

ARTICLE 1

RECOGNITION AND BARGAINING UNIT

1. The Public Employers Relations Board recognizes California School Employees Association, and its Chapter 49, on October 5, 1976, by and between the Board of Education of the Covina Valley Unified School District of Covina, California, hereinafter referred to as the "Board of Education" or "District," and California School Employees Association, and its Covina-Valley Chapter #49 hereinafter referred to as the "Association" or "CSEA."
2. The Board of Education recognizes the Association as the sole and exclusive bargaining agent or the unit consisting of all classified employees, excluding management and confidential employees as designated by the Board of Education and supervisory employees. This also excludes student helpers, student aides, substitutes, apprentices, provisional appointees, limited-term employees, consultants, professional experts, and independent contractors. Appendix A (Job Position and Salary Schedule) attached is to be considered part of the description of the appropriate unit.
3. District and CSEA agree that bargaining unit work is to be performed only by bargaining unit members. Exceptions may be made when emergency situations arise, at which times management and/or confidential employees may intervene in order to work through the emergency situation in a timely manner.
4. The Board of Education agrees that if subsequent to this Agreement, it creates any new classification(s) or reclassifies any existing classification(s), it shall notify the Association of its proposed action, describing the class(es) created or reclassified, number of positions, and indicate whether the new or reclassified class(es) is (are) a part of the bargaining unit or excluded therefrom. The Association may, within fifteen (15) calendar days of such notification, contest any assignment made by the Board of Education to include or exclude such class(es) and position(s) into or from the bargaining unit. If the Association contests the assignment, the parties shall meet toward the goal of achieving agreement, but the Board of Education retains the right to withdraw the class(es) or position(s) if agreement cannot be reached.
5. If the parties fail to reach an agreement on the issue of the inclusion in, or the exclusion from, the bargaining unit of a newly created class(es) or a reclassified class(es), the matter shall be submitted to the Public Employment Relations Board for resolution.

CSEA to District – 10.24.2025, Revised
CSEA to District – 11.20.2025 at 8.30a
CSEA to District – 12.12.2025 at 8.30a

DO Counter to CSEA – 10.24.2025 at 1:15pm
DO Counter to CSEA - 11.20.25 at 11:30 am

6. *The Board of Education agrees that if subsequent to this Agreement, it proposes to abolish any classification(s), it shall notify the Association of its proposed action, describing the class(es) and the number of positions. it proposes to abolish. CSEA may bargain the effects impacts and effects impacts of such action(s).*



Angelina Cabrera

Chapter 49 President
California School Employees Association

12.12.2025

Date



Michele Doll

Assistant Superintendent of Personnel Services
Covina-Valley Unified School District

12.12.25

Date



Michelle Ruiz

Labor Relations Representative
California School Employees Association

12/12/25

Date