MEMORANDUM OF UNDERSTANDING

BETWEEN THE COVINA-VALLEY UNIFIED SCHOOL DISTRICT

AND THE COVINA UNIFIED EDUCATION ASSOCIATION (CUEA)

WHEREAS, the School Psychologists and Board Certified Behavior Analysts currently employed by the District are represented by an independent organization, the Covina-Valley Association of School Psychologists (CVASP);

WHEREAS, a supermajority of current CVASP members have expressed interest in merging their organization with CUEA;

WHEREAS, CUEA supports the proposed merger of CVASP into CUEA;

THEREFORE, the parties agree to the following provisions:

I. EFFECTIVE DATE

The transition of representation and the terms of this MOU shall become effective upon signing. The parties agree that there are no objections to certification by the Public Employment Relations Board (PERB).

II. RECOGNITION

The District recognizes CUEA as the exclusive bargaining representative for all School Psychologists and Board Certified Behavior Analysts. The CUEA unit description shall be formally amended to include these classifications.

III. CONTRACTUAL TRANSITION

Until the permanent integration of the respective collective bargaining agreements is finalized, the terms and conditions of employment for School Psychologists and Board Certified Behavior Analysts shall continue to be governed by the language of the existing CVASP agreement, except as otherwise mandated by law or subsequent agreement.

IV. BARGAINING REOPENERS AND INTEGRATION

The parties acknowledge that the 2026–2027 bargaining cycle is complete. The District and CUEA agree to apply a 2% on-schedule increase to the current CVASP salary schedule effective July 1, 2026, per the terms of the 2026-27 agreement with CUEA. Integration and merger of the remaining terms of the current CVASP collective bargaining agreement with the CUEA collective bargaining agreement shall be a

component of negotiations in the 2027-28 bargaining cycle. Such integration shall not be considered as a reopener on the part of CUEA, but rather shall be by mutual agreement.

V. FULL AND COMPLETE AGREEMENT

This MOU constitutes the complete agreement between the District and CUEA regarding the initial merger of CVASP and CUEA. All remaining and additional terms shall be subject to the parties' ongoing duty to bargain the permanent integration of their two respective collective bargaining agreements.

For CUEA:

Michelle Ramos, Contract Specialist

Michelle

Date: 5/20/26

For District:

Michele Doll, Assistant Superintendent Personnel

MSD

Date: May 20, 2026