

COVINA-VALLEY UNIFIED SCHOOL DISTRICT

ANNUAL SALARIES

*This annual schedule is for illustrative purposes only.  
Unit members should refer to the official eleventhly schedule published in the CBA*

1. Nurses and Speech and Language Pathologists – effective 7/1/2023

\*Amounts have been rounded to the nearest dollar

Annual salary paid in 11 monthly payments

	COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E
		BA+CA			BA+60 Units
		Prelim/Clear	BA+		Incl. MA or
	<u>BA</u>	<u>BA+ 15 Units</u>	<u>30 Units</u>	<u>MA</u>	<u>MA+20 Units</u>
1	\$66,266	\$68,952	\$71,720	\$74,584	\$77,561
2	\$69,292	\$72,059	\$74,940	\$77,950	\$81,040
3	\$72,383	\$75,296	\$78,306	\$81,445	\$84,697
4	\$75,652	\$78,662	\$81,817	\$84,520	\$88,500
5	\$79,034	\$82,222	\$85,507	\$88,921	\$92,497
6	\$82,610	\$85,911	\$89,342	\$92,918	\$96,640
7	\$86,332	\$89,795	\$93,371	\$97,109	\$101,009
8	\$90,216	\$93,808	\$97,579	\$101,462	\$105,540
9		\$98,048	\$101,964	\$106,042	\$110,281
10			\$106,576	\$110,815	\$115,250
11				\$115,832	\$120,444
12					\$125,865

LONGEVITY PAY

No years of service earned while outside C-VUSD will be applied to longevity pay.

15	\$94,289	\$102,459	\$111,377	\$121,042	\$131,527
20	\$98,525	\$107,069	\$116,396	\$126,489	\$137,454
25	\$102,958	\$111,893	\$121,631	\$132,185	\$143,631

EXPLANATORY NOTES

- a. Unit Members: Personnel compensated this schedule are Nurses, Language and Speech Pathologists.
- b. Experience Credit: Experience Credit: For unit members hired after ratification of this Agreement by both parties, a maximum of eleven (11) years of acceptable experience outside the Covina-Valley Unified School District will be recognized on this schedule for initial placement on Step 12
- c. 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.

- d. 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.
- e. Nurses and Language and Speech Pathologists salaries will be calculated by applying a 1.1 factor to the certificated salary schedule.
- f. Doctor's Degree: \$119.60 per month shall be added for a doctor's degree earned at an accredited institution.
- g. Credentials: Placement on this 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, or Preliminary 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 of acceptable experience
- Step 3 for two or more years of acceptable experience
- Step 4 for three 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.

- h. Longevity Pay: Longevity pay shall apply only to District certificated personnel:
  - (1) who have had service in the Covina-Valley Unified School District and its predecessors, the Covina School District and/or the Covina Union High School District;
  - (2) for regular assignments, and shall exclude summer school and all extra pay assignments.

Years of service, for purposes of qualifying for longevity pay, shall be counted in the same manner as years of service for salary step advancement pursuant to Policy 4151.2, Step Advancement - Certificated Personnel. 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 as a probationary or permanent certificated unit member shall not be counted.