

**Tentative Agreement between the  
West Covina Unified School District  
And the California School Employees' Association, and Its West Covina Chapter #91**

**Collective Bargaining Agreement  
Effective July 1, 2022 – June 30, 2025**

The West Covina Unified School District (“District”) and the California School Employees’ Association and its West Covina Chapter #91 (“CSEA”) hereby enter into this Tentative Agreement (“TA”) for a collective bargaining agreement, effective July 1, 2022 through June 30, 2025.

This TA closes out negotiations for the 2022-2023 fiscal year.

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**Article 1 – Term**

This Agreement shall remain in full force and effect from July 1, ~~2022~~ 2019 through June 30, ~~2025~~ 2022

**Article 21 - Vacation**

- b. Each regular full-time monthly employee shall be granted one day's vacation per calendar month worked. Beginning with the ~~fifth (5<sup>th</sup>) seventh (7<sup>th</sup>)~~ consecutive year of service with the district, full-time classified employees shall be granted 1.25 days vacation per calendar month worked. Beginning with the ~~tenth (10<sup>th</sup>) thirteenth (13<sup>th</sup>)~~ consecutive year of service with the district, full-time classified employees shall be granted 1.50 days vacation per calendar month worked, and Beginning with the fifteenth (15<sup>th</sup>) twentieth (20<sup>th</sup>) consecutive year of service with the district, full-time classified employees shall be granted 1.75 days vacation per calendar month worked. Beginning with the twentieth (20<sup>th</sup>) consecutive year of service with the district, full-time classified employees shall be granted 2.00 days vacation per calendar month worked. Each hourly or part-time employee is entitled to a prorated amount of vacation.

*All other aspects of Article 21 shall remain status quo.*

**Article 28 – Termination and Layoff and Reemployment**

- E. When regular classified employees are laid off for any reason except the expiration of specially-funded programs, such employees shall be given notice of layoff no later than March 15 that their services will not be required for the following fiscal year, not less than sixty (60) days prior to the effective date of layoff.

*All other aspects of Article 28 shall remain status quo.*

**Article 37 – Bilingual Stipend**

The Principal/manager at each school ~~site/department~~ office site may, based on local site needs, with the approval of the Assistant Superintendent – Human Resources, designate one individual(s) for that fiscal school year as necessitating bilingual skills (speak, read, and write) for one school year at a time. Such designation shall be based upon site/department needs for services in a language other than English, and shall annually expire on June 30th.

The District shall provide an examination for certification of bilingual skills, which shall be available to the incumbent of the designated position. If Once the employee incumbent passes, he/she shall receive a monthly stipend of ~~\$200.00~~ \$100.00 per month for each month of his/her regular assigned work year. school year in which a need for bilingual services is designated.

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**Appendix A – Fiscal Year Holidays**

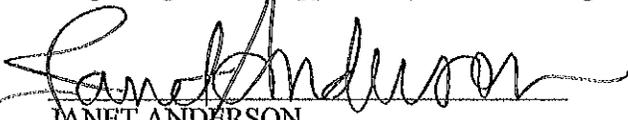
**14. Juneteenth**

*All other aspects of Appendix A shall remain status quo.*

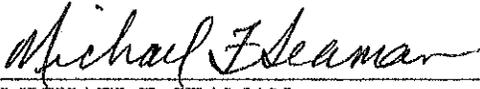
**Appendix D – Salary Schedule**

- An increase to Appendix D of 2% effective July 1, 2022.
- For the 2022/2023 School Year, an off salary schedule one-time bonus of 2% for all unit members employed with the District as of September 1, 2022 with continued employment through March 1, 2023 (prorated for less than full-time unit members) based on the unit members placement on the salary schedule. This off salary schedule one-time bonus shall be paid in or around April 2023. The aforementioned dates may be changed by mutual agreement.

*The individuals executing this agreement below verify that they have the authority to enter into this TA on behalf of their respective principals, and that it shall be effective upon ratification by the CSEA bargaining unit and approval by the Governing Board.*

  
\_\_\_\_\_  
JANET ANDERSON  
California School Employees' Association (CSEA),  
and its West Covina Chapter #91, President

Date: 5/24/22

  
\_\_\_\_\_  
MICHAEL F. SEAMAN  
West Covina Unified School District  
Assistant Superintendent – Human Resources

Date: 05/26/2022

  
\_\_\_\_\_  
ANDREW SUNDSTROM  
California School Employees' Association  
Labor Relations Representative

Date: 5/26/22