

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
COVINA-VALLEY UNIFIED SCHOOL DISTRICT  
AND  
COVINA UNIFIED EDUCATION ASSOCIATION  
RE: CATASTROPHIC LEAVE**

This Memorandum of Understanding ("MOU") is made and entered into between the Covina-Valley Unified School District ("District") and the Covina Unified Education Association ("CUEA") (referred to collectively as "the Parties") to reflect an agreement to increase the maximum number of donated days of sick leave a unit member may receive under the Catastrophic Leave Program set forth in the collective bargaining agreement between the District and CUEA ("CUEA Contract").

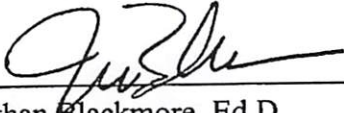
To that end, the Parties hereby agree as follows:

1. Article 8.14 of the CUEA Contract provides for a Catastrophic Leave Program and Catastrophic Leave Bank whereby on a case-by-case basis and upon mutual agreement between CUEA and the District, members suffering from long-term, non-industrial illnesses or injuries who are anticipated to exhaust all of their available full pay leave, may request donations of sick leave from other unit members.
2. Section 8.14.8 of the CUEA Contract provides that the maximum amount of sick leave that may initially be donated to any one unit member requesting donations under the Catastrophic Leave Program shall be the equivalent of sixty (60) days.
3. If a unit member continues to suffer from a long-term, non-industrial illness or injury and will exhaust all donated sick leave before they are able to return to work, Section 8.14.9 provides that they submit a written request for additional donations of sick leave, up to twenty (20) days, such that the total maximum number of days a unit member may receive under the Catastrophic Leave Program is eighty (80).
4. The Parties agree that Section 8.14.9 shall be revised to increase the maximum number of additional days of sick leave which may be requested by an eligible unit member to no more than sixty (60) additional days, which shall be requested in no more than twenty (20) day increments. This would provide a total maximum number of sick leave which may be donated to any one unit member of one hundred and twenty (120) days.
5. All other terms and conditions set forth in Article 8.14 shall remain in full force and effect.

This MOU shall become effective on the date of full execution by the Parties and be effective only through June 30, 2026, unless extended by mutual agreement by 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:



Jonathan Blackmore, Ed.D.  
Superintendent  
Covina-Valley Unified School District

10/20/2025

Date



Michelle Ramos  
CUEA Contract Specialist  
Covina Unified Education Association

6/20/2025

Date