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 and DUSD, during the 2026-27 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, 2026 before reclassification can occur. Certificates submitted after this date will not be accepted.

For the Association:

Kevin Welch
President
DEA

Date: 9/24/26

For the District:

Darryl Browning, Ed.D.
Assistant Superintendent
DUSD

Date: 9/24/2026