The District and Association agree to maintain the previous contract in full with the changes listed below.

ARTICLE II - RECOGNITION

CHANGE TO READ:

The District hereby acknowledges that C.S.E.A. and its Downey Chapter #248 is the exclusive bargaining representative, as granted by the Downey Unified School District on March 7, 1977, for all classified employees in Unit I holding positions as classified below:

1. Accounting Assistant
2. Adult School Registrar Assistant
3. ASB Accounting Technician
4. Assistant Buyer
5. Attendance/Records Clerk
6. Budget Financial Analyst
7. Buyer
8. Campus Security Assistant
9. Certified Occupational Therapy Assistant
10. Child Care Assistant
11. Clerical Assistant
12. Communication Center Assistant
13. Elementary School/Library Media Technician
14. Food Service Assistant
15. Food Service Assistant II
16. Food Service Helper
17. Healthy Start Assistant
18. Instructional Assistant
19. Instructional Assistant – Adult School
20. Instructional Asst. – Computer Applications
21. Instructional Services Technician
22. Intermediate Accounting Assistant
23. Intermediate Clerical Assistant
24. Intermediate School Office Manager
25. Interpreter Assistant
26. Labor Compliance Technician
27. Lead Food Service Assistant
28. Make-up Artistry Assistant
29. Nursing Program Assistant
30. Nursing Specialist
31. Payroll Technician
32. Personnel Assistant
33. Personnel/Credential Technician
34. Personnel/Payroll Assistant (Adult School)
35. Physical Education Assistant
36. Pupil/Support Services Technician
37. Purchasing Assistant
38. Registered Behavior Technician
39. Registrar
40. School Based Therapist
41. School Health Technician
42. School Health Technician (Female)
43. School Health Technician (Male)
44. School Office Manager
45. Secretary
46. Senior Accounting Assistant
47. Senior Accounting Technician
48. Senior Clerical Assistant
49. Senior D.P. User Services Technician
50. Senior Instructional Assistant
51. Senior Instructional Assistant – B.C.
52. Senior Instructional Assistant – S/MH
53. Senior Personnel Assistant
54. Senior School Office Manager
55. Senior Secretary
56. Senior Student Information Systems Operator
57. Special Education Technician
58. Speech/Language Pathology Assistant
59. Student Information Systems Operator
60. Switchboard Operator/Receptionist
61. True Lasting Connections Resource Center Asst.
ARTICLE III - DEFINITIONS

CHANGE TO READ:

14. "Personnel Commission" shall mean the non-partisan public body responsible for the administration of the (merit system) classification, selection, retention, and promotion of classified employees in the Downey Unified School District.

ARTICLE VI - RENEGOTIATIONS: PROCEDURES

A. The Association shall submit to the Board of Education, Salary and Benefit Articles and one (1) for reopener negotiations for the 2014-15 2017-18 and 2016-17 2018-19 school years. Reopener proposals shall be submitted by the last Board of Education meeting in July. Negotiations shall commence within a reasonable time period after the parties' proposals have been sunshined to the public at a Board meeting.

ARTICLE VIII – SALARIES

CHANGE TO READ:

Inconsistent Duty Compensation Working Out of Class Compensation: Employees who are required and directed by their immediate supervisor to perform higher level duties inconsistent with their assigned duties shall be compensated at not less than five percent (5%) above the employee’s regular rate of pay.

Salary and Fringe Benefits:
A. Salary - The unit's current salary schedule (2013-14) shall reflect a 3.25% salary increase effective July 1, 2013. The current salary schedules (2016-17) for CSEA Chapter 248 shall reflect a 2% salary increase effective July 1, 2016.

ARTICLE IX – HOLIDAYS

CHANGE TO READ:

Approved Days:

<table>
<thead>
<tr>
<th>Independence Day</th>
<th>Christmas Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Day</td>
<td>New Year's Day</td>
</tr>
<tr>
<td>Admission Day</td>
<td>Martin Luther King, Jr. Day</td>
</tr>
<tr>
<td>Veterans Day</td>
<td>Lincoln's Day</td>
</tr>
<tr>
<td><strong>Wednesday before Thanksgiving</strong></td>
<td>Washington's Day</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Memorial Day</td>
</tr>
<tr>
<td>Friday following Thanksgiving</td>
<td></td>
</tr>
</tbody>
</table>

*Admission Day shall be scheduled in accordance with the annual school calendar
ARTICLE XI - LEAVES

ADD:
... Vacation
... Employees required to provide services directly to students on instructional days shall take vacation during the Thanksgiving, Winter, and Spring Breaks.
...

CHANGE:

Sick Leave Bank
...
A Doctor's note explaining the reason for verifying the extended absence must be attached to the request to the sick leave bank. The District may require an additional exam by a doctor specified by the District, paid for by the District.
...

Leave of Absence Without Pay:
...
B. The granting of a leave of absence without pay gives to the employee the right to return to his/her position or a similar position (if the leave is for more than 30 days) within the same classification as determined by the District at the expiration of his/her leave of absence, provided that he/she is physically and legally capable of performing the duties. The position may be filled only for the duration of the leave.
...

ARTICLE XXII - TERM OF AGREEMENT

CHANGE TO READ:

This Agreement shall become effective and in full force on October 1, 2016, and shall continue in effect through September 30, 2019.

For the Unit:

Pam Martinez, President
CSEA, Chapter 248

Jill Marucut, Labor Relations Rep.
CSEA, Chapter 248

For the District:

Rena Thompson, Ed.D
Assistant Superintendent,
Certificated Human Resources