

CSEA to District – 04.18.2025  
CSEA to District – 05.09.2025 at 12.10p  
CSEA to District – 05.30.2025 at 11.15a  
CSEA to District – 05.30.2025 at 2p

DO to CSEA - 05.09.2025 at 9:00 am  
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DO to CSEA – 05.30.2025 at 3:04 pm

The ~~d~~District's salary proposal is contingent upon closing all 24/25 contract reopeners. ~~The full contract will be open for 26/27.~~

## ARTICLE 10

### SALARIES

1. ~~Effective the first day of the month following the of ratification of this agreement~~ Unit members who are employed in the District will receive a ~~non-retroactive~~ 6.25% ~~5%~~ 2% ~~3.5%~~ 2% salary increase. ~~In addition, all unit members who are in a paid status as of January 01, 2025 through June 01, 2025 will receive a \$1,250.00 (one thousand two hundred fifty and no cents) one time off schedule bonus, retroactive to July 1, 2023 2024, for the 2023-2024 school year. In addition, all unit members who are employed in the District on the effective date of this agreement will receive a 1.25% of base salary off schedule one time payment. A one time bonus of \$1,500.00 (fifteen hundred dollars) shall be given to each employee who was in a paid status as of January 01, 2025.~~ This ~~non-retroactive~~ 6.25% ~~5%~~ 2% ~~3.5%~~ 2% salary increase shall apply to all stipends, and differentials, inclusive of the Longevity Pay Salary Schedule.
2. Doctoral ~~or Master's~~ Degree: A stipend of ~~\$119.60~~ \$125.58 (one hundred twenty five dollars and fifty eight cents) ~~\$121.99 (one hundred twenty one dollars and ninety nine cents)~~ \$123.79 (one hundred twenty three dollars and seventy nine cents) per month shall be paid to any unit member who possesses a doctoral ~~or master's~~ degree earned at an accredited university.
3. When there is no certificated employee available to cover for a teacher in a classroom for a period of 30 minutes or more, and the unit member is asked to supervise the students in the teacher's absence, the unit member will receive a stipend of ~~\$66.51 (sixty six dollars and fifty one cents)~~ \$65.55 (sixty five dollars and fifty five cents) ~~\$67.47 (sixty seven dollars and forty seven cents)~~ sixty four dollars and twenty six cents (\$64.26). The school principal shall verify the time and submit a request for payment to the Payroll Department.
4. In the event any other employee group receives a compensation package in excess of that provided to CSEA, the District shall immediately adjust the salary schedule for

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all unit members by the percentage in excess of that provided to CSEA in the same fashion and in the same manner as provided by the other employee group.

~~Implementation of this "Me Too" language shall not result in a total combined percentage increase to the salary schedule for the contract years 2024-2025 and 2025-2026 that exceeds the combined increase for the same years for the certificated bargaining unit. This agreement shall close negotiations for both salary and benefits (Articles 10 and 16) through June 30, 2026.~~

~~Implementation of this "Me Too" language shall not result in a total combined percentage increase to the salary schedule for the contract years 2024-2025 and 2025-2026 that exceeds the combined increase for the same years for the certificated bargaining unit. This agreement shall close negotiations for both salary and benefits (Articles 10 and 11) through June 30, 2026.~~

~~Implementation of this "Me Too" language shall not result in a total combined percentage increase to the salary schedule for the contract years 2024-2025 and 2025-2026 that exceeds the combined increase for the same years for the certificated bargaining unit. This agreement shall close negotiations for both salary and benefits (Articles 10 and 11) through June 30, 2026.~~

5. Night Shift Stipend: Employees whose regular work shift of 6 (six) or more hours during the normal school year or during the summer, half of which occurs at 4:00 p.m. or later, shall receive **\$122.00 (one hundred twenty-two dollars and no cents)** ~~\$125.59 (one hundred twenty-five dollars and fifty-nine cents)~~ ~~one hundred nineteen dollars and sixty-one cents (\$119.61)~~ ~~\$123.80 (one hundred twenty-three dollars and eighty cents).~~ per month. Notwithstanding Article 4 Terms of Employment, Section 5 of the Agreement, employees who work shifts covered by this provision shall have their work shifts changed only upon mutual agreement between the employee and his/her supervisor, and for summer schedule requirements. This shall not apply to extra hours or overtime.

6. Bilingual Stipends

6.1. Basic Usage

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CSEA to District – 05.09.2025 at 12.10p

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DO to CSEA – 05.30.2025 at 3:04 pm

6.1.1. Unit members who use their bilingual verbal/conversational translation skills on a regular basis to perform non-instructional/non-IEP/non-legal support services for the District shall receive a monthly stipend of ~~\$103.50 (one hundred three dollars and fifty cents)~~ **\$102.00 (one hundred two dollars and no cents)** ~~\$105.00 (one hundred five dollars)~~ ~~one hundred (\$100.00) dollars~~. In order to be eligible for this stipend, designated staff must pass a District "verbal/conversational translation" assessment. Each elementary school, middle school and comprehensive high school will be limited to two (2) staff members eligible for the stipend to be determined by the site or department administrator. Each comprehensive high school will be limited to three (3) staff members eligible for the stipend to be determined by the site or department administrator.

6.1.2. Each site or department not previously listed will be eligible to have three (3) unit members receive the stipend.

## 6.2. Advanced Usage

6.2.1. Unit members who use their bilingual verbal skills and writing skills on a regular basis to perform non-instructional/non-IEP/non-legal support services for the District shall receive a monthly stipend of ~~\$155.25 (one hundred fifty five and twenty five cents)~~ **\$153.00 (one hundred fifty-three dollars and no cents)** ~~\$157.50 (one hundred fifty seven dollars and fifty cents)~~ ~~one hundred fifty (\$150.00) dollars~~. In order to be eligible for this stipend, designated classified employees must pass the District "verbal/conversational translation assessment" as well as the "written assessment."

6.2.2. Each elementary school, middle school, and the continuation high school will be limited to three (3) staff members eligible for the stipend to be determined by the site or department administrator. Each comprehensive high school will be limited to four (4) staff members eligible for the stipend to be determined by the site or department administrator. The number of actual allotted stipends will be approved by the Personnel Department.

6.2.3. Each site or department not previously listed will be eligible to have one unit member receive the stipend.

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7. The Governing Board may provide a ~~\$109.97 (one hundred nine dollars and ninety-seven cents)~~ **\$108.38 (one hundred eight dollars and thirty-eight cents)** ~~\$111.56 (one hundred eleven dollars and fifty-six cents)~~ ~~\$106.25 (one hundred and six dollars and twenty-five cents)~~ to those classified employees who perform duties of a distasteful, dangerous, or unique nature when, in the opinion of the Board, such compensation is reasonably justified. Such differentials shall be based upon findings and recommendations of the Personnel Commission as determined by Education Code 45182 and shall not be applied in a manner contrary to the principle of like pay for like service.

See Appendix A, Salary Tables

## 8. Longevity Pay

- 8.1. Longevity pay shall be granted to District classified personnel upon completion of sufficient years of service in the Covina-Valley Unified School District.

- 8.2. Longevity pay shall be granted to employees occupying full-time positions by increasing their regular monthly salary as follows:

8.2.1. ~~\$125.06~~ ~~\$140.00~~ **\$127.56** ~~\$143.82~~ beginning in the first month of the 10<sup>th</sup> year of District service

8.2.2. ~~\$280.96~~ ~~\$320.00~~ ~~\$286.58~~ **\$323.10** beginning in the first month of the 15<sup>th</sup> year of District service

8.2.3. ~~\$311.66~~ ~~\$355.00~~ **\$317.89** ~~\$358.41~~ beginning in the first month of the 20<sup>th</sup> year of District service

8.2.4. ~~\$375.53~~ ~~\$425.00~~ ~~\$383.04~~ **\$431.86** beginning in the first month of the 25<sup>th</sup> year of District service

8.2.5. ~~\$398.21~~ ~~\$460.00~~ **\$406.17** ~~\$457.94~~ beginning in the first month of the 30<sup>th</sup> year of District service

8.2.6. ~~\$432.620~~ ~~\$500.00~~ **\$441.27** ~~\$497.51~~ beginning in the first month of the 35<sup>th</sup> year of District service

8.2.7. ~~\$468.23~~ ~~\$545.00~~ **\$477.60** ~~\$538.46~~ beginning in the first month of the 40<sup>th</sup> year of District service

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9. Employees occupying part-time positions shall be granted longevity pay prorated on their scheduled workday and workweek as it compares to the regular 8-hour day and 40-hour week standard.
10. Years of service shall be counted in the aggregate except that any service rendered prior to a break in service of 39 months or more from the last day of paid service in a probationary or permanent classified position shall not be counted.

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**Angelina Cabrera**

Chapter 49 President

California School Employees Association

05.30.2025

Date



**Michele Doll**

Assistant Superintendent of Personnel  
Services

Covina-Valley Unified School District

5.30.25

Date



**Michelle Ruiz**

Labor Relations Representative  
California School Employees Association

5/30/25

Date