

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

**Extension of Health and Welfare Benefits for Participants in the Retirement Incentive Program  
(a.k.a. the PARS retirement benefit)**

This Memorandum of Understanding ("MOU") is entered into by and between the Downey Unified School District ("District") and the Downey Education Association (DEA), regarding health and welfare benefits for eligible certificated employees who participate in the District's approved retirement incentive program.

The Board of Education has approved an enhancement to the District's retirement incentive program that allows eligible retiring certificated employees to extend District health and welfare benefits to their dependent children, in addition to their spouse/domestic partner.

This provision applies only to certificated employees who:

- Meet all eligibility requirements for the District's retirement incentive program; and are approved to participate in the retirement incentive program.
- Eligibility for dependent coverage shall continue until the earlier of:
  - The dependent child ages out of benefit eligibility as defined by the health plan; or
  - The retired employee ages out of District-paid health and welfare benefits under the retirement incentive program;  
*Whichever of the above occurs first.*

This MOU is effective upon approval by both parties and applies exclusively to employees who retire under the District's approved retirement incentive program (PARS) 2025-2026.

For the District:



Alyda R. Mir, Ph.D.  
Assistant Superintendent  
Elementary Educational Services and  
Certificated Human Resources

Date: 12/12/2025

For the Association:



Kevin Welch  
President  
DEA

Date: 12/12/2025