

TENTATIVE AGREEMENT  
BETWEEN DOWNEY UNIFIED BOARD OF EDUCATION AND  
DOWNEY EDUCATION ASSOCIATION (DEA)  
FOR  
COLLECTIVE BARGAINING AGREEMENT  
AUGUST 1, 2024 Through JULY 31, 2027

**Effective August 1, 2025**

**APPENDIX A ~ AR 4141**

**SALARY SCHEDULE/RATES PROVISIONS**

CHANGE:

The District shall provide a **2.0%** ongoing salary increase to all rates and stipends and other areas of compensation as delineated in the Collective Bargaining Agreement ***effective August 1, 2025.***

**ARTICLE XIII ~ CLASS SIZE**

CHANGE:

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

1. The District will staff Transitional Kindergarten at **1:20. However, the District reserves the right to place additional students, up to the state maximum of 24, with the addition of another adult.**

F. The District caseload average of Speech and Language Pathologists shall not exceed the requirements stated in the State Education and Administrative Code.

Individual Speech and Language Pathologists caseloads shall not exceed ***an average of 56. Once the average is exceeded the union representative and the Assistant Superintendent of Certificated Human Resources will meet and confer.***

## **ARTICLE XXIII ~ SUMMER SCHOOL TEACHERS**

### **CHANGE:**

- B. Selection and appointment of District summer school personnel shall be the responsibility of the **summer school** site administrator **in conjunction with Certificated Human Resources.**
- C. Regularly employed members of the certificated employee bargaining unit shall be given preference over teachers from outside the district of summer school placement. A current satisfactory evaluation of regular teacher performance is required for summer school teaching. **Member who is currently assigned to the MSP or PAR Program(s) through the evaluation process shall not be eligible for summer school or extended school year position unless otherwise agreed upon by both parties.**
- D. Selection and appointment – members of the certificated employee bargaining unit employed on a two hundred (200) day contract or less shall be considered as qualified applicants for a summer school assignment. Summer school teaching assignments shall be limited to two consecutive summer school sessions so long as other qualified teachers have applied to teach summer school. If a teacher accepts a summer school assignment and then declines after May 10, the initial acceptance will count as though the teacher completed the summer assignment. **Regardless of consecutive summers taught, tenured** bargaining unit members will have first priority for summer school assignments.
- E. The elementary teacher workday for summer school will be no less than four (4) hours. The middle school and high school teacher workday for summer school will be no less than four and one-half (4.5) hours. Each summer school teacher shall be paid the summer school daily rates as enumerated in Appendix A of this Agreement, for each summer school workday worked.
- F. The following criteria shall be the primary basis for making specific teaching assignments:
  - 1. Recent teaching experience in a particular subject or grade level
  - 2. Credential(s)
  - 3. Major
  - 4. Minor
  - 5. Specific program competencies and training

If the above listed primary criteria are equal between two or more candidates being considered for the same summer school job, the **summer school** site administrator **in**

**conjunction with Certificated Human Resources** may then consider the use of other secondary criteria that are objective in nature in making the final selection for the particular teaching position in question.

#### **ARTICLE XXIV ~ FRINGE BENEFITS**

CHANGE:

##### **Q. Spouse/*Domestic Partner***

The eligible spouse/***domestic partner*** of the employee shall be afforded health benefits commensurate with the retiree's eligibility period provided he/she is enrolled or will be properly enrolled during the designated open enrollment period. Notice AB 205, Domestic Partner Insurance Eligibility, extends the rights and duties of marriage to persons as domestic partners in the state of California on and after January 1, 2005, in compliance with the current statute. ***Dependents do not qualify for the Early Retirement Benefit Plan.***

##### **R. Spouse/*Domestic Partner* Term of Coverage**

1. The coverage of the health insurance plan shall be for a period not to exceed 10 years for employees between the ages of 55 and 65.
2. In the event of the retiree's death, the surviving spouse may continue health benefit coverage for a period commensurate with the eligibility period remaining to the retiree prior to death, subject to company rulings, and providing the spouse assumes the cost of the premiums for said coverage by paying in advance on a quarterly basis as directed by the Business Services.
3. Failure of the surviving spouse to meet payment dates will automatically cancel the spouse's coverage in the health plan without reinstatement privileges.
4. The remarriage of the surviving spouse automatically cancels coverage under this plan.

##### **S. Health Plan Premium**

1. The District will pay the premium cost for health benefits coverage for both retiree and the eligible spouse at the annual approved premium rate, but not to exceed the total dollar amount allotted to full-time employees in service with the District. ***Dependents do not qualify for the Early Retirement Benefit Plan.***

Downey Unified School District  
CERTIFICATED HUMAN RESOURCES

AR 4141  
BASIC TEACHER'S SALARY SCHEDULE

Effective August 1, 2025

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).

<b><u>STEPS</u></b>	<b><u>B</u></b> BA + Provisional Credential	<b><u>C</u></b> BA + 30 & Preliminary or Clear Credential or Master's & Preliminary or Clear Credential	<b><u>D</u></b> BA + 45 & Preliminary or Clear Credential or Master's + 15 & Preliminary or Clear Credential	<b><u>E</u></b> BA + 60 Preliminary or Clear Credential or Master's + 30 & Preliminary or Clear Credential	<b><u>F</u></b> BA + 75 Preliminary or Clear Credential or Master's + 45 & Preliminary or Clear Credential
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**HIGH SCHOOL Stipends**

CHANGE:

***Robotics Coach (HS)***                **\$4,134**  
***JROTC Lead***                        **\$1,906**

Pep Squad ***Sideline/Spirit Cheer Varsity***                        **\$4,248**  
Cheer/Dritt Team ***Sideline/Spirit Cheer JV***                        **\$4,248**  
Assistant Pep Squad ***Sideline/Spirit Cheer Frosh***                        **\$3,280**

**HIGH SCHOOL Stipends** (continued)

Cross Country

**JV** \$3,196

Football

**JV Assistant** \$4,028

**Frosh Assistant** \$3,398

Soccer

**Assistant** \$3,477

Stunt

**Varsity** \$4,134

**JV** \$3,280

~~Competitive Cheer~~ **Traditional Competitive Cheer (TCC)**

~~Competitive Cheer Team~~ **TCC Competitive Cheer Varsity** \$4,134

**TCC Competitive Cheer JV** \$3,280

~~Pep Squad~~ **Sideline/Spirit Cheer Varsity** \$4,248

~~Cheer/Drill Team~~ **Sideline/Spirit Cheer JV** \$4,248

~~Assistant Pep Squad~~ **Sideline/Spirit Cheer Frosh** \$3,280

**MIDDLE SCHOOL Stipends:**

CHANGE:

~~Cheer Advisor~~ **Dance & Pep Squad** \$2,124

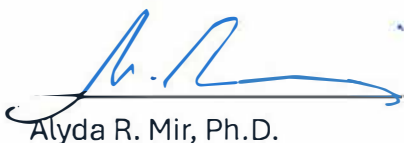
AGREED UPON NOVEMBER 21, 2025

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
Esther Jeong

Bargaining Chair

FOR THE DISTRICT:

  
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Alyda R. Mir, Ph.D.

Assistant Superintendent