

ARTICLE 18

SALARIES

18.1 Initial Salary Schedule Placement

18.1.1 The District will accept all years of verified and relevant certificated public school prior experience to determine placement on all of the certificated salary schedules.

18.1.1.1 For School Nurses, all verified Registered Nurse (RN) experience will determine placement on the Nurse Salary Schedule.

18.1.1.2 For SLPs, all verified SLP public and private experience will determine placement on the SLP schedule.

18.1.1.3 For Audiologists, all verified Audiologists' public and private experience will determine placement on the Audiologist schedule.

18.1.1.4 Relevant certificated public school experience, as noted in the above, shall include all years in paid status in any CUEA bargaining unit position.

18.2 Beginning July 1, 2026, a 2.0% schedule salary increase shall be applied to all salary schedules and stipends, inclusive of the Children's Center, Adult Education, Speech and Language Pathologist, Audiologist, Nurse, Counselor, Longevity Pay Salary schedules, and all Stipends.

18.3 Beginning July 1, 2026, CTE teachers will be moved to Columns A and B on the Teacher's Salary Schedule and eligible to earn longevity. CTE Salary for members hired prior to November 30, 2022, will be paid at their current rate until the salary schedule meets or exceeds their contracted rate of pay listed in Appendix A. This will not be retroactive or result in back pay.

18.4 All unit members assigned to any of the counseling positions (elementary, middle school, high school or adult education) will be compensated utilizing the Nurse/SLP Schedule. The Nurse/SLP Salary schedule will now be referred to as the SLP, Nurse, and Counselor Salary Schedule.

18.4.1 One ILT stipend shall be added at every school site where a counselor is employed to facilitate the participation of a counselor in the leadership team.

18.4.2 Any Elementary School, High School, or Adult Ed Counselor or Audiologist who, when placed on the new SLP, Nurse, Audiologist and Counselor (SNAC) Salary Schedule at their correct step and column, combined with any counseling or ILT stipend, would receive less than their current rate of pay in the 2024-25 school year shall be y-rated to maintain their current pay rate. This y-rating shall remain in place until either A) the unit member voluntarily transfers to a non-counselor/non audiologist position or B) their appropriate

step and column placement would exceed the y-rated amount. At either such time, their placement on the appropriate salary schedule shall become their new rate of pay.

18.5 The Audiologist shall be assigned to the Audiologist Salary Schedule.

18.6 Explanatory Notes and Definitions

18.6.1 Unit members compensated on the teacher's salary schedule are classroom teachers, librarians, resource teachers, and resource specialists. School Nurses and Speech and Language Pathologists, Audiologists, and Counselors are compensated on their own schedules.

18.6.2 Experience Credit: 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.

18.6.3 Units: A unit is one semester hour of upper division or graduate level work from an accredited institution taken after receipt of the pertinent degree. One quarter hour equals 2/3 semester hours.

18.6.3.1 Degrees: BA and MA refer to a bachelor's degree and a master's degree, respectively, from an accredited institution in a field pertinent to the position.

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

18.6.4 National Board Certification for Professional Teaching Standards: Stipend of \$115.96 per month to the teacher salary schedule under the explanatory notes effective July 1, 2021.

18.6.5 Credentials: Placement on the Teachers' Salary Schedule, except as provided below, requires possession of a regular California credential valid for the grade level and/or subject(s) taught, or service rendered. A regular credential is defined as one of the following: Life, Clear, Professional Clear, Preliminary or OTHER credential. A candidate who holds only an emergency or internship credential will be placed on Column A and on:

Step 1 for no acceptable experience.

Step 2 for one year or more years of acceptable experience.

Step 3 for two or more years of acceptable experience.

Step 4 for three (3) or more years of acceptable experience.

Until receipt of a regular credential, a unit member who previously held only an emergency or internship credential shall not advance beyond Step 4.

18.6.6 Part-time Employees:

Each part-time unit member in grades 6-12 shall be compensated at 20% of their daily rate for each hour of student interaction time (instructional period). Teachers who work a minimum of 50% earn one (1) year's credit on the teachers' salary schedule. Teachers who work less than 50% will earn one-half (1/2) year's credit for each year of service. Teachers will receive a prorated year's credit toward the State Teachers Retirement System (STRS) as determined and calculated by STRS. Teachers will maintain their place on the District's seniority list.

Add to stipend schedule: The stipend schedule shall include Middle School Athletic Stipends for grades 6-8. There shall be 16 stipends per site (3 seasons). Each site shall have one Athletic Director stipend paid at the rate of three times the coaching stipend.