

**DOWNEY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
SUCCESSOR AGREEMENT
WITH
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #248 (CSEA UNIT I)**

January 8, 2017

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

...

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 2015-16 **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:

- | | |
|--------------------------------------|-----------------------------|
| Independence Day | Christmas Day |
| Labor Day | New Year's Day |
| Admission Day | Martin Luther King, Jr. Day |
| Veterans Day | Lincoln's Day |
| Wednesday before Thanksgiving | Washington's Day |
| Thanksgiving Day | Memorial Day |
| Friday following Thanksgiving | |

*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.~~

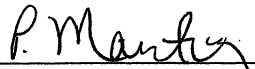
...

ARTICLE XXII – TERM OF AGREEMENT

CHANGE TO READ:

This Agreement shall become effective and in full force on October 1, 2013 **2016**, and shall continue in effect through September 30, 2016 **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