

Summary of Tentative Agreement
Between
Downey Unified Board of Education
And
Downey Education Association (DEA)
2015-2018

Salary and Benefits:

*The District shall provide a **4.25% salary increase** to all rates and stipends and other areas of compensation as delineated in the Collective Bargaining Agreement.

*District agreed to pay the increase (over \$2,500,000) in Health Care costs.
This is over 2%

*District paying (over \$1,800,000) increase to STRS.

Contract Language:

*Added CTE Hourly Teachers to Master Agreement

*Added the use of district email for Association use. Now we will be able to send most communications out electronically instead of having to print them and deliver to each mailbox.

*Grievance language: A grievant may be represented at "ALL" stages of the grievance by an Association Representative(s).

*Added Middle School teachers to be able to teach a zero period before school or a seventh period after school.

*No administrative called meetings the week of Back to School, Open House and the week Report Cards are due shall extend beyond the 7.5 hour workday.

*Class size for TK/K will be 1:25 for the 2015-2016 school year and 1:24 hard-cap for the 2016-2017 school year. Any student above the hard cap, will be placed by seniority order (no more than two) and the teacher shall be compensated \$165 (\$1650) per month per child.

*Certificated administrators may donate sick leave days to other certificated employees. However, certificated employee bargaining unit members may not donate days to certificated administration.

*CTE Hourly teachers teaching thirty hours or more per week shall be entitled to the same health and welfare benefits as accorded to regular, full time contract teachers of the District in Article XXII, Fringe Benefits.

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

AUGUST 1, 2015
Through
JULY 31, 2018

APPENDIX A ~ AR 4141

The District shall provide a **4.25% salary increase** to all rates and stipends and other areas of compensation as delineated in the Collective Bargaining Agreement.

ARTICLE II ~ RECOGNITION

ADD TO READ:

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

ARTICLE V ~ ORGANIZATIONAL SECURITY

CHANGE TO READ:

- C. The Association through its designated officers **and** professional staff ~~and faculty representatives~~, shall be accorded freedom to utilize **district email and the** District's inter-school mail service and shall be granted access to and utilization of teacher mailboxes located at each school site to distribute printed matters of Association concern to all teachers.

ADD NEW "O":

- O. The Association and the District agree that any unit member who is a member of the Association at the time this Agreement becomes effective or who enrolls during the term of the Agreement shall maintain such membership for the duration of this Agreement. This provision shall not deprive any member of the right to terminate her or his membership within the 30-day period following expiration of the Agreement. If a member who is covered by the maintenance of membership requirement withdraws authorization for dues deduction and/or refuses to provide the Association with a lump sum cash payment of dues for the year, the District shall deduct membership dues as provided in Education Code Section 45601.**

ARTICLE VII ~ NEGOTIATION PROCEDURES

CHANGE TO READ:

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

ARTICLE VIII ~ GRIEVANCE PROCEDURE

CHANGE TO READ:

- A. A "grievance" by a teacher ***unit member***, group of teachers ***unit members*** or the Association, is a formal written allegation involving an alleged violation, misinterpretation or misapplication of any specific provisions of the Agreement.

Governing Regulations

CHANGE TO READ:

The teacher unit member, if he/she desires may be represented by an Association representative at all meetings and hearing above the informal level of the grievance procedure. A grievant may be represented at all stages of the grievance by an Association representative(s).

ARTICLE IX ~ HOURS EMPLOYMENT

ADD TO READ:

- C. Middle and high school teachers shall be assigned five (5) teaching periods per school day. High school **and middle school** teachers may volunteer to teach a zero period before school or a seventh period after school and have their consecutive 7 ½ hour workday adjusted accordingly. Each school site implementing this program shall develop a site specific plan, subject to the approval of the DEA and District that shall cover the teacher workday, attendance at faculty meetings and administrative services and support in connection with the utilization of this provision.

ADD TO READ:

- E. Full-time middle and high school classroom teachers shall be assigned a preparation period equivalent in length to a teaching period within the six-period day. **For the purpose of state testing, the preparation periods may be modified.** Teachers shall not be required or allowed to utilize assigned preparation periods for any purpose not specifically allowed/recognized in the definition of the stated purpose of "preparation period" contained in Article IV of this Agreement or as specified otherwise in this Agreement.
- H. Attendance of teachers at principal-scheduled faculty meetings and professional development activities shall not extend beyond eight 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 type of administratively called faculty meeting, grade level or department meeting, Professional Learning Committee (PLC), SIOP, or any other inservice/training activity. **No administrative called meetings the week of Back to School, Open House and the week Report Cards are due shall extend beyond the 7.5 hour workday.**
- K. No teacher shall be compelled to attend any school-sponsored night meeting past 9:00 p.m. No teacher shall be required to attend more than two school-sponsored night meetings per school year other than on a voluntary basis. This provision shall not be construed to cover teachers assigned to perform paid extra-duty assignments. **If a teacher misses either scheduled school-sponsored night meeting (Back to School Night or Open House), they will be required to submit a 2.5 hour Absence Affidavit.**

ARTICLE XII ~ CLASS SIZE

CHANGE TO READ:

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

- The District will staff Kindergarten and Transitional Kindergarten at 1:25 for the **2015-16 school year.**, ~~but may place up to 27 pupils in a classroom if the need arises due to increased enrollment~~ **and 1:24 for the 2016-17 school year.**
- **Transitional Kindergarten (TK) and Kindergarten teachers will be paid a stipend of \$165.00 per month or any portion there of commencing after the fifteenth (15th) student school day for each additional student above the negotiated cap; no teacher shall exceed two additional students.**
- **The unit member with the most seniority will have first choice to accept/decline the additional student. Once a unit member accepts an additional student, any other additional student will be offered to the next most senior unit member. If declined, the choice will be offered to the next most senior unit member. If no unit member accepts the additional student, then the student will be placed in the least senior unit member's class on a rotating basis.**

ARTICLE XIII ~ EVALUATION PROCEDURES

CHANGE TO READ:

It shall be the responsibility of the evaluator to formally establish with each evaluatee under his/her supervision an understanding of the evaluation policy, procedures and educational philosophy of the District **and shall be notified within 45 days after the start of the contract year.**

ARTICLE XVII ~ LEAVES

Add NEW "D":

5. Donated Sick Leave

- a. Certificated employees may donate sick leave to another member of the certificated employee bargaining unit who qualifies for leave due to an unforeseen event affecting the health condition of the employee, the employee's spouse, child, parent (including parent-in-law), and registered domestic partner, and the employee has exhausted all fully paid leaves of absence.
- b. Certificated employees who choose to donate sick leave may donate from his/her accrued sick leave. One certificated employee shall donate no more than ten (10) days maximum sick leave to any other one certificated employee.

- c. For this situation, sick leave donations shall be made in terms of days and shall be utilized in terms of days.
- d. ***Certificated administrators may donate sick leave days to other certificated employees. However, certificated employee bargaining unit members may not donate days to certificated administration.***
- e. d. Certificated employees who would like to donate sick days to a specific employee must complete a Sick Leave Donation Form and return said form to the Certificated Human Resources Office.
- f. e. Donations will be transferred to the recipient as needed in the order they are received by the Certificated Human Resources Office. Donated sick leave not used by the recipient shall be returned to the individual donor(s) by the end of the fiscal year in question.
- g. f. The recipient of donated sick leave shall be required to exhaust sick leave as it is credited during the absence due to the unforeseen event.
- h. g. Donated sick leave used by the recipient shall be used before differential pay is enacted.

Remove:

~~12. Sabbatical Leave~~

Eligibility:

~~Any permanent teacher of the Downey Unified School District under the age of sixty (60) who has rendered at least seven (7) consecutive years of service to the District immediately preceding the application for the leave shall be eligible to apply for sabbatical leave for a period of not less than one (1) semester nor more than one (1) year. A full year of service shall consist of seventy-five (75) percent of the school year without absence for illness or other causes.~~

Purpose:

~~The purpose of sabbatical leave is to improve the caliber of instruction so as to benefit the pupils of the District and, indirectly, the District itself.~~

Travel:

~~Sabbatical leave for full time study and/or approved travel may be granted to any teacher on the following conditions:~~

1. Additional Professional Study

An applicant who submits a detailed program of study for a sabbatical leave of absence shall undertake a full load of at least sixteen (16) semester units of undergraduate work per semester or twelve (12) semester units of graduate work per semester at an accredited teacher training institution or the equivalent thereof.

2. Acceptable Travel

An applicant who desires to travel must submit a detailed statement of the proposed itinerary. Acceptable travel is defined as travel in foreign countries. Travel must be related to the school work of the teacher. At least one (1) communication from the employee during foreign travel is required. If travel and study are combined, one (1) calendar month of travel is equivalent to 3.2 semester units of undergraduate credit or 2.4 semester units of graduate work.

Length of Leave:

A sabbatical leave may be granted for a period of not less than one (1) full semester, nor for more than one (1) full year. A sabbatical leave will not be granted unless the inclusive dates of the leave fall within one (1) school year.

Deadline for Application:

Application for a sabbatical leave must be filed with the Certificated Human Resources Office by March 1 for the following school year or by October 15 for the spring semester only.

Compensation and Salary Increase:

Every teacher granted a leave of absence may be required to perform such services and may receive such compensation during the leave as the governing Board of the District and the teacher may agree upon in writing. The compensation shall be fifty (50) percent of his/her regular salary.

Method of Payment:

The compensation shall be paid the teacher while on the leave of absence in the same manner as if the teachers were teaching in the District upon the furnishing by the teacher of a suitable bond. The bond shall indemnify the Governing Board of the District against loss in the event that the teacher fails to render the required service which is equal to twice the period of the leave in the employ of the Governing Board following the return of the teacher from the leave of absence. The bond shall be exonerated in event the failure of the teacher to return and render the required service is caused by the death of physical or mental disability of the teacher.

Accident or Illness:

~~In case of serious accident or illness which prevents the teacher from fulfilling the obligations of the approved sabbatical leave, the teacher shall, if physically able, send verification by certified or registered mail to the Certificated Human Resources Office within ten (10) days of such accident or illness, or within ten (10) days of knowledge that such accident or illness would prevent completion of the sabbatical leave obligations.~~

Return to Service:

~~At the expiration of the leave of absence the teacher shall, unless he/she agrees otherwise, be reinstated in the position equivalent in duties to the position held by him/her at the time of the granting of the leave of absence and retain his/her position on the salary schedule, including any increments, provided he/she shall have notified the Board of Education not later than May 1 of the year of absence that it is his/her intention to return for the next ensuing school year.~~

Evidence of Fulfillment of Leave:

~~Each teacher returning from leave shall file before he/she returns to duty a transcript of work taken and grades earned or a summary of his/her trip together with a statement of the educational growth believed to be obtained, and any other evidence that he/she has met the objective stated in his/her application. A teacher shall not be considered as having completed the requirements of his/her sabbatical leave until his/her report has been approved by the District Superintendent and the Board of Education.~~

Limitation on the Number of Leaves:

~~The number of teachers on sabbatical leave during any one semester shall not exceed one (1) percent of the total number of teachers.~~

Liability of School Board and School District:

~~Both the Governing Board of the District and the District shall be freed from any liability for the payment of any compensation or damages provided by law for the death or injury of any teacher of the District employed in a position requiring certification qualifications when the death or injury occurs while the teacher is on any leave of absence.~~

Application for Leave:

~~Application for sabbatical leave shall be made to the Board of Education through the Certificated Human Resources Office. Applications shall be made on prescribed forms.~~

ARTICLE XIX ~ PROCEDURES FOR REPORTING SUSPECTED CHILD ABUSE

ADD TO READ:

- A. No later than the end of the first full week of each school year, the District shall make available to each teacher a copy of excerpts of the California Penal Code. The District shall provide annual in-service training for all teachers in the areas of reporting suspected child abuse cases and in recognizing indicators of child abuse *in accordance with the Child Abuse and Neglect Reporting Act.*

ADD NEW ARTICLE:

ARTICLE XXI ~ HOURLY CTE TEACHERS

- A. *Hourly CTE teachers shall be paid in accordance with the established hourly rates set forth in Appendix A.*
- B. *Hourly CTE teachers shall be eligible for the following leaves:*
 - 1. *Sick Leave: Sick leave is accumulated and is based upon the hourly assignment. Each hourly CTE teacher accumulates one hour of sick leave for each 17.5 hours of teaching. Pay for any day of such absence shall be the same as the pay which would have been received had the teacher served during the day. If such teacher does not take the full amount of leave allowed in any school year, the amount not taken shall be accumulated from year to year without limit. Hourly CTE teachers shall be able to utilize accumulated sick leave hours at any time they have a CTE hourly assignment.*
- C. *Hourly CTE teachers teaching thirty (30) hours or more per week shall be entitled to the same health and welfare benefits as accorded to regular, full-time contract teachers of the District in Article XXII, Fringe Benefits.*

ARTICLE XXII ~ FRINGE BENEFITS

CHANGE AND ADD TO READ:

- A. ~~For the 2012-13~~ The District shall ~~continue to~~ fund the health and welfare benefits as described in the Article and shall not require the unit member to exceed 10% maximum contribution for all plans which include medical, vision and dental for the benefit of the employee and their eligible dependents.
- M. Teachers may enroll new eligible dependents ***within 30 days of the occurring event (i.e., birth, marriage, partnership, adoption)*** ~~any time during the calendar year~~ for all health and ~~accident~~ ***vision*** and dental ***benefits***. ~~insurance plans.~~
- ***For the purpose of the employee's benefit plans, eligible dependents include: spouse, State Registered Domestic Partner, child(ren) of, adopted by, or in legal guardianship of the employee, spouse, or Domestic Partner.***

ARTICLE XXIII ~ SALARY PROVISIONS

CHANGE TO READ:

- A. The teacher salary schedule, salary rates and stipends are set forth in Appendix A in the Master Agreement reflect salary increase effective ~~July 1, 2013~~ ***August 1st***.
- B. Step and column earned advancements provided for in the ~~2005-2006~~ Teacher's Basic Salary Schedule shall be honored by the District upon the teacher's completion or eligibility requirements as specified in provisions cited under Appendix A.
- 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>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
Monday, August 31, 2015	Wednesday, August 31, 2016	Thursday, August 31, 2017
Wednesday, September 30, 2015	Friday, September 30, 2016	Friday, September 29, 2017
Friday, October 30, 2015	Monday, October 31, 2016	Tuesday, October 31, 2017
Monday, November 30, 2015	Wednesday, November 30, 2016	Thursday, November 30, 2017
Thursday, December 31, 2015	Friday, December 30, 2016	Friday, December 29, 2017
Friday, January 29, 2016	Tuesday, January 31, 2017	Wednesday, January 31, 2018
Monday, February 29, 2016	Tuesday, February 28, 2017	Wednesday, February 28, 2018
Thursday, March 31, 2016	Friday, March 31, 2017	Friday, March 30, 2018
Friday, April 29, 2016	Friday, April 28, 2017	Monday, April 30, 2018
Tuesday, May 31, 2016	Wednesday, May 31, 2017	Thursday, May 31, 2018
Thursday, June 30, 2016	Friday, June 30, 2017	Friday, June 29, 2018

- E. Teachers shall be reimbursed according to the ~~Board of Education's~~ **IRS** approved mileage fees when using their personal automobiles for school related transportation required/requested and authorized in advance of such use by an appropriate site or ~~central~~ **District** office administrator.

APPENDIX G

CHANGE TO READ:





~~Memorandum of Understanding dated 6/16/10 states that The Association and the District have agreed to the following:~~

- ~~• To suspend the Peer Assistance and Review Contract Language until state funding has been restored at which time the original contract language shall be reinstated in full.~~
- ~~• If a teacher is evaluated and as a result identified as a PAR III teacher; services shall be provided by a currently identified PAR Consultant.~~
- ***The District wishes to reinstate Peer Assistance and Review (PAR). To do so, the District will form a committee made of District and DEA selected members to develop new language that will be mutually agreed upon and reflects current best practices.***

APPENDIX B

DOWNEY UNIFIED SCHOOL DISTRICT
2016 ~ 2017 SCHOOL CALENDAR

DRAFT - A

State Holiday 	Local Holiday 	Student / Teacher Free Day 	Student Free Day 	Days Taught: 180 Days Worked: 185
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July 2016					January 2017					6th School Month: 1/2/2017 - 1/27/17 ~ (2 0 0 0)				
M	TU	W	TH	F	M	TU	W	TH	F	Days Taught: 16 / Days Worked: 16				
				1	2	3	4	5	6	2nd - New Year's Day Holiday Observed				
4	5	6	7	8	9	10	11	12	13	2nd - 6th - Winter Break for Students and Teachers				
11	12	13	14	15	16	17	18	19	20	16th - Martin Luther King Day Holiday				
18	19	20	21	22	23	24	25	26	27					
25	26	27	28	29	30	31								
August 2016					February 2017					7th School Month: 1/30/17 - 2/24/17 ~ (2 0 0 0)				
M	TU	W	TH	F	M	TU	W	TH	F	Days Taught: 18 / Days Worked: 18				
1	2	3	4	5			1	2	3	13th - Lincoln's Birthday Holiday Observed				
8	9	10	11	12	6	7	8	9	10	20th - Washington's Birthday (President's Day)				
15	16	17	18	19	13	14	15	16	17					
22	23	24	25	26	20	21	22	23	24					
29	30	31			27	28								
September 2016					March 2017					8th School Month: 2/27/17 - 3/24/2017 ~ (0 0 0 0)				
M	TU	W	TH	F	M	TU	W	TH	F	Days Taught: 23 / Days Worked: 23				
			1	2			1	2	3					
5	6	7	8	9	6	7	8	9	10					
12	13	14	15	16	13	14	15	16	17					
19	20	21	22	23	20	21	22	23	24					
26	27	28	29	30	27	28	29	30	31					
October 2016					April 2017					9th School Month: 3/27/17 - 4/21/2017 ~ (0 0 0 0)				
M	TU	W	TH	F	M	TU	W	TH	F	Days Taught: 15 / Days Worked: 15				
3	4	5	6	7	3	4	5	6	7	17th - 21st - Spring Vacation for Students and Teachers				
10	11	12	13	14	10	11	12	13	14					
17	18	19	20	21	17	18	19	20	21					
24	25	26	27	28	24	25	26	27	28					
31														
November 2016					May 2017					10th School Month: 4/24/2017 - 5/19/2017 ~ (1 0 0 0)				
M	TU	W	TH	F	M	TU	W	TH	F	Days Taught: 22 / Days Worked: 22				
1	2	3	4	1	2	3	4	5	29th - Memorial Day Holiday					
7	8	9	10	11	8	9	10	11	12					
14	15	16	17	18	15	16	17	18	19					
21	22	23	24	25	22	23	24	25	26					
28	29	30			29	30	31							
December 2016					June 2017					11th School Month: 5/22/2017 - 6/2/2017 ~ (0 0 0 1)				
M	TU	W	TH	F	M	TU	W	TH	F	Days Taught: 2 / Days Worked: 3				
			1	2				1	2	2nd - Minimum Day All Schools / End of Second Semester				
5	6	7	8	9	5	6	7	8	9	5th - Student Free Day / Teacher Check Out Day				
12	13	14	15	16	12	13	14	15	16					
19	20	21	22	23	19	20	21	22	23					
26	27	28	29	30	26	27	28	29	30					

APPENDIX B

DOWNEY UNIFIED SCHOOL DISTRICT

2016 ~ 2017 SCHOOL CALENDAR

DRAFT - B





State Holiday 	Local Holiday 	Student / Teacher Free Day 	Student Free Day 	Days Taught: 180 Days Worked: 185
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July 2016 M TU W TH F 1 4 5 6 7 8 11 12 13 14 15 18 19 20 21 22 25 26 27 28 29 4th - Independence Day Holiday					January 2017 M TU W TH F 2 3 4 5 6 9 10 11 12 13 16 17 18 19 20 23 24 25 26 27 30 31 6th School Month: 1/2/2017 - 1/27/17 ~ (2 0 0 1) Days Taught: 19 / Days Worked: 20 2nd - New Year's Day Holiday Observed 13th - Student Free Day -End of Sem./ Staff Development Day 16th - Martin Luther King Day Holiday				
August 2016 M TU W TH F 1 2 3 4 5 8 9 10 11 12 15 16 17 18 19 22 23 24 25 26 29 30 31 1st School Month: 8/15/2016 - 9/9/2016 ~ (0 0 0 2) Days Taught: 11 / Days Worked: 13 15th - 16th - Student Free Day / Staff Development Day 17th - School Begins / Minimum Day All Schools					February 2017 M TU W TH F 1 2 3 6 7 8 9 10 13 14 15 16 17 20 21 22 23 24 27 28 7th School Month: 1/30/17 - 2/24/17 ~ (2 0 0 0) Days Taught: 18 / Days Worked: 18 13th - Lincoln's Birthday Holiday Observed 20th - Washington's Birthday (President's Day)				
September 2016 M TU W TH F 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30 2nd School Month: 9/12/16 - 10/7/2016 ~ (1 0 0 0) Days Taught: 21 / Days Worked: 21 5th - Labor Day Holiday					March 2017 M TU W TH F 1 2 3 6 7 8 9 10 13 14 15 16 17 20 21 22 23 24 27 28 29 30 31 8th School Month: 2/27/17 - 3/24/2017 ~ (0 0 0 0) Days Taught: 22 / Days Worked: 22 17th - Student / Teacher Free Day				
October 2016 M TU W TH F 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 31 3rd School Month: 10/10/16 - 11/4/16 ~ (0 0 1 1) Days Taught: 19 / Days Worked: 20 7th - Student / Teacher Free Day 10th - Student Free Day / Staff Development Day					April 2017 M TU W TH F 3 4 5 6 7 10 11 12 13 14 17 18 19 20 21 24 25 26 27 28 9th School Month: 3/27/17 - 4/21/2017 ~ (0 0 1 0) Days Taught: 14 / Days Worked: 14 14th - Student / Teacher Free Day 17th - 21st - Spring Vacation for Students and Teachers				
November 2016 M TU W TH F 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25 28 29 30 4th School Month: 11/7/16 - 12/2/2016 ~ (2 2 2 0) Days Taught: 16 / Days Worked: 16 11th - Veteran's Day Holiday 21st - 22nd - Student / Teacher Free Day 23rd - Local Holiday (in lieu of Admin. Day) 24th - State Holiday 25th - Local Holiday					May 2017 M TU W TH F 1 2 3 4 5 8 9 10 11 12 15 16 17 18 19 22 23 24 25 26 29 30 31 10th School Month: 4/24/2017 - 5/19/2017 ~ (1 0 0 0) Days Taught: 22 / Days Worked: 22 29th - Memorial Day Holiday				
December 2016 M TU W TH F 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30 5th School Month: 12/5/2016 - 12/30/2016 ~ (1 0 0 0) Days Taught: 12 / Days Worked: 12 23rd - 30th - Winter Break for Students and Teachers 26th - Christmas Day Holiday Observed					June 2017 M TU W TH F 1 2 5 6 7 8 9 12 13 14 15 16 19 20 21 22 23 26 27 28 29 30 11th School Month: 5/22/2017 - 6/9/2017 ~ (0 0 0 1) Days Taught: 6 / Days Worked: 7 8th - Minimum Day All Schools / End of Second Semester 9th - Student Free Day / Teacher Check Out Day				

APPENDIX B

DOWNEY UNIFIED SCHOOL DISTRICT
2017 ~ 2018 SCHOOL CALENDAR

DRAFT - A





State Holiday 	Local Holiday 	Student / Teacher Free Day 	Student Free Day 	Days Taught: 180 Days Worked: 185
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APPENDIX B

**DOWNEY UNIFIED SCHOOL DISTRICT
2017 ~ 2018 SCHOOL CALENDAR**

DRAFT - B

State Holiday 	Local Holiday 	Student / Teacher Free Day 	Student Free Day 	Days Taught: 180 Days Worked: 185
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Downey Unified School District
CERTIFICATED HUMAN RESOURCES

APPENDIX A

AR 4141
BASIC TEACHER'S SALARY SCHEDULE 2015-16
Effective August 24, 2015

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 + 30
	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
1	\$ 55,025	\$ 59,110	\$ 63,197	\$ 67,273	\$ 71,356
2	\$ 57,066	\$ 61,147	\$ 65,230	\$ 69,307	\$ 73,386
3	\$ 59,101	\$ 63,179	\$ 67,259	\$ 71,348	\$ 75,426
4	\$ 61,130	\$ 65,218	\$ 69,298	\$ 73,378	\$ 77,461
5	\$ 63,171	\$ 67,253	\$ 71,328	\$ 75,418	\$ 79,500
6	\$ 65,205	\$ 69,291	\$ 73,371	\$ 77,450	\$ 81,533
7		\$ 71,323	\$ 75,408	\$ 79,480	\$ 83,568
8		\$ 73,357	\$ 77,438	\$ 81,517	\$ 85,605
9			\$ 79,472	\$ 83,562	\$ 87,639
10			\$ 82,438	\$ 86,523	\$ 90,596
15			\$ 88,757	\$ 92,845	\$ 96,919
21			\$ 92,839	\$ 96,907	\$ 102,451
26			\$ 95,546	\$ 100,784	\$ 107,424
30				\$ 104,954	\$ 112,637

MASTER'S or DOCTORATE: Columns C, D, E, or F
 \$417 for earned Master's degree
 \$828 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.

SALARY SCHEDULE/RATE PROVISIONS - continuedOther Certificated Salaries – continued11. HIGH SCHOOL:

Annual Yearbook	\$3814
Band	\$4500
Choral	\$2964
Cheer/Drill Team	\$3314
Drama	\$2976
Newspaper	\$3353
Pep Squad	\$3314
Assistant Pep Squad	\$2559
Competitive Dance Team	\$2000
Student Activity Director	\$7365
Link Crew	\$2300

12. CONTINUATION HIGH SCHOOL:

Yearbook/Newspaper	\$3314
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13. MIDDLE SCHOOL:

Annual Yearbook	\$1486
Drama	\$1486
Band	\$1486
Marching Band	\$1600
Student Council Advisor	\$1396
W.E.B.	\$1300

14. ELEMENTARY SCHOOL:

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

Student Council Advisor	\$1280
Carnival of Champions Coach	\$1298
Spelling Bee Coach	\$ 417
Math Field Day Coach	\$ 417

15. HIGH SCHOOL – ATHLETICS:

Athletic Director	\$7365
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SALARY SCHEDULE/RATE PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

Baseball/Softball

Head	\$4418
Assistant Varsity	\$2651
JV	\$3093
Frosh/Soph	\$2651

Basketball

Head	\$4520
Assistant Varsity	\$2712
JV	\$3163
Frosh	\$2712

Cross Country*

Head	\$3137
Assistant Varsity	\$1882

Football*

Head	\$5236
Assistant Varsity	\$3142
JV	\$3817
Frosh	\$3142

Golf

Head	\$3095
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Lacrosse

Head	\$3801
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Soccer

Head	\$4086
JV	\$2860
Frosh	\$2413

Swimming

Head	\$3095
JV	\$2180

SALARY SCHEDULE/RATE PROVISIONS - continued

AR 4141

Other Certificated Salaries -- continued

Tennis

Head	\$3347
JV	\$2458

Track

Head	\$4154
Assistant	\$2493
Frosh	\$2636

Volleyball

Varsity	\$3729
JV	\$2610
Frosh	\$2237

Water Polo*

Head	\$3236
JV	\$2265

Wrestling

Head	\$3988
JV	\$2810
Frosh	\$2380

* Includes pre-school coaching pay

16. MIDDLE SCHOOL:

Athletic Director	\$5350
Baseball/Softball	\$1353
Basketball A & B	\$1353
Cheer Advisor	\$1353
Football	\$1353
Soccer	\$1353
Track	\$1353
Volleyball	\$1353
Wrestling	\$1353
Intramural Sports	\$ 328

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.)

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 \$54.61 per hour

Other Certificated Salaries – continued

VOLUNTARY TEACHER SUPERVISION OF STUDENTS:

Supervision Rate \$30.84 per hour

STAFF DEVELOPMENT DAYS:

Attendance at all Staff Development Days shall be strictly voluntary. Teachers shall be paid at the standard daily stipend per each Staff Development Day provided by the State of California, per teacher, per Staff Development Day, less statutory benefits including Workers Compensation, SUI and Medicare, if applicable.

SPECIAL PROVISIONS:

An annual stipend of \$2,881 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 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 \$2943 will be provided to each SLP, payable at the rate of \$1471.50 each semester.