

**Memorandum of Understanding
By and Between the
Covina-Valley Unified School District and
Covina Unified Education Association**

Extra Duty Pay Increments

The Covina-Valley Unified School District ("District") and the Covina Unified Education Association ("CUEA") hereby enter into the following Memorandum of Understanding ("MOU").

The parties agree as follows:

1. Compensation for Substitution: All payments in 7.7 shall be calculated and paid in increments of one (1) hour.
2. For all duties performed subject to the "Teacher Extra Duty Pay Schedule (Appendix A) outside of the regular workday, including but not limited to Individualized Education Program (IEP) meetings, tutoring, professional development, and all other voluntary activities beyond the professional workday day shall be calculated and paid in increments of thirty (30) minutes.

2.1 These hours of work are to be rounded up to 30-minute increments; no amount of work will be paid less than 30 minutes.

2.2 These increments apply to all unit members (SLPs, Nurses, Counselors, and Audiologists).


This MOU shall become effective on the date of full execution by the Parties and remain in effect only through June 30, 2026, unless extended by mutual agreement of both parties.

This MOU is non-precedential, shall not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative, or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

Approved:


Michelle Ramos - CUEA Bargaining Chair

12/12/25
Date


Michele Doll
Assistant Superintendent, Personnel Services

Dec. 10, 2025
Date