

ARTICLE 10

SALARIES

- ~~1. Unit members who are employed in the District on the effective date of this agreement will receive a 6.25% salary increase for the 2023-2024 school year, retroactive to July 1 2023. 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. This 6.25% salary increase shall apply to all stipends, and differentials, inclusive of the Longevity Pay Salary Schedule.~~

Effective **July 1, 2026**, the first day of the month following the ratification of this agreement unit members who are employed in the District will receive a ~~non-retroactive~~ **2%** salary increase. This ~~non-retroactive~~ **2%** salary increase shall apply to all stipends, and differentials, inclusive of the Longevity Pay Salary Schedule.

- ~~2. Doctoral Degree: A stipend of \$121.99 (one hundred twenty-one dollars and ninety-nine)~~ **\$124.43** ~~\$125.65 (one hundred twenty-five dollars and sixty-five cents)~~ per month shall be paid to any unit member who possesses a doctoral degree earned at an accredited university.
- ~~3. When there is no certificated employee available to cover for a teacher in a classroom for a period of 30 minutes or more, and the unit member is asked to supervise the students in the teacher's absence, the unit member will receive a stipend \$65.55 (sixty-five dollars and fifty-five)~~ **\$68.83** ~~\$67.52 (sixty-seven and fifty-two cents)~~. The school principal shall verify the time and submit a request for payment to the Payroll Department.
- ~~4. In the event any other employee group receives a compensation package in excess of that provided to CSEA, the District shall immediately adjust the salary schedule for all unit members by the percentage in excess of that provided to CSEA in the same fashion and in the same manner as provided by the other employee group.~~

~~Implementation of this "Me Too" language shall not result in a total combined percentage increase to the salary schedule for the contract years 2024-2025 and 2025-2026 that exceeds the combined increase for the same years for the certificated bargaining unit. This agreement shall close negotiations for both salary and benefits (Articles 10 and 11) through June 30, 2026.~~

- ~~5. Night Shift Stipend: Employees whose regular work shift of 6 (six) or more hours during the normal school year or during the summer, half of which occurs at~~ **4:00**

p.m. or later, shall receive ~~\$122.00 (one hundred twenty-two dollars and no cents)~~ **\$124.44** ~~\$125.66 (one hundred twenty-five and sixty-six cents)~~ per month. Notwithstanding Article 4 Terms of Employment, Section 5 of the Agreement, employees who work shifts covered by this provision shall have their work shifts changed only upon mutual agreement between the employee and his/her supervisor, and for summer schedule requirements. This shall not apply to extra hours or overtime.

6. Bilingual Stipends

6.1. Basic Usage

6.1.1. Unit members who use their bilingual verbal/conversational translation skills on a regular basis to perform non-instructional/non-IEP/non-legal support services for the District shall receive a monthly stipend of ~~\$102.00 (one hundred two dollars and no cents)~~ **\$104.04** ~~\$105.06 (one hundred five dollars and six cents)~~. In order to be eligible for this stipend, designated staff must pass a District "verbal/conversational translation" assessment. Each elementary school, middle school and comprehensive high school will be limited to two (2) staff members eligible for the stipend to be determined by the site or department administrator. Each comprehensive high school will be limited to three (3) staff members eligible for the stipend to be determined by the site or department administrator.

6.1.2. Each site or department not previously listed will be eligible to have three (3) unit members receive the stipend.

6.2. Advanced Usage

6.2.1. Unit members who use their bilingual verbal skills and writing skills on a regular basis to perform non-instructional/non-IEP/non-legal support services for the District shall receive a monthly stipend of ~~\$153.00 (one hundred fifty-three dollars and no cents)~~ **\$156.06** ~~\$157.59 (one hundred fifty-seven and fifty-nine cents)~~. In order to be eligible for this stipend, designated classified employees must pass the District "verbal/conversational translation assessment" as well as the "written assessment."

6.2.2. Each elementary school, middle school, and the continuation high school will be limited to three (3) staff members eligible for the stipend to be determined by the site or department administrator. Each comprehensive high school will be limited to four (4) staff

members eligible for the stipend to be determined by the site or department administrator. The number of actual allotted stipends will be approved by the Personnel Department.

- 6.2.3. Each site or department not previously listed will be eligible to have one unit member receive the stipend.

7. The Governing Board may provide ~~\$108.38 (one hundred eight dollars and thirty-eight cents)~~ **\$110.55** ~~\$111.63 (one hundred eleven and sixty-five cents)~~ to those classified employees who perform duties of a distasteful, dangerous, or unique nature when, in the opinion of the Board, such compensation is reasonably justified. Such differentials shall be based upon findings and recommendations of the Personnel Commission as determined by Education Code 45182 and shall not be applied in a manner contrary to the principle of like pay for like service.

See Appendix A, Salary Tables

8. Longevity Pay

- 8.1. Longevity pay shall be granted to District classified personnel upon completion of sufficient years of service in the Covina-Valley Unified School District.

- 8.2. Longevity pay shall be granted **on an ongoing and continuous basis** to employees occupying full-time positions by increasing their regular monthly salary **beginning in the first month following their anniversary date** as follows:

- 8.2.1. ~~\$127.56~~ **\$ 130.11** ~~\$131.39~~ beginning in the first month of the 10th year of District service

- 8.2.2. ~~\$286.58~~ **\$292.31** ~~\$295.18~~ beginning in the first month of the 15th year of District service

- 8.2.3. ~~\$317.89~~ **\$324.25** ~~\$327.43~~ beginning in the first month of the 20th year of District service

- 8.2.4. ~~\$383.04~~ **\$390.70** ~~\$394.53~~ beginning in the first month of the 25th year of District service

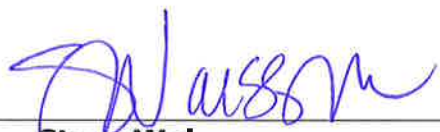
- 8.2.5. ~~\$406.17~~ **\$414.29** ~~\$418.36~~ beginning in the first month of the 30th year of District service

8.2.6. ~~\$441.27~~ **\$450.10** ~~\$454.51~~ beginning in the first month of the 35th year of District service

8.2.7. ~~\$477.60~~ **\$487.15** ~~\$491.93~~ beginning in the first month of the 40th year of District service

9. Employees occupying part-time positions shall be granted longevity pay prorated on their scheduled workday and workweek as it compares to the regular 8-hour day and 40-hour week standard.

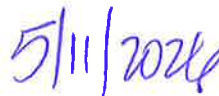
~~10. Years of service shall be counted in the aggregate except that any service rendered prior to a break in service of 39 months or more from the last day of paid service in a probationary or permanent classified position shall not be counted.~~



Stacy Weissman

Chapter 49 President

California School Employees Association



Date



Michele Doll

Assistant Superintendent of Personnel
Services

Covina-Valley Unified School District

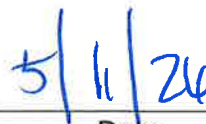


Date



Michelle Ruiz

Labor Relations Representative
California School Employees Association



Date