleges
  - c. Higher Learning Commission (HLC)
  - d. Middle States Commission on Higher Education (MSCHE)
  - e. New England Commission of Higher Education (NECHE)
  - f. Northwest Commission on Colleges and Universities (NWCCU)
  - g. Western Association of School and Colleges (WASC), 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.
  - h. Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
- 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 educator training institution and units must be acceptable to the University of California or State universities granting the degree.

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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.

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AR 4141  
BASIC TEACHER'S SALARY SCHEDULE 2023-24

**Effective July 1, 2023**

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

<u>STEPS</u>	<u>B</u> BA + Provisional Credential	<u>C</u> BA + 30 & Preliminary or Clear Credential or Master's & Preliminary or Clear Credential	<u>D</u> BA + 45 & Preliminary or Clear Credential or Master's + 15 & Preliminary or Clear Credential	<u>E</u> BA + 60 Preliminary or Clear Credential or Master's + 30 & Preliminary or Clear Credential	<u>F</u> BA + 75 Preliminary or Clear Credential or Master's + 45 & Preliminary or Clear Credential
1	\$68,516	\$73,602	\$78,693	\$83,768	\$88,852
2	\$71,058	\$76,139	\$81,224	\$86,300	\$91,379
3	\$73,592	\$78,671	\$83,750	\$88,842	\$93,921
4	\$76,119	\$81,208	\$86,290	\$91,371	\$96,454
5	\$78,660	\$83,742	\$88,818	\$93,908	\$98,992
6	\$81,192	\$86,281	\$91,360	\$96,438	\$101,525
7		\$88,810	\$93,897	\$98,969	\$104,057
8		\$91,343	\$96,425	\$101,504	\$106,593
9			\$98,957	\$104,051	\$109,127
10			\$102,651	\$107,736	\$112,809
15-20			\$110,519	\$115,610	\$120,683
21-25			\$115,602	\$120,667	\$127,571
26-29			\$118,973	\$125,495	\$133,762
30				\$130,688	\$140,254

*Per new CalSTRS regulations, you may also refer to the new version of the salary schedules on our District website – Employee Resources, Salary Schedules (Certificated Employees). Schedule T = Basic, Schedule F = Master's.*

**MASTER'S or DOCTORATE:** Columns C, D, E, or F  
\$778 for earned Master's degree  
\$3,197 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.

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**\*Schedule J ~ 2023-24**

(Clinical School Therapists & Speech/Language Pathologists)

<u>STEPS</u>	<u>B</u> BA + Provisional Credential	<u>C</u> BA + 30 & Preliminary or Clear Credential or Master's & Preliminary or Clear Credential	<u>D</u> BA + 45 & Preliminary or Clear Credential or Master's + 15 & Preliminary or Clear Credential	<u>E</u> BA + 60 Preliminary or Clear Credential or Master's + 30 & Preliminary or Clear Credential	<u>F</u> BA + 75 Preliminary or Clear Credential or Master's + 45 & Preliminary or Clear Credential
1	\$75,399	\$80,485	\$85,576	\$90,651	\$95,735
2	\$77,941	\$83,022	\$88,107	\$93,183	\$98,262
3	\$80,475	\$85,554	\$90,633	\$95,725	\$100,804
4	\$83,002	\$88,091	\$93,173	\$98,254	\$103,337
5	\$85,543	\$90,625	\$95,701	\$100,791	\$105,875
6	\$88,075	\$93,164	\$98,243	\$103,321	\$108,408
7		\$95,693	\$100,780	\$105,852	\$110,940
8		\$98,226	\$103,308	\$108,387	\$113,476
9			\$105,840	\$110,934	\$116,010
10			\$109,534	\$114,619	\$119,692
15-20			\$117,402	\$122,493	\$127,566
21-25			\$122,485	\$127,550	\$134,454
26-29			\$125,856	\$132,378	\$140,645
30				\$137,571	\$147,137
<p><b><i>*The above salaries include a Master's Degree Stipend of \$778.00 and the Annual CST/SLP stipend of \$6,105.</i></b></p>					



Downey Unified School District  
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**PSYCHOLOGIST SALARY SCHEDULE ~ P**

(192 CONTRACT DAYS)

**Effective July 1, 2023**

STEP 1 ~ \$120,907

STEP 2 ~ \$123,374

STEP 3 ~ \$125,891

STEP 4 ~ \$128,461

STEP 5 ~ \$131,082

STEP 10 ~ \$135,014

STEP 15 ~ \$139,064

STEP 20 ~ \$143,237

STEP 25 ~ \$147,533

STEP 30 ~ \$152,525

Doctorate: \$ 3,197

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries

1. Counselors:

Responsibility factor added to basic salary:

1 <sup>st</sup>	Year -	\$5,782
2 <sup>nd</sup>	Year -	\$5,901
3 <sup>rd</sup>	Year -	\$6,020
4 <sup>th</sup>	Year -	\$6,138
5 <sup>th</sup>	Year -	\$6,258

1a. Counselor Hourly Rate: \$64.24

2. Adult School / CTE Hourly Rate:

Step 1 -	\$54.41 per hour
Step 2 -	\$55.58 per hour
Step 3 -	\$56.84 per hour
Step 4 -	\$57.93 per hour
Step 5 -	\$59.09 per hour

3. Other Hourly:

ALL EXTRA-DUTY SHALL BE PAID AT THE RATE OF \$43.55 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).

1. 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	\$603.00
Additional Amount	\$ 29.09

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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

6. Summer School Hourly Rate:

Elementary	\$68.50
Middle & High School	\$68.50
Speech-Language Pathologist	\$80.37

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	\$2,198
8. TIP Consulting Teacher	\$6,714
9. TIP Consulting Teacher Coordinator	\$1,914
10. TIP Panel Member	\$5,494
11. Robotics Coach (MS/HS)	\$1,851
12. Rugby Club Coach	\$1,685
13. Unified Sports Lead (District)	\$3,060
14. Unified Sports Lead (Site)	\$1,683
15. Skills USA Site Coordinator (HS)	\$4,984
16. Skills USA Advisor	\$1,851
17. Skills USA Advisor (Nationals)	\$1,851
<i>(Must qualify and attend State conference in order to receive stipend)</i>	
18. Skills USA (State)	\$1,851
<i>(Must qualify and attend State conference in order to receive stipend)</i>	

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries - continued

19. Psychologist Lead	\$3,588
(to be voted on annually by the Psychologists by June 1, for the following year)	
20. Psychologist Intern Supervisor	\$1,914
21. CST Intern Supervisor	\$1,914
22. CST Lead	\$3,588
23. SLP Lead	\$3,588
24. SLP Mentor (for 5 <sup>th</sup> year students)	\$1,914
25. Social Skills Advisor (ES/MS/HS)	\$1,567
26. Technology Teacher Leaders:	
Elementary	\$2,986
Middle & High School	\$2,986
27. PLC/Grade Level Lead Teacher:	
Elementary	\$1,914
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)	
Special Ed. ILT Representative	\$1,122
28. PLC Lead Core Teacher:	
Middle & High School	\$1,914
English / Math / Social Science / Science (4 per core subject) for a total of ~ 16	
High School Only: CTE (2) /LOTE (4) / VPA (1) for a total of ~ 23	
29. AVID Site Coordinator:	
Elementary School	\$1,862
Middle School	\$3,323
High School	\$4,984

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries - continued

30. HIGH SCHOOL:

Yearbook	\$4,749
Band	\$5,603
Choral	\$3,690
Cheer/Drill Team	\$4,127
Drama	\$3,706
Newspaper	\$4,175
Pep Squad	\$4,127
Assistant Pep Squad	\$3,186
Competitive Dance Team	\$4,016
Competitive Cheer Team	\$4,016
Student Activity Director	\$9,171
Link Crew	\$2,864

31. CONTINUATION HIGH SCHOOL:

Yearbook/Newspaper	\$4,127 (2/3-Yearbook / 1/3-Newspaper)
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32. MIDDLE SCHOOL:

Yearbook	\$1,851
Drama	\$1,851
Band	\$1,851
Marching Band	\$1,992
Student Council Advisor	\$3,299
W.E.B.	\$1,815
Choir	\$1,815

33. ELEMENTARY SCHOOL:

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

Carnival of Champions Coach	\$1,685
Carnival of Champions Asst. Coach	\$ 510
Choir	\$ 505
Student Council Advisor	\$1,594

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries – continued

34. HIGH SCHOOL – ATHLETICS:

Athletic Director	\$9,171
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Baseball/Softball

Head	\$5,501
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Assistant Varsity	\$3,301
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JV	\$3,852
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Frosh/Soph	\$3,301
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35. HIGH SCHOOL – ATHLETICS - continued

Basketball

Head	\$5,628
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Assistant Varsity	\$3,377
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JV	\$3,938
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Frosh	\$3,377
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Beach Volleyball

Head	\$3,751
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Cross Country\*

Head	\$3,907
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Assistant Varsity	\$2,345
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Football\*

Head	\$6,520
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Assistant Varsity	\$3,913
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JV	\$4,753
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Frosh	\$3,913
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Golf

Head	\$3,855
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JV	\$2,646
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Lacrosse

Head	\$4,734
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JV	\$3,223
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Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

28. HIGH SCHOOL – ATHLETICS - continued

Soccer

Head	\$5,089
JV	\$3,560
Frosh	\$3,005

Swimming

Head	\$3,855
JV	\$2,715

Tennis

Head	\$4,137
JV	\$3,061

Track

Head	\$5,172
Assistant	\$3,105
Frosh	\$3,282

Volleyball

Varsity	\$4,644
Asst Varsity	\$2,786
JV	\$3,250
Frosh	\$2,786

Water Polo\*

Head	\$4,029
JV	\$2,820
Frosh	\$2,418

Wrestling

Head	\$4,029
JV	\$3,500
Frosh	\$2,964

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

28. MIDDLE SCHOOL

Athletic Director	\$6,662
Baseball/Softball	\$1,685
Basketball A & B	\$1,685
Cheer Advisor	\$1,685
Football	\$1,685
Soccer	\$1,685
Track	\$1,685
Volleyball	\$1,685
Wrestling	\$1,685
Intramural Sports	\$ 408

\* 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.



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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries - continued

POST SEASON PLAY - continued:

- 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.

(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.)

ELEMENTARY SCHOOL

TK – 5 and SLP Certificated Bargaining Unit members shall receive the hourly rate when serving as Administrative Designee during an Individualized Education Program meeting held during their prep period, during lunch, and before or after the instructional day.

Early Childhood Special Education (ECSE) Certificated Bargaining Unit members shall receive the hourly rate when serving as Administrative Designee during an Individualized Education Program meeting held during their prep period, during lunch, and before or after the instructional day.

Administrative Designee: \$67.99 per hour

Robotics Coach (Grades 3-5) shall receive an extra-duty hourly stipend of \$43.55 for up to 16 hours of coaching.

Categorical Resource Teacher: \$2,971 per year

Combination Class Teacher: \$8,911 per year

GLAD/Dual Teacher (TK-5 Only) \$5,304 per year

Downey Unified School District  
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SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

VOLUNTARY TEACHER SUPERVISION OF STUDENTS:

Supervision Rate: \$38.41 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 \$320.19 per each summer Staff Development Day less statutory benefits including Workers Compensation, SUI and Medicare, if applicable.

SPECIAL PROVISIONS

An annual stipend of \$3,588 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.

Clinical School Therapists (CSTs) and 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 \$6,105 will be provided to each SLP, paid monthly.

Approved: 11/15/05, 2/21/06, 12/5/06, 12/18/07, 4/20/10, 6/26/12, 6/25/13, 6/24/14,  
8/19/14, 6/23/15, 7/12/16, 9/6/16, 1/17/17, 10/16/18, 12/11/18, 10/8/19, 11/2/21, 12/6/22