

TENTATIVE AGREEMENT
BETWEEN
DOWNEY UNIFIED BOARD OF EDUCATION
AND
DOWNEY EDUCATION ASSOCIATION (DEA)
FOR
MASTER AGREEMENT

AUGUST 1, 2018
Through
JULY 31, 20123

APPENDIX A ~ AR 4141

SALARY SCHEDULE/RATES PROVISIONS

Change:

The District shall provide a **2.75% salary increase** to all rates and stipends and other areas of compensation as delineated in the Collective Bargaining Agreement.

In addition, bargaining unit members who are employed by the District on August 31, 2018 shall receive a one time **1.25%** off-schedule payment calculated on the unit member's placement on the newly ratified 2018-19 salary schedule, to be paid in one (1) increment no later than the December 31, 2018 pay warrant.

Verification:

Official Transcripts verifying course work for reclassification must be on file in the Certificated Human Resources Office before reclassification can occur. Transcripts bearing the university/college official seal and registrar's signature, or grade reports/credit certificates bearing the university/college official seal and registrar's signature, may be submitted as verification of completed course work. The responsibility for seeing that verification of course work completed is received by the Certificated Human Resources Office rests entirely with the teacher. There will be no retroactive pay given for work completed before verification is received.

APPENDIX D ~ CERTIFICATED EVALUATION FORMS

ADD:

PSYCHOLOGIST

ARTICLE II ~ RECOGNITION

ADD AND DELETE:

- A. The Board recognizes the Association as the exclusive representative for those certificated employees listed below for the purpose of meeting and negotiating:

Teachers (Permanent)	Teachers on Special Assignment
Teachers (Probationary)	Teacher Specialist
Teachers (Temporary)	Counselors
Teacher Interns	Librarians
Teacher Trainees	Nurses
Adult School Teachers	Speech-Language Pathologists
Hourly CTE Teachers	Psychologists

- B. Positions excluded from the bargaining unit shall include, but are not limited to those listed below:

Superintendent	Vice Principal
Assistant Superintendent	Program Administrator
Director	Program Specialist
Principal	Psychologist
Assistant Principal	Substitute Teacher

ARTICLE IV ~ DEFINITIONS

CHANGE TO READ:

- F. **“Teacher Work Year”**

Will be extended to 185 days (180 instructional, five (5) student free days/staff development). These two additional days will be added to the ~~2016-17~~ **2018-19** school calendar, but will sunset at the completion of the ~~2016-17~~ **2018-19** school year.

ARTICLE VII ~ NEGOTIATION PROCEDURES

CHANGE TO READ:

- A. The Association shall submit its initial proposal for a Successor Agreement to the Board of Education before bargaining. For the ~~2016-2017 and 2017-2018~~ **2019-2020 and 2020-2021** school years, negotiations for each side shall be limited to salary, benefits, and a maximum of two (2) re-openers.

ARTICLE IX ~ HOURS OF EMPLOYMENT

CHANGE:

H. Attendance of teachers at principal-scheduled faculty meetings and professional development activities shall not extend beyond eight (8) hours from the start of the teacher's workday. Such extended-day meetings shall be limited to one (1) day per any school week or portion thereof, to attend any administratively called faculty meeting, grade level or department meeting, Professional Learning Committee (PLC) meeting, or any other in-service or training activity. Administrative called meetings the week of Back to School Night, Open House and the week Report Cards are due shall not extend beyond the 7.5-hour workday. ***No afterschool meetings shall take place on the day before a holiday.***

ARTICLE XI ~ COUNSELORS

ADD TO READ:

G. Counselors shall receive their hourly stipend when serving as Administrative Designee during an Individualized Education Plan meeting held outside of their regular work hours.

H. No secondary counselor shall be compelled to attend any school-sponsored night meeting past 9:00 p.m. No counselor shall be required to attend more than four (4) school-sponsored night meetings per school year, at the Principal's discretion, other than on a voluntary basis.

I. For additional school-sponsored night events, the site administrator shall ask for counselors' support and those counselors shall be paid at the counselor hourly rate.

J. Should an insufficient number of counselors volunteer, then all members of the counseling department at that site shall be placed on a seniority-based rotation schedule that equitably distributes the required services and functions of the guidance office.

ARTICLE XII ~ PSYCHOLOGISTS

ADD NEW ARTICLE:

1. Psychologist hours of employment shall be eight (8) hours per day including a thirty-five (35) minute lunch period. The length of the psychologist's workday shall be structured and directed on an equitable basis by the immediate administrator. The Psychologist's day starts thirty (30) minutes before the start of the school day. Except when they are required to provide support to

school sites or district within the scope of their essential functions that may extend beyond the eight (8) hour workday when deemed necessary by the principal or designee for the safety and well-being of students. If an emergency mental health issue arises, the psychologist will stay until a member of the DUSD Mental Health Team arrives.

- 2. Psychologist will be evaluated by the Special Education Director with input from the site administrator using existing district evaluation forms.***
- 3. The psychologist 195 day work year will reflect a teacher work year inclusive of 185 days. The ten (10) additional days must be exhausted within the period of ten (10) working days immediately preceding the opening of the school year, through the conclusion of summer school/Extended School Year. Any other arrangements for assignment must be made by joint decision of the site administrator or designee and the individual, with the approval of the Assistant Superintendent of Educational Services or designee. If there is a need for additional psychologist support which is outside of their work year, the site administrator shall ask the psychologists assigned to the site to provide this additional support. Should an insufficient number of psychologists volunteer, all psychologists shall be placed on a seniority based rotation schedule that equitably distributes the required services. These individuals shall be paid at their per diem rate.***

ARTICLE XVI ~ TRANSFERS

CHANGE AND ADD:

B. Teacher-Requested Transfer:

1. For Vacancies that occur before April 15 the following criteria shall be applied: if two or more permanent classroom teachers apply for the same vacancy, the teachers with an appropriate basic teaching credential allowing him/her to teach the class, and the greatest seniority shall receive the transfer.
Appropriate forms shall be available at the Certificated Human Resources Office and from each building principal's office. Individual transfer requests must be submitted to Certificated Human Resources before April 15. If any provision of this Article or any application thereof to any member of the bargaining unit is held to be contrary to the law, such provision shall be invalid, and the part that was determined to be invalid will be rewritten by the Association and the District in a cooperative manner to comply with current law. Once the determination has been made that the Article was invalid, the two parties will meet within 30 calendar days to correct the Article to comply with current law.

In acting on requests for voluntary transfer, the following criteria will be applied:

- a. Credentialing requirements
- b. Major/Minor field of study
- c. The most recent evaluation shall be satisfactory in its overall assessment of the teacher's working performance
- d. ~~Previous experience, within the past five (5) years, in the grade/subject area where the transferee is to be placed~~

d. Teachers on an Action Plan, Advisory Teachers, or Intervention Teachers are not eligible for transfer until they have exited the TIP Program, unless mutually agreed upon by the TIP Panel and District.

~~e. If the above criteria are approximately equal, then first preference in transfer shall be given to the applicant with the greatest seniority.~~

e. Previous experience, within the past five (5) years, in the grade/subject area where the transferee is to be placed.

f. If the above criteria are approximately equal, then first preference in transfer shall be given to the applicant with the greatest seniority.

However, for vacancies that occur after April 15 of the current school year prior to the school year in which the transfer would become effective, all qualified internal applicants who apply for a vacant position at a specific school site shall not be granted priority over external applicants who apply for a vacant position at a specific school site. If no external candidate applies for a vacancy at a specific school site, the same procedures for voluntary transfers shall apply.

C. Involuntary Transfers or Reassignment:

- 5. A reassignment is a change in the current assignment within the same school. Before making a reassignment, the principal shall discuss the reassignment with the teacher as early as possible.
 - a. Should a reassignment at the elementary level require a change of rooms or grade level, the principal will make provisions for the movement of the unit member's materials. If the reassignment is made after the start of the current school year, two (2) instruction free days shall be made available before beginning the new assignment, upon the request of the teacher.

- b. Should relocation, at any level, occur after the beginning of the school year, two (2) instruction free days shall be made available before beginning the new assignment, upon request of the teacher.
- c. ***If it is determined that a TOSA shall return to the classroom, they shall:***
- ***Have an opportunity to select from any classroom vacancy for which they are appropriately credentialed.***
 - ***Assume all special assignments and adjunct duties associated with classroom vacancy they fill for a minimum of three (3) years unless mutually agreed otherwise.***
 - ***Have an opportunity to select from any classroom vacancy that has been posted by Human Resources (including those held by temporary contract teachers).***
 - ***If there are multiple TOSAs who meet the above criteria, priority will be given based on seniority.***

ARTICLE XVII ~ LEAVES

CHANGE TO READ:

2. Military Leave

Military Leave of Absence With Pay ~ The Board of Education authorizes the payment of compensation to all teachers for the first 30 calendar days of military service providing they have served the District for at least one (1) year. Military service may not be counted as District service if the leave is other than temporary. Compensation shall be ~~one-tenth~~ ***one-eleventh*** of the annual salary established for the position.

12. Personal Necessity Leave:

A regular full-time teacher may elect to use his/her annual accumulative illness or injury leave, not to exceed ten (10) days per school year for the following purposes:

- a. Death or illness of member of his/her immediate family as defined in Article IV, Section G
- b. An accident involving the teacher's person or property, or the person or property of member of a teacher's immediate family as defined in Article IV, Section G

- c. An appearance of the teacher in court as a litigant or witness under official order. The teacher is expected to return to work in cases where he/she is not required to be absent the entire day
- d. Birth or adoption of a teacher's child
- e. Imminent danger to the home of the teacher
- f. Religious holidays
- g. Activities required by virtue of holding a public elected office
- ~~h. The Board of Education shall allow teachers who are parents, guardians or grandparents having custody of one (1) or more children in K-12, inclusive, to take off up to forty (40) hours of each school year, not to exceed eight (8) hours in any one calendar month of the school year, to participate in school activities of any such child. Teacher(s) should utilize personal necessity or personal business leave for such school visits. The teacher may also utilize time off without pay to conduct such school visits. The teacher shall provide the school district with twenty-four (24) hour notice before making such a school visit during normal work hours.~~

NOTE: This new provision simply implements the current federal guidelines on this subject.

- h. In case of personal necessity where the teacher cannot reasonably be expected to disregard the situation, or where the necessity cannot be transacted outside of the teacher's assigned working hours, except that such leave may not be used for:***
 - Routine personal business***
 - Vacation, recreation, or social activities***
 - Employee organized activities***
 - Political activities or demonstrations***
 - Work stoppage and other concerted activities***
- ~~i. In case of personal necessity where the teacher cannot reasonably be expected to disregard the situation, or where the necessity cannot be transacted outside of the teacher's assigned working hours, except that such leave may not be used for:~~
 - ~~• Routine personal business~~
 - ~~• Vacation, recreation, or social activities~~
 - ~~• Employee organized activities~~

- ~~Political activities or demonstrations~~
- ~~Work stoppage and other concerted activities~~

i. The Board of Education shall allow teachers who are parents, guardians or grandparents having custody of one (1) or more children in K-12, inclusive, to take off up to forty (40) hours of each school year, not to exceed eight (8) hours in any one calendar month of the school year, to participate in school activities of any such child. Teacher(s) should utilize personal necessity or personal business leave for such school visits. The teacher may also utilize time off without pay to conduct such school visits. The teacher shall provide the school district with twenty-four (24) hour notice before making such a school visit during normal work hours.

ARTICLE XXIV ~ SALARY PROVISIONS

CHANGE TO READ:

C. The assignment of a teacher to salary schedule shall be in accordance with the provisions of Appendix A placed on the District web page.

1. Members of the certificated employee bargaining unit shall be paid on the following date:

<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>
<i>Friday, August 31, 2018</i>	<i>Friday, August 30, 2019</i>	<i>Monday, August 31, 2020</i>
<i>Friday, September 28, 2018</i>	<i>Monday, September 30, 2019</i>	<i>Wednesday, September 30, 2020</i>
<i>Wednesday, October 31, 2018</i>	<i>Thursday, October 31, 2019</i>	<i>Friday, October 30, 2020</i>
<i>Friday, November 30, 2018</i>	<i>Friday, November 30, 2019</i>	<i>Monday, November 30, 2020</i>
<i>Friday, December 28, 2018</i>	<i>Monday, December 30, 2019</i>	<i>Wednesday, December 30, 2020</i>
<i>Thursday, January 31, 2019</i>	<i>Friday, January 31, 2020</i>	<i>Friday, January 29, 2021</i>
<i>Thursday, February 28, 2019</i>	<i>Friday, February 28, 2020</i>	<i>Friday, February 26, 2021</i>
<i>Friday, March 29, 2019</i>	<i>Tuesday, March 31, 2020</i>	<i>Wednesday, March 31, 2021</i>
<i>Tuesday, April 30, 2019</i>	<i>Thursday, April 30, 2020</i>	<i>Friday, April 30, 2021</i>
<i>Friday, May 31, 2019</i>	<i>Friday, May 29, 2020</i>	<i>Monday, May 31, 2021</i>
<i>Friday, June 28, 2019</i>	<i>Tuesday, June 30, 2020</i>	<i>Wednesday, June 30, 2021</i>

ARTICLE XXV ~ SAVINGS

ADD:

In the event that any provision of this Agreement is or shall at any time be contrary to the law as determined by a court of competent jurisdiction, all other provisions of this Agreement shall continue in effect.

In such event, the employer and the Association shall, upon request of either party, immediately commence negotiations regarding the means of compliance with such law or decision.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS

AR 4141

Column Requirements

- Classification B – Regular and/or Provisional California credentials and a Bachelor's Degree valid for the level or subject area taught.
- Regular California Credential and/or Provisional California Credential and a Bachelor's Degree, with less than 30 semester units of graduate or upper division work from an accredited teacher training institution, taken after receipt of Bachelor's Degree.
- Classification C – Regular California credential or regular California credential with a Provisional California credential and a Bachelor's Degree, plus 30 semester units of graduate or upper division work from an accredited teacher training institution, taken after receipt of Bachelor's Degree or a Master's Degree or, effective 9/1/02, new hires only with a valid basic credential.
- Classification D – Regular California credential or regular California credential with a Provisional California credential and a Bachelor's Degree, plus 45 semester units of graduate or upper division work from an accredited teacher training institution, taken after receipt of Bachelor's Degree, or a Master's Degree plus 15 semester units of upper division or graduate work from an accredited teacher training institution taken after the receipt of the Master's Degree.
- Classification E – Regular California credential or regular California credential with a Provisional California credential and a Bachelor's Degree, plus 60 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of Bachelor's Degree, or the Master's Degree plus 30 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of Master's Degree.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Column Requirements - continued

Classification F – Regular California credential or regular California credential with a Provisional California credential and a Bachelor’s Degree plus 75 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of the Bachelor’s Degree, or Master’s Degree plus 45 semester units of graduate or upper division work from an accredited teacher training institution taken after receipt of Master’s Degree.

Initial Placement

1. Public School Experience

Commencing with the 1985-86 school year, prior public and private school experience shall be credited on a year-to-year basis. A school year shall be defined as 75 percent of the teaching days within each year. A long term substitute certificated employee, who qualified with respect to the required number of days constituting a school year, may receive credit on the schedule in the same manner as a regular teacher. Teachers are “rated in” only upon initial employment. Should a revision occur in credited experience, it shall not become retroactive for those employed during a school year previous to the revision.

2. Other Public and Private Schools

Experience related to the position which is to be assigned shall be credited on a year-to-year basis. A school year shall be defined as 75 percent of the teaching days within each year. A long term substitute teacher, who qualified with respect to the required number of days constituting a school year, may receive credit on the schedule in the same manner as a regular teacher.

3. Postgraduate Course Work Taken as Undergraduate

Course work listed by an accredited college or university as postgraduate credit on a teacher’s transcript shall be counted by the District as credits earned beyond the attainment of a four year degree, if those units were not applied toward the attainment of the four year degree.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

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Initial Placement - continued

4. Military Experience

No credit is provided.

5. Vocational Experience

Credit will be allowed for experience in the area of assignment on basis of one step for each two years of experience not to exceed the fifth (5th) step of the salary schedule.

6. Provisionally Credentialed Teacher

Classification shall be restricted to placement on Column B of the salary schedule until eligibility for a regular type credential has been verified. Column reclassification shall be given as provided under reclassification provisions.

New teachers shall be rated in upon the salary schedule based upon experience and units earned prior to the first day of service with the Downey Unified School District.

Salary Reclassification for Additional Course Work/Column Advancement

Credit for hours/units of course work completed for salary reclassification purposes shall be granted once the unit member has provided the Certificated Human Resources Office with the appropriate documentation to verify such course work. The salary reclassification shall be effective for the next pay period immediately following the submission of the required documentation provided that such course work satisfies the requirements established in Appendix A, subsection Advance in Classification. There shall be no limit on the number of hours a unit member may acquire for salary reclassification purposes in any given school year. For the purpose of salary reclassification one-quarter unit equals two-thirds of a semester unit.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

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Verification:

Transcripts verifying course work for reclassification must be on file in the Certificated Human Resources Office before reclassification can occur. Transcripts bearing the university/college official seal and registrar's signature, or grade reports/credit certificates bearing the university/college official seal and registrar's signature, may be submitted as verification of completed course work. The responsibility for seeing that verification of course work completed is received by the Certificated Human Resources Office rests entirely with the teacher. There will be no retroactive pay given for work completed before verification is received.

Leave of Absence:

Teachers returning from leave of absence without pay shall be placed upon the appropriate salary step which they had earned prior to their departure for leave. In cases of sabbatical leave or leaves where the teacher received pay, the teacher shall receive the normal increment as though he/she had not been on leave.

Advance in Step:

A one (1) step advancement on the salary schedule each school year is contingent upon the performance of contracted services for at least 75 percent of the days in which schools are in session, and if a step rate is provided for on the appropriate column of the salary schedule.

Advance in Classification:

Teachers may advance from one classification of the salary schedule to another after initial rating in, if the following criteria are met:

1. All course work shall have a grade of "C" or better.
2. All course work shall be Graduate or upper division level from an accredited teacher training institution in the areas listed below:

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

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Advance in Classification - continued

Category A

Anthropology	History
Art Appreciation	Mathematics
Bilingual Education	Music Appreciation
Business Administration	Philosophy
Computer Science/Data Processing*	Psychology
Economics	Police Science
Education	Political Science
English	Reading
Environmental Studies	Science
Ethnic Studies	Sociology
Foreign Language	Speech
Geography	

*Lower division work is acceptable.

Category B

(May be taken only by those certificated personnel teaching in that subject.)

Art (except Art Appreciation)	Industrial Studies
Aviation	Jewelry Making
Ceramics	Journalism
Dramatics	Music (except Music Appreciation)
Handicrafts	Photography
Health	Physical Education
Home Economics	Typing

3. An accredited teacher training institution is defined as all those institutions for teacher training accredited by any of the following Associations:
 - a. New England Association of Colleges and Secondary Schools, Commission on Institutions of Higher Education

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

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Advance in Classification - continued

- b. Middle States Association of College and Secondary Schools, Commission on High Education
 - c. North Central Association of Colleges and Secondary Schools, Commission of Institutions of Higher Education
 - d. Northwest Association of Secondary and Higher Schools, Commission on Higher Schools
 - e. Southern Association of Colleges and Schools, Commission on Colleges
 - f. Western Association of School and Colleges, Accrediting Commission for Senior Colleges and Universities and Accrediting Commission for Junior Colleges and Universities outside the United States are considered accredited only for those units acceptable for credit transferable to the teacher training program of the University of California or State Universities.
4. Unless course work is in Category A or appropriate to Category B prior approval must be obtained from the Assistant Superintendent, Certificated Human Resources if District credit is to be granted.
 5. Repeat courses shall require the prior approval of the Assistant Superintendent, Certificated Human Resources.
 6. Lower division courses with credit transferable to the University of California or to the State universities taken from Categories A or B or on a planned program shall require the prior approval of the Assistant Superintendent, Certificated Human Resources. Salary credit shall not be granted until the completion of the planned program which was given prior approval.
 7. In order to receive Master's and Doctorate degree bonuses, Master's and Doctorate degrees must be earned from an accredited teacher training institution and units must be acceptable to the University of California or State universities granting the degree.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

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District Longevity Increments:

The first longevity increment will occur on year 15; the second increment on year 21; the third increment on year 26, and the fourth increment on year 30.

Claims for Money or Damages:

Any claim against the School District for money or damages, for fees, salaries, wages, mileage or other expenses and allowances, or for money or damages which are not governed by any other statutes or regulations expressly relating thereto, shall be presented and acted upon in accordance with Title I, Division 3.6, Chapter 1 (commencing with Section 900) and Chapter 2 (commencing with Section 910) of the government Code of California.

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

AR 4141
BASIC TEACHER'S SALARY SCHEDULE 2018-19

Effective August 1, 2018

Per new CalSTRS regulations, you may also refer to the new version of the salary schedules on our District website @ www.dusd.net – Employee Resources, Salary Schedules (Certificated Employees).

STEPS	BA + 30 or MA Or Prel.				
	BA	Cred. Or Cred.	BA + 45 Or MA + 15	BA + 60 Or MA + 30	BA + 75 Or MA + 45
	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
1	\$57,669	\$61,950	\$66,234	\$70,505	\$74,785
2	\$59,808	\$64,085	\$68,365	\$72,637	\$76,912
3	\$61,941	\$66,215	\$70,491	\$74,776	\$79,051
4	\$64,068	\$68,351	\$72,628	\$76,904	\$81,183
5	\$66,206	\$70,484	\$74,756	\$79,041	\$83,320
6	\$68,338	\$72,621	\$76,896	\$81,171	\$85,451
7		\$74,750	\$79,031	\$83,299	\$87,583
8		\$76,882	\$81,159	\$85,434	\$89,718
9			\$83,290	\$87,577	\$91,850
10			\$86,399	\$90,680	\$94,949
15			\$93,022	\$97,306	\$101,576
21			\$97,300	\$101,563	\$107,374
26			\$100,137	\$105,627	\$112,585
30				\$109,997	\$118,049

MASTER'S or DOCTORATE:

Columns C, D, E, or F
\$437 for earned Master's degree
\$868 for earned Doctorate degree

The number of years teaching in the Downey Unified School District plus any years teaching experience credited by the district determines step placement.

Maximum rating in: the number of years of teaching experience and by the number of upper division graduate level units completed after the date of the Bachelor's degree.

Approved:

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries

1. Counselors:

Responsibility factor added to basic salary:

1 st Year -	\$4,866
2 nd Year -	\$4,966
3 rd Year -	\$5,066
4 th Year -	\$5,166
5 th Year -	\$5,266

1a. Counselor Hourly Rate: \$54.06

2. Adult School / CTE Hourly Rate:

Step 1 -	\$45.78 per hour
Step 2 -	\$46.78 per hour
Step 3 -	\$47.84 per hour
Step 4 -	\$48.75 per hour
Step 5 -	\$49.72 per hour

3. Other Hourly:

ALL EXTRA-DUTY SHALL BE PAID AT THE RATE OF \$36.67 PER HOUR.

Qualified unit members who request to be appointed to work in the Driver Training Program shall be appointed prior to the District seeking non unit members to perform these duties. Notices of vacancies in the Driver Training Program shall be posted in each school as these vacancies become known.

4. Extra Period Assignment:

18 percent of Basic salary rate (Refer to Article IX – T. # 1).

5. Department Head:

Any teacher appointed or elected, whichever is consistent with past practice at the school site, as a Department Head shall be paid a base amount plus an additional amount per each period supervised, including his/her own assignment.

Base Amount	\$321.75
Additional Amount	\$ 24.49

Downey Unified School District

CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

6. Summer School Hourly Rate:

Elementary	\$57.65
Middle & High School	\$57.65
Speech-Language Pathologist	\$67.65

Qualified unit members who request to be appointed to the following extra duty assignments shall be appointed prior to the District seeking non unit members to perform these duties. Notices of vacancies in these extra duty assignment positions shall be posted in each school as these vacancies become known.

7. Induction Mentor Teacher	\$1850
8. TIP Consulting Teacher	\$5651
9. TIP Consulting Teacher Coordinator	\$1610
10. TIP Panel Member	\$4624
11. Robotics Coach (ES)	\$ 750
Robotics Coach (MS/HS)	\$1558
12. Skills USA Site Coordinator (HS)	\$4195
13. Skills USA Advisor	\$1558
14. Skills USA Advisor (Nationals)	\$1558
15. SLP Lead Teacher	\$1610
16. SLP Mentor (for 5 th year students)	\$1610
17. Social Skills Advisor (ES/MS/HS)	\$1318
18. Technology Teacher Leaders:	
Elementary	\$2513
Middle & High School	\$2513

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

19. PLC/Grade Level Lead Teacher:

Elementary \$1610

TK/K – 5 schools (1 per grade level ~ 6 total)

TK/K – 3 schools (1 per grade level ~ 4 total)

4 – 5 school (3 per grade level ~ 6 total)

20. PLC Lead Core Teacher:

Middle & High School \$1610

English / Math / Social Science / Science (4 per core subject ~ 16 total)

21. AVID Site Coordinator:

Elementary School \$1567

Middle School \$2797

High School \$4195

22. HIGH SCHOOL:

Yearbook \$3997

Band \$4716

Choral \$3106

Cheer/Drill Team \$3473

Drama \$3119

Newspaper \$3514

Pep Squad \$3473

Assistant Pep Squad \$2682

Competitive Dance Team \$3380

Student Activity Director \$7719

Link Crew \$2411

23. CONTINUATION HIGH SCHOOL:

Yearbook/Newspaper \$3473

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

24. MIDDLE SCHOOL:

Yearbook	\$1558
Drama	\$1558
Band	\$1558
Marching Band	\$1677
Student Council Advisor	\$1527
W.E.B.	\$1527
Choir	\$1527

25. ELEMENTARY SCHOOL:

One stipend per year shall be paid to one teacher at each elementary school as follows:

Carnival of Champions Coach	\$1360
Choir	\$ 425
Student Council Advisor	\$1342

26. HIGH SCHOOL – ATHLETICS:

Athletic Director	\$7719
<u>Baseball/Softball</u>	
Head	\$4630
Assistant Varsity	\$2778
JV	\$3242
Frosh/Soph	\$2778
<u>Basketball</u>	
Head	\$4737
Assistant Varsity	\$2842
JV	\$3315
Frosh	\$2842

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

26. HIGH SCHOOL – ATHLETICS - continued

<u>Beach Volleyball</u>	
Head	\$3157
<u>Cross Country*</u>	
Head	\$3288
Assistant Varsity	\$1973
<u>Football*</u>	
Head	\$5488
Assistant Varsity	\$3293
JV	\$4000
Frosh	\$3293
<u>Golf</u>	
Head	\$3244
JV	\$2227
<u>Lacrosse</u>	
Head	\$3984
JV	\$2714
<u>Soccer</u>	
Head	\$4283
JV	\$2997
Frosh	\$2529
<u>Swimming</u>	
Head	\$3244
JV	\$2224
<u>Tennis</u>	
Head	\$3414
JV	\$2285

* Includes pre-school coaching pay

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries – continued

26. HIGH SCHOOL – ATHLETICS - continued

<u>Track</u>	
Head	\$4237
Assistant	\$2543
Frosh	\$2689
<u>Volleyball</u>	
Varsity	\$3909
JV	\$2735
Frosh	\$2345
<u>Water Polo*</u>	
Head	\$3392
JV	\$2374
Frosh	\$2035
<u>Wrestling</u>	
Head	\$4180
JV	\$2945
Frosh	\$2495

27. MIDDLE SCHOOL:

Athletic Director	\$5607
Baseball/Softball	\$1418
Basketball A & B	\$1418
Cheer Advisor	\$1418
Football	\$1418
Soccer	\$1418
Track	\$1418
Volleyball	\$1418
Wrestling	\$1418
Intramural Sports	\$ 344

* Includes pre-school coaching pay

Downey Unified School District

CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

POST SEASON PLAY:

- A. Coaches assigned to team sports that qualify for post season competition will receive 0.8 units additional for each week in the playoffs.
- B. Coaches with individual sports will receive 0.5 units additional for each week in the playoffs.

The DUSD Board of Education shall not pay any athletic/coaching extra duty stipend amount to any member of the certificated employee bargaining unit that has not first been negotiated and included in Appendix A of this Agreement.

Additional Coaching Stipend Positions:

- A. Should the California Interscholastic Federation (CIF) include new and/or different sports from what is currently recognized by CIF for interscholastic competition and the District agrees to offer such sports programs to the students at one or both high schools, then such positions as necessary and required to coach such sports shall be added. The District and Association shall mutually agree to the stipends for such positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement.
- B. In addition, should any existing sport offering be expanded to include new levels of competition that requires a distinct and separate team from those that are currently in existence, then, the District and the Association shall permit the positions necessary and required to support such teams. The District and the Association shall mutually agree to the stipends for such positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement. This provision shall not be used to create additional positions for currently established teams and/or programs.

(i.e. – If a sport that only had a varsity level of competition was expanded to include JV or Freshmen/Sophomore competitive interscholastic teams, then additional coaching support stipends would be permissible.)

Downey Unified School District

CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

ELEMENTARY SCHOOL:

K – 5 Certificated Bargaining Unit members shall receive an hourly stipend when serving as Administrative Designee during an Individualized Education Plan meeting held during their prep, during lunch and at the end of a non-modified instructional day.

Administrative Designee: \$57.23 per hour

Categorical Resource Teacher: \$2,500

Combination Class Teacher: \$7,500

VOLUNTARY TEACHER SUPERVISION OF STUDENTS:

Supervision Rate: \$32.33 per hour

SUMMER STAFF DEVELOPMENT DAYS:

Attendance at all summer Staff Development Days shall be strictly voluntary. Teachers shall be paid at the rate of \$269.49 per each summer Staff Development Day less statutory benefits including Workers Compensation, SUI and Medicare, if applicable.

SPECIAL PROVISIONS:

An annual stipend of \$3020 in addition to an extra ten (10) days per year shall be added to the Head Nurse position in order to accommodate the increase in duties and adjust the salary appropriately based on the per diem rate of pay of that individual.

Speech-Language Pathologists (SLPs) entering the system who have prior public or private school experience, or experience in a hospital setting, that was provided under a valid teaching credential, shall be granted credit for this experience on a year-for-year basis for initial placement on the salary schedule. An annual extra duty stipend of \$5138 will be provided to each SLP, paid monthly.

Approved: 11/15/05, 2/21/06, 12/5/06, 12/18/07, 4/20/10, 6/26/12, 6/25/13, 6/14/14, 8/19/14, 6/23/15, 7/12/16, 9/6/16, 1/17/17

Downey Unified School District
CERTIFICATED HUMAN RESOURCES

**PSYCHOLOGIST SALARY SCHEDULE ~ P
(195 CONTRACT DAYS)**

Effective July, 2018

STEP 1 ~	\$101,765
STEP 2 ~	\$103,842
STEP 3 ~	\$105,961
STEP 4 ~	\$108,123
STEP 5 ~	\$110,329
STEP 10 ~	\$113,639
STEP 15 ~	\$117,048
STEP 20 ~	\$120,559
STEP 25 ~	\$124,176

Doctorate:	\$2,731
Head Psychologist Stipend:	\$3,020

APPROVED: