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

Effective July 1, 2026

APPENDIX A

SALARY SCHEDULE/RATES PROVISIONS

CHANGE:

The District shall provide a ***3.0%*** ongoing salary increase to all rates and stipends and other areas of compensation as delineated in the Collective Bargaining Agreement ***effective July 1, 2026***.

ARTICLE IX ~ HOURS OF EMPLOYMENT

CHANGE:

N. With respect to various meetings required by Federal and State Regulations governing individualized education programs for special education students and for meetings held about students who may qualify under Section 504 of the Rehabilitation Act of 1973, the following shall apply:
   1. The District shall make a good faith effort to schedule such meetings during daily work hours ~~rather than at night~~. ***When circumstances do not allow, Bargaining Unit Members attending IEP, 504, and/or SST meetings that go past the contracted workday shall be compensated at the Extra Duty Rate.***

ARTICLE XIII ~ CLASS SIZE

CHANGE:

6. Grades 6 – 12 at 1:34 pupil contacts per period (PCPP). Exceptions to this provision shall be classes in physical education, typing, music, and driver education.
   a. ~~High school~~ **Secondary** teachers teaching ELA, LOTE, math, science, and/or, social science, and who are not receiving payment for teaching an additional period (18%), will be paid a stipend of $190.58 per month, or any portion thereof, for each additional student above the negotiated cap when mutually agreed upon.
7. Combined class averages assigned to an individual classroom teacher, except classes in physical education, music, typing, and driver education, shall not exceed the PCPP by more than 10% **(187 student contacts)**, and no single class shall exceed the PCPP by more than 20% in the event the classroom teacher's average class size is significantly low due to assignment of a low enrollment class(es).

10. Special Education classes shall not exceed the requirements of the Education and Administrative Code~~. One (1) day substitute coverage shall be provided each semester for Special Day Class teachers to assist them in completing student IEP forms.~~

ARTICLE XVII ~ TRANSFERS

CHANGE:

A. Transfers shall be defined as a change in teaching positions from one school to another. Requests for transfer may be initiated only by a permanent teacher with appropriate EL authorization, the principal of the teacher's school, or by the Superintendent or designee.

   The approval of the Superintendent or designee is required before a transfer can occur. **The Superintendent or designee shall have final authority to approve or deny any proposed transfer.**

   Teacher-requested transfers shall be granted before hiring new employees when the training, experience and abilities of the requesting bargaining unit member match the vacant positions job specifications.

APPENDIX A

SALARY SCHEDULE/RATES PROVISIONS

CHANGE:

Master's Stipend – **$1,300**
Doctorate Stipend – **$4,357**

31. PLC Lead Core Teacher*:

Middle & High School $2,009

English / Math / Social Science / Science / **LOTE** ~~(4 per core subject) for a total of ~~16~~

High School Only: CTE ~~(2)~~ /LOTE ~~(4)~~ / V**A**PA ~~(1) for a total of ~~23~~

ELEMENTARY Stipends

ADD:

Robotics (State) **$1,944 per year**
(Must qualify and attend State conference in order to receive stipend)

Robotics (National/World) **$1,944 per year**
(Must qualify and attend National/World conference in order to receive stipend)

MIDDLE SCHOOL Stipends

ADD:

Robotics (State) **$1,944 per year**
(Must qualify and attend State conference in order to receive stipend)

Robotics (National/World) **$1,944 per year**
(Must qualify and attend National/World conference in order to receive stipend)

HIGH SCHOOL Stipends

ADD:

Folklorico **$2,948**

Robotics (State) **$1,944 per year**
(Must qualify and attend State conference in order to receive stipend)

Robotics (National/World) **$1,944 per year**
(Must qualify and attend National/World conference in order to receive stipend)

APPENDIX F

SITE BASED DECISION-MAKING AND WAIVER REQUESTS

CHANGE:

1. The waiver shall be filed by the DEA Faculty Representative(s) with the DEA after proper consultation with certificated bargaining unit members at the school site. The waiver must receive signed support by at least ~~75~~ **67** percent of the certificated bargaining unit members employed at the site and such signature sheet shall be attached to the waiver request.

5. Site based decision making and waiver request. "Once a waiver has been approved for three consecutive years by the staff of any school site, then that waiver shall establish said practice as the binding operational practice for that school site. Once such a practice has been established and successfully passed for three consecutive years, then a ~~seventy-five~~ **sixty seven** percent vote of the certificated bargaining unit members employed at that site shall be required to return from such practice to the original mandates of the Master Collective Bargaining Agreement. The ~~2002-03 school year~~ **(enter school year here)** shall be considered year one of the purpose of establishing the required three consecutive years of waiver approval to implement this change."

AGREED UPON SEPTEMBER 15, 2026

FOR THE ASSOCIATION:

D Evans

Denise Evans
Bargaining Chair

FOR THE DISTRICT:

Darryl Browning, Ed.D.
Assistant Superintendent