

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

Sick Leave Accrual

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:

8.1 Sick Leave Accrual

8.1.1 Consistent with Education Code section 44978, every year, each full-time unit member shall accrue eleven (11) days leave. Such days, plus all previously accrued and unused days, may be used for purposes of: sick leave, personal necessity leave, pregnancy leave, reproductive loss leave, parental leave, and child adoption leave as set forth in this Agreement.

8.1.1.1 Unit members who work 12 months (CVCC, agriculture teachers, etc.) shall accrue thirteen (13) days leave. This does not apply to unit members working summer programs as set forth in 8.1.2.3.

8.1.2 At the beginning of each school year, unit members shall be credited with their full annual entitlement of sick leave, all of which, including any available accrued sick leave, shall be immediately available for use.

8.1.2.1 Sick leave shall accrue monthly at the rate of one (1) day for each month or major fraction of a month the unit member is in paid status.

8.1.2.2 Sick leave shall be prorated for unit members with less than full-time assignments.

8.1.2.3 Non-Adult Education unit members who work a full summer school program assignment or a full Extended School Year (ESY) program assignment shall accrue one (1) additional day of sick leave. This additional day shall be prorated for unit members who are employed for less than the full summer school or ESY program.

This MOU shall be effective July 1, 2025 upon full execution by the Parties. The language in this MOU shall be incorporated into Article 8, Leaves, during the 2027-2028 negotiation cycle, but shall not serve to reopen Article 8, Leaves, unless it is sunshined by CUEA and/or the District.

This MOU is non-precedential, shall not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration,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


Michele Doll
Assistant Superintendent, Personnel Services


Date


Date