

**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, a collaboration between DEA, DUSD and Pepperdine University, during the 2025-26 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 31, 2025 before reclassification can occur. Certificates submitted after this date will not be accepted.

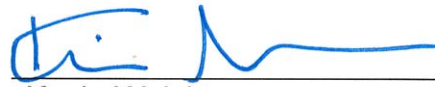
For the District:


Alyda R. Mir, Ph.D.
Assistant Superintendent
DUSD

Date:

09/09/2025

For the Association:


Kevin Welch
President
DEA

Date:

9/9/2025