

COVINA-VALLEY UNIFIED SCHOOL DISTRICT

ANNUAL SALARIES

This annual schedule is for illustrative purposes only.

Unit members should refer to the official eleventhly schedule published in the CBA

1. Speech and Language Pathologists, Nurses and Counselors – Effective June 1, 2025

*Amounts have been rounded to the nearest dollar

Annual salary paid in 11 monthly payments

	COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E
		BA+CA			BA+60 Units
		Prelim/Clear	BA+		Incl. MA or
	BA	BA+ 15 Units	30 Units	MA	MA+20 Units
1	\$67,591	\$70,331	\$73,154	\$76,076	\$79,112
2	\$70,678	\$73,500	\$76,439	\$79,509	\$82,661
3	\$73,831	\$76,802	\$79,872	\$83,074	\$86,391
4	\$77,165	\$80,235	\$83,453	\$86,210	\$90,270
5	\$80,615	\$83,866	\$87,217	\$90,699	\$94,347
6	\$84,262	\$87,629	\$91,129	\$94,776	\$98,573
7	\$88,059	\$91,591	\$95,238	\$99,051	\$103,029
8	\$92,020	\$95,684	\$99,531	\$103,491	\$107,651
9		\$100,009	\$104,003	\$108,163	\$112,487
10			\$108,708	\$113,031	\$117,555
11				\$118,149	\$122,853
12					\$128,382
15	\$96,175	\$104,508	\$113,605	\$123,463	\$134,158
20	\$100,496	\$109,210	\$118,724	\$129,019	\$140,203
25	\$105,017	\$114,131	\$124,064	\$134,829	\$146,504

EXPLANATORY NOTES

- a. Unit Members: Personnel compensated this schedule are Language and Speech Pathologists, Nurses and Counselors.
- b. Experience Credit: Experience Credit: For unit members hired after ratification of this Agreement by both parties, all years of acceptable experience outside the Covina-Valley Unified School District will be recognized on this schedule for initial placement.
- c. Units: A unit is one semester hour of upper division or graduate level work from an accredited institution taken after receipt of the pertinent degree. One quarter hour equals 2/3 semester hours.

- d. Degrees: BA and MA refer to a bachelor's degree and a master's degree, respectively, from an accredited institution in a field pertinent to the position.
- e. Nurses and Language and Speech Pathologists salaries will be calculated by applying a 1.1 factor to the certificated salary schedule.
- f. Doctor's Degree: \$121.99 per month shall be added for a doctor's degree earned at an accredited institution.
- g. Credentials: Placement on this salary schedule, except as provided below, requires possession of a regular California credential valid for the grade level and/or subject(s) taught or service rendered. A regular credential is defined as one of the following: Life, Clear, Professional Clear, or Preliminary credential. A candidate who holds only an emergency or internship credential will be placed on Column A and on:

- Step 1 for no acceptable experience
- Step 2 for one year of acceptable experience
- Step 3 for two or more years of acceptable experience
- Step 4 for three or more years of acceptable experience

Until receipt of a regular credential, a unit member who previously held only an emergency or internship credential shall not advance beyond Step 4.