

Classified Personnel - Not in the Bargaining Unit
Annual Salary Schedule effective July 1, 2026
***Annualized over 12 months for illustrative purposes**

<u>Management Employees</u>	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Assistant Director, Fiscal Services	204X	\$107,797	\$113,130	\$118,848	\$124,782	\$130,978		
Assistant Director, Maintenance Operations, Facilities & Transportation	204X	\$107,797	\$113,130	\$118,848	\$124,782	\$130,978		
Assistant Director, Nutrition Services	204X	\$107,797	\$113,130	\$118,848	\$124,782	\$130,978		
Assistant Director, Purchasing	204X	\$107,797	\$113,130	\$118,848	\$124,782	\$130,978		
Assistant Director, Technology Support Services	207X	\$111,928	\$117,569	\$123,488	\$129,576	\$136,142		
Coordinator, Extended School Programs	199X	\$101,540	\$106,641	\$111,928	\$117,569	\$123,488		
Director, Communications	100 I	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563	\$203,264	\$207,950
Director, Fiscal Services	100 I	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563	\$203,264	\$207,950
Director, Maintenance Operations, Facilities & Transportation	100 I	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563	\$203,264	\$207,950
Director, Nutrition Services	100 I	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563	\$203,264	\$207,950
Director, Purchasing & Warehouse	100 I	\$179,760	\$184,461	\$189,162	\$193,863	\$198,563	\$203,264	\$207,950
Financial Operations Analyst - SELPA	218X	\$128,034	\$134,415	\$141,058	\$148,148	\$155,562		
Maintenance Operations, and Transportation Manager	213X	\$120,343	\$126,385	\$132,658	\$139,301	\$146,298		
Public Information Officer	226X	\$141,058	\$148,148	\$155,562	\$163,376	\$171,514		
Public Information Specialist	198X	\$100,322	\$105,362	\$110,618	\$116,151	\$121,915		
Technology Support Systems Manager	218X	\$128,034	\$134,415	\$141,058	\$148,148	\$155,562		
<u>Supervisory Employees</u>								
Building Maintenance Supervisor	178X	\$78,559	\$82,489	\$86,605	\$90,997	\$95,513		
Business Services Supervisor Fiscal	182X	\$82,489	\$86,605	\$90,997	\$95,513	\$100,322		
Business Services Supervisory Adult Education	182X	\$82,489	\$86,605	\$90,997	\$95,513	\$100,322		
Cafeteria Manager I	142X	\$50,647	\$53,190	\$55,841	\$58,646	\$61,574		
Cafeteria Manager II	151X	\$63,353	\$66,521	\$69,846	\$73,339	\$77,007		
Child Development Supervisor	167X	\$68,757	\$72,209	\$75,785	\$79,576	\$83,568		
District Social Worker	199X	\$101,540	\$106,641	\$111,928	\$117,569	\$123,488		
Equipment Repair Supervisor	182X	\$82,489	\$86,605	\$90,997	\$95,513	\$100,322		
Facilities and Grounds Maintenance Supervisor	177X	\$77,557	\$81,457	\$85,495	\$89,795	\$94,280		

Grounds Supervisor	177X	\$77,557	\$81,457	\$85,495	\$89,795	\$94,280
Maintenance Operations, Facilities & Transportation Supervisor	196X	\$97,763	\$102,588	\$107,797	\$113,130	\$118,848
MOFT Energy & Facility Use Manager	193X	\$94,280	\$98,997	\$103,929	\$109,169	\$114,595
Network Systems Supervisor	209X	\$114,595	\$120,343	\$126,385	\$132,658	\$139,301
Nutrition Services District Supervisor	182X	\$82,489	\$86,605	\$90,997	\$95,513	\$100,322
Occupational Therapist	209X	\$114,595	\$120,343	\$126,385	\$132,658	\$139,301
Supervisor for Custodial and Grounds Services	193X	\$94,280	\$98,997	\$103,929	\$109,169	\$114,595
Systems Analyst	207X	\$111,928	\$117,569	\$123,488	\$129,576	\$136,142
Technology Support Systems Supervisor	207X	\$111,928	\$117,569	\$123,488	\$129,576	\$136,142
Transportation Supervisor	181X	\$81,457	\$85,495	\$89,795	\$94,280	\$98,997

Confidential Employees

Account Clerk III assigned to Payroll Office	662X	\$65,258	\$68,587	\$71,978	\$75,508	\$79,330
Administrative Secretary (includes confidential stipend)	675X	\$76,540	\$80,363	\$84,416	\$88,562	\$92,985
Associate Secretary	659X	\$62,900	\$66,137	\$69,419	\$72,918	\$76,540
Credential Technician	670X	\$71,971	\$75,504	\$79,333	\$83,302	\$87,458
Executive Assistant (includes confidential stipend)	697X	\$99,968	\$104,946	\$110,248	\$115,735	\$121,546
Personnel Services Assistant	659X	\$62,900	\$66,137	\$69,419	\$72,918	\$76,540
Personnel Services Technician - Benefits and Worker's Compensation	659X	\$62,900	\$66,137	\$69,419	\$72,918	\$76,540
Personnel Services Technician - Classified Recruitment & Selection	659X	\$62,900	\$66,137	\$69,419	\$72,918	\$76,540
Secretary I, Personnel Services	651X	\$57,120	\$59,956	\$62,900	\$66,137	\$69,419
Secretary II, Fiscal Services	659X	\$62,900	\$66,137	\$69,419	\$72,918	\$76,540
Secretary II, Personnel Services	659X	\$62,900	\$66,137	\$69,419	\$72,918	\$76,540

LONGEVITY PAY PROGRAM:

1. Longevity pay shall be granted to District classified personnel upon completion of sufficient years of service in the Covina-Valley Unified School District and its predecessors, the Covina School District and/or the Covina Union High School District, and/or like experiences outside the district.
2. Longevity Schedules for Classified Management and Non-Represented Confidential Units are as follows:
3. Longevity pay shall be granted to District classified management and non-represented confidential personnel upon completion of sufficient years of service in the Covina-Valley Unified School District. In order to recruit and retain highly qualified candidates, the Superintendent may authorize longevity pay for service less than 5 years if in his/her judgment the experience and training of a certified management employee warrant it. In such an event, it will be reported to the Board as an information item on the Personnel Report.
4. 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 and 40-hour week standard.
5. 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. Like experience shall be counted for longevity.
6. The above schedule applies only prospectively and does not entitle any employee to a longevity increment or stipend for any anniversary occurring prior to November 1, 2006.
7. Professional experts and advisors shall be employed to provide services on a limited-term basis for specific projects. The above salary schedule shall not apply to these employees, who will be paid at a rate commensurate with their experience, skill, and expertise. The hourly or per diem rate for these employees must be approved by the Assistant Superintendent, Personnel Services, or, the

Superintendent.

Effective July 1, 2026 (Management Longevity Pay)

- a. \$328.81 beginning in the first month of the 10th year of District service.
- b. \$421.29 beginning in the first month of the 15th year of District service.
- c. \$509.91 beginning in the first month of the 20th year of District service.
- d. \$603.68 beginning in the first month of the 25th year of District service.
- e. \$696.14 beginning in the first month of the 30th year of District service.
- f. \$784.78 beginning in the first month of the 35th year of District service.

Effective July 1, 2026 (Confidential Unit Longevity Pay)

- a. \$308.25 beginning in the first month of the 10th year of District service.
- b. \$394.31 beginning in the first month of the 15th year of District service.
- c. \$477.82 beginning in the first month of the 20th year of District service.
- d. \$565.14 beginning in the first month of the 25th year of District service.
- e. \$652.48 beginning in the first month of the 30th year of District service.
- f. \$734.68 beginning in the first month of the 35th year of District service.

CONFIDENTIAL EMPLOYEE STIPEND

A monthly confidential employee stipend shall be granted to employees occupying full-time positions designated as confidential pursuant to Government Code Section 3540.1(c). Employees occupying part-time confidential positions shall be granted the stipend prorated on their scheduled workday and workweek as it compares to the regular 8-hour day and 40-hour week standard.

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| a. Executive Assistant** | \$371.20 per month |
| b. Administrative Secretary** | \$278.73 per month |
| c. Account Clerk III assigned to Payroll Office full-time | \$232.48 per month |
| d. Credential Technician | \$232.48 per month |
| e. Personnel Services Assistant | \$232.48 per month |
| f. Personnel Services Technician | \$232.48 per month |
| g. Secretary II, Business Services and Personnel Services | \$232.48 per month |
| h. Secretary I, Personnel Services | \$232.48 per month |

**Confidential Stipend is included in the monthly salary.

Effective July 1, 2026