

CVASP to DO - 5/28/25
DO to C-VASP - 5/28/25

0-28-25 MRO
Asst. Supt.
Personnel Services

Martha M. J. P.
CVASP President
5/28/25

This offer is part of a package proposal, contingent upon agreement with a closed 2-year
7/1/24 - 6/30/26 agreement (no reopeners, Article 1)

ARTICLE 12 SALARY

12.1 Salaries - See Appendix A

~~12.1.1 For the 2025-2026 school year, unit members employed on the effective date of this agreement will receive a total compensation salary increase of 2.0% on salary schedule effective June 1, 2025. 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.~~

12.1.1 Unit members employed on the effective date of this agreement will receive a non-retroactive total compensation salary increase of 2.0% on the salary schedule, effective the first day of the month of ratification by CVASP membership and the Board of Education.

12.1.2 A **non-retroactive 2.0%** salary increase will also apply to the Longevity Pay Salary schedules and all stipends.

12.1.2.1 Longevity amounts are included on the salary schedule in Appendix A

12.1.3 A stipend of ~~\$1,540.69~~ **\$1,571.50** will be paid to each unit member. The stipend will be prorated for unit members working less than a full-time assignment.

12.1.4 Unit members will be provided site materials fund no less than \$150 for each **school** site they are assigned to **work on a regular basis.**

12.2 The district will accept all years of verified and relevant certificated public school prior experience to determine placement on the salary schedule.

~~12.2.1 Relevant certificated public school prior experience includes, but is not limited to, internships, substitute school psychologist experience, certificated teaching experience, behavior interventionist experience, counseling experience, administrative experience, and any other paid position with the district.~~

12.2.2 Current unit members who were hired by C-VUSD prior to the 2025-2026 school year will have their previous experience verified and relevant years of service applied for the start of the 2025-2026 school year. **Unit members whose salary schedules have been adjusted shall not be compensated for any retroactive payment resulting from the adjusted schedules.**

12.2.2.1 By no later than ~~September~~ **October** 1, 2025, any current bargaining unit member hired prior to July 1, 2025 must submit to the District documentation of any prior years of service meeting the requirements set forth in paragraph 12.2 and Appendix A that were not credited to the member for initial salary schedule placement purposes as a result of a pre-existing limit in order to be advanced on the salary schedule. Upon verification, the unit member shall be placed on the appropriate step of the 2025-2026 salary schedule effective July 1, 2025, so as to reflect that experience.

12.2.2.2 No retroactive salary payments for any prior years of employment with the District will be made to any unit member as a result of advancement pursuant to this paragraph.

12.23 Explanatory Notes and Definitions:

12.23.1 Unit Members: Unit members compensated on the Salary Schedule are delineated in Article 2.

12.23.2 Experience Credit: ~~A maximum of four (4) years of acceptable experience outside the Covina Valley Unified School District will be recognized on the Salary Schedule for placement of Step 5.~~ **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 for placement on the appropriate schedule for initial placement.**

12.23.3 Doctor's Degree: ~~\$119.60~~ **\$121.99** per month shall be added for a doctor's degree earned at an accredited institution.

12.23.4 Nationally Certified School Psychologists ~~\$113.69~~ **\$115.96** per month shall be added for a unit member who is a Nationally Certified School Psychologist.

12.23.5 ~~Case Carrier: School Psychologists are recognized as the case carriers for special education students receiving specialized academic instruction and/or DIS services, with the exception of DIS speech/language services only students or DHH students until June 30, 2024. On July 1, 2024, Covina Unified Education Association (CUEA) will take the role of special education case carrier.~~

Part-time Employees: Unit members who work a minimum of 50% earn one (1) year's credit on the salary schedule. Unit members who work less than 50% will earn one-half (1/2) year's credit for each year of service. Unit members will receive a prorated year's credit toward the California State Teachers Retirement System (CalSTRS) as determined and calculated by CalSTRS. Unit members will maintain their place on the District's seniority list.

~~12.3.6 Split-Site Assignments: Unit members regularly assigned to more than one (1) school site, in any school day, shall be provided with travel time that does not take place during their duty-free lunch.~~

~~12.3.6.1 Unit members on a Split-Site Assignment shall be given an annual stipend of \$1250.00~~

~~12.3.6.2 If there is a difference in schedules at the two sites, the unit member shall collaborate with both site administrators to implement a schedule that accommodates the needs of each site.~~

~~12.3 Longevity pay shall apply only to unit members who have had service in the Covina-Valley Unified School District and its predecessors, the Covina School District, and/or the Covina Union High School District. Longevity pay will only be for regular assignments; summer school and all extra pay assignments are excluded. Years of service, for purposes of qualifying for longevity pay, shall be counted in the same manner as years of service for salary step advancement pursuant to Policy 4151.2, Step Advancement. 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 as a probationary or permanent certificated unit member shall not be counted.~~

~~12.3.1 Longevity amounts are included on the salary schedule in Appendix A.~~

12.4 Extra Assignments - All extra hours or assignments require administrator approval prior to doing the work or they will not be paid. All summer, hourly, or replacement services will be compensated at the unit member's current daily rate of pay, prorated hourly.