

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.

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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.

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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.

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.

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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:

Category A

Anthropology
Art Appreciation
Bilingual Education
Business Administration
Computer Science/Data Processing*
Economics
Education
English
Environmental Studies
Ethnic Studies
Foreign Language
Geography

History
Mathematics
Music Appreciation
Philosophy
Psychology
Police Science
Political Science
Reading
Science
Sociology
Speech

*Lower division work is acceptable.

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Advance in Classification - continued

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
 - 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.

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Advance in Classification - continued

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.

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.

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BASIC TEACHER'S SALARY SCHEDULE 2019-20

Effective August 1, 2019

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).

	BA	BA + 30 or MA Or Prel. Cred. Or Cred.	BA + 45 Or MA + 15	BA + 60 Or MA + 30	BA + 75 Or MA + 45
<u>STEP</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
<u>S</u>					
1	\$58,678	\$63,034	\$67,393	\$71,739	\$76,094
2	\$60,855	\$65,206	\$69,561	\$73,908	\$78,258
3	\$63,025	\$67,374	\$71,725	\$76,085	\$80,434
4	\$65,189	\$69,547	\$73,899	\$78,250	\$82,604
5	\$67,365	\$71,717	\$76,064	\$80,424	\$84,778
6	\$69,534	\$73,892	\$78,242	\$82,591	\$86,946
7		\$76,058	\$80,414	\$84,757	\$89,116
8		\$78,227	\$82,579	\$86,929	\$91,288
9			\$84,748	\$89,110	\$93,457
10			\$87,911	\$92,267	\$96,611
15-20			94,650	\$99,009	\$103,354
21-25			\$99,003	\$103,340	\$109,253
26-29			\$101,889	\$107,475	\$114,555
30				\$111,922	\$120,115

MASTER'S or DOCTORATE: Columns C, D, E, or F
 \$445 for earned Master's Degree
 \$2738 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.

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PSYCHOLOGIST SALARY SCHEDULE ~ P
(192 CONTRACT DAYS)

Effective August 1, 2019

STEP 1 ~ \$103,546

STEP 2 ~ \$105,659

STEP 3 ~ \$107,815

STEP 4 ~ \$110,015

STEP 5 ~ \$112,260

STEP 10 ~ \$115,628

STEP 15 ~ \$119,096

STEP 20 ~ \$122,669

STEP 25 ~ \$126,349

Doctoral Stipend: \$2,738

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CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries

1. Counselors:

Responsibility factor added to basic salary:

1 st Year -	\$4,952
2 nd Year -	\$5,053
3 rd Year -	\$5,155
4 th Year -	\$5,257
5 th Year -	\$5,359

1a. Counselor Hourly Rate: \$55.00

2. Adult School / CTE Hourly Rate:

Step 1 -	\$46.59 per hour
Step 2 -	\$47.60 per hour
Step 3 -	\$48.68 per hour
Step 4 -	\$49.61 per hour
Step 5 -	\$50.60 per hour

3. Other Hourly:

ALL EXTRA-DUTY SHALL BE PAID AT THE RATE OF \$37.30 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).

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries – continued

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	\$327.38
Additional Amount	\$ 24.92

6. Summer School Hourly Rate:

Elementary	\$58.66
Middle & High School	\$58.66
Speech-Language Pathologist	\$68.83

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	\$1,882
8. TIP Consulting Teacher	\$5,750
9. TIP Consulting Teacher Coordinator	\$1,638
10. TIP Panel Member	\$4,705
11. Robotics Coach (MS/HS)	\$1,585
12. Skills USA Site Coordinator (HS)	\$4,268
13. Skills USA Advisor	\$1,585
14. Skills USA Advisor (Nationals)	\$1,585
15. Psychologist Lead	\$3,073
(to be voted on annually by the Psychologists by June 1, for the following year)	

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries - continued

16. Psychologist Intern Supervisor	\$1,610
17. SLP Lead	\$3,073
18. SLP Mentor (for 5 th year students)	\$1,638
19. Social Skills Advisor (ES/MS/HS)	\$1,341
20. Technology Teacher Leaders:	
Elementary	\$2,557
Middle & High School	\$2,557
21. PLC/Grade Level Lead Teacher:	
Elementary	\$1,638
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)	
22. PLC Lead Core Teacher:	
Middle & High School	\$1,638
English / Math / Social Science / Science (4 per core subject) for a total of ~ 16	
<i>High School Only:</i> LOTE (4) / VPA (1) for a total of ~ 21)	
23. AVID Site Coordinator:	
Elementary School	\$1,594
Middle School	\$2,846
High School	\$4,268
24. HIGH SCHOOL:	
Yearbook	\$4,067
Band	\$4,799
Choral	\$3,160

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries - continued

Cheer/Drill Team	\$3,534
Drama	\$3,174
Newspaper	\$3,575
Pep Squad	\$3,534
Assistant Pep Squad	\$2,729
Competitive Dance Team	\$3,439
Competitive Cheer	\$3,439
Student Activity Director	\$7,854
Link Crew	\$2,453

25. CONTINUATION HIGH SCHOOL:

Yearbook (2/3) / Newspaper (1/3)	\$3,534
Student Council	\$1,554

26. MIDDLE SCHOOL:

Yearbook	\$1,585
Drama	\$1,585
Band	\$1,585
Marching Band	\$1,706
Student Council Advisor	\$1,554
W.E.B.	\$1,554
Choir	\$1,554

27. ELEMENTARY SCHOOL:

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

Carnival of Champions Coach	\$1,384
Choir	\$ 432
Student Council Advisor	\$1,365

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries - continued

28. HIGH SCHOOL – ATHLETICS:

Athletic Director	\$7,854
<u>Baseball/Softball</u>	
Head	\$4,711
Assistant Varsity	\$2,827
JV	\$3,299
Frosh/Soph	\$2,827
<u>Basketball</u>	
Head	\$4,820
Assistant Varsity	\$2,892
JV	\$3,373
Frosh	\$2,892
<u>Beach Volleyball</u>	
Head	\$3,212
<u>Cross Country*</u>	
Head	\$3,346
Assistant Varsity	\$2,008
<u>Football*</u>	
Head	\$5,584
Assistant Varsity	\$3,351
JV	\$4,070
Frosh	\$3,351
<u>Golf</u>	
Head	\$3,301
JV	\$2,266
<u>Lacrosse</u>	
Head	\$4,054
JV	\$2,761

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries – continued

29. HIGH SCHOOL – ATHLETICS - continued

Soccer

Head	\$4,358
JV	\$3,049
Frosh	\$2,573

Swimming

Head	\$3,301
JV	\$2,325

Tennis

Head	\$3,569
JV	\$2,621

Track

Head	\$4,430
Assistant	\$2,659
Frosh	\$2,811

Volleyball

Varsity	\$3,977
JV	\$2,783
Frosh	\$2,386

Water Polo*

Head	\$3,451
JV	\$2,416
Frosh	\$2,071

Wrestling

Head	\$3,451
JV	\$2,997
Frosh	\$2,539

* Includes pre-school coaching pay

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries – continued

30. MIDDLE SCHOOL:

Athletic Director	\$5,705
Baseball/Softball	\$1,443
Basketball A & B	\$1,443
Cheer Advisor	\$1,443
Football	\$1,443
Soccer	\$1,443
Track	\$1,443
Volleyball	\$1,443
Wrestling	\$1,443
Intramural Sports	\$ 350

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:

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

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SALARY SCHEDULE/RATES PROVISIONS - continued

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Other Certificated Salaries – continued

Additional Coaching Stipend Positions: - continued

positions based on comparable stipends/duties as currently described and defined in Appendix A of the Master Collective Bargaining Agreement.

- A. 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:

TK – 5 and SLP 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 beginning or end of an instructional day.

Administrative Designee: \$58.23 per hour

Robotics Coach (Grades 3-5) shall receive an extra-duty hourly stipend of \$36.27 for up to 16 hours of coaching.

Categorical Resource Teacher: \$2,544 per year

Combination Class Teacher: \$7,631 per year

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CERTIFICATED HUMAN RESOURCES

SALARY SCHEDULE/RATES PROVISIONS - continued

AR 4141

Other Certificated Salaries - continued

VOLUNTARY TEACHER SUPERVISION OF STUDENTS:

Supervision Rate: \$32.90 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 \$274.21 per each summer Staff Development Day less statutory benefits including Workers Compensation, SUI and Medicare, if applicable.

SPECIAL PROVISIONS:

Head Nurse

An annual stipend of \$3073 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

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 \$5,228 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, 6/24/14,
8/19/14, 6/23/15, 7/12/16, 9/6/16, 1/17/17, 10/16/18, 12/11/18, 10/8/19