

TENTATIVE AGREEMENT

Between

Coachella Valley Teachers Association

and

Coachella Valley Unified School District

May 18, 2026

TABLE OF CONTENTS

ARTICLE	PAGE
Appendix A (004) Certificated Employee Salary Schedule	71
Appendix B (033) Children and Family Services	72
Appendix C (009) Adult Education Salary Schedule	73
Appendix D (019) Counselor Salary Schedule	74
Appendix E (019C) District Support Service Counselor	75
Appendix E F(016) Nurse & Speech Therapist Salary Schedule ..	75
Appendix FG (017) Activities/Athletics Salary Schedule	76
Appendix GH (023) Behavior Specialist Salary Schedule	77
Appendix HI (020) Deaf & Hard of Hearing & Orthopedically Impaired Teacher Salary Schedule.....	78
Appendix IJ (21A) Psychologist Salary Schedule.....	79
Appendix JK Schedule for Extra Service Pay.....	80
Appendix KL Extra Services Pay	81
Appendix L-M	

Article 4I - Recognition

1.1 The District recognizes the Association as the exclusive representative for the purposes of the Educational Employment Relations Act for the employees in the appropriate unit defined herein below:

1.2 Appropriate Unit

Regular full-time teachers
Regular part-time teachers (including Job Sharing)
Regular part-time hourly teachers
Regular full-time Adult School teachers
Regular part-time Adult School teachers
Nurses, Librarians and Counselors
Speech and Language Specialists
Temporary teachers on contract
Regular full-time Head Start and Child Development teachers
Regular part-time Head Start and Child Development teachers
District Music teachers
Unit members on Leave of Absence
Home and Hospital teachers
Special Education teachers
Adaptive P.E. teachers
Activities/Athletic Directors
Deaf and Hard of Hearing Service Provider
Orthopedically Impaired Teacher/Provider
School Psychologists
District Support Services Counselors

1.3 Exclusions

Excluded from recognition are those who are management, supervisory, or confidential.

Article XII - Hours of Employment

12.1 Work Day

12.1.1 The teacher work day shall be seven (7) hours and twenty (20) minutes which includes a duty-free lunch of at least thirty (30) minutes. Unit members may leave campus during their duty-free lunch.

12.1.1.1 All schools will follow an early release schedule on Wednesdays. The first and third Wednesdays of the month will be used for district/site-led staff development. The second, and fourth Wednesdays of the month will be used for PLCs as defined in Article 2.16. The fifth Wednesday of the month shall be used for PLC or grade-level-grade-level or department meetings as determined by bargaining unit members.

§ District/site-led staff development and PLC meetings for elementary shall begin twenty-five (25) minutes after dismissal, which may include 15 minutes of assigned duty. Meetings being held before school shall end 5 minutes prior to school beginning.

§ Secondary district/site-led staff development and PLC meetings shall begin 5 minutes after dismissal.

12.1.2 Unit members shall ~~report~~ arrive fifteen (15) minutes prior to the beginning of the instructional day.

§ Secondary teachers shall remain at their work site fifteen (15) minutes following the end of the instructional day, which may include assigned duty.

§ Elementary teachers shall remain at their work site thirty-five (35) minutes following the end of the instructional day; the fifteen (15) minutes following dismissal may include assigned duty. On the last two minimum days of the school year, unit members may leave fifteen (15) minutes after student dismissal, provided that they have completed all check-out responsibilities by the end of the last instructional day.

The fifteen (15) minutes prior to the beginning of the instructional day or the fifteen (15) minutes following dismissal of students shall be used for planning purposes at the unit member's discretion, unless assigned duty. The determination of the duty schedule shall be decided by the site Administration and CVTA site representative(s). In the event the site does not have a representative or the representative is unavailable, one will be designated by the CVTA President. Unit members shall be assigned to the duty schedule on a rotating basis. The duty schedule shall be developed and shared prior to the first day of school. In the event the CVTA representative and site principal are unable to reach an agreement, the parties shall engage in a documented good-faith discussion at the site level to resolve the disagreement. If the matter is not resolved through site-level discussions, the issue shall be jointly elevated to include the CVTA President and the Director of Human Resources, or their respective designees, within five (5) workdays, to facilitate a mutually acceptable resolution.

12.1.3 The length of recesses, passing periods, and lunch breaks, as well as the number of recesses, shall be mutually determined by the faculty and principal at each site.

In the event that the faculty and site principal are unable to reach an agreement, the parties shall engage in a documented good-faith discussion at the site level to resolve the disagreement. If the matter is not resolved through site-level discussions, the issue shall be jointly elevated to the CVTA President and the Director of Human Resources, or their respective designees, within five (5) workdays.

The CVTA President and the Director of Human Resources, or their designees, shall meet with the parties and render a determination consistent with this Agreement, applicable law, and instructional minute requirements. The resulting schedule shall remain in effect unless and until modified by mutual agreement.

12.1.4 The ~~minimum~~ instructional day at each level shall ~~be as follows~~ meet at least the minimum instructional minutes per the CDE. Secondary teachers may teach up to 6 teaching periods per day.

Elementary TK-6	311 minutes
Middle School 7-8	337 minutes
Senior High	314 minutes (up to six teaching periods)
Continuation High	290 minutes

12.1.5 Course offerings:

~~Beginning with the 2022-2023 school year,~~ Teachers at West Shores will not be required to plan for or teach more than two different courses. Should there be a necessity for a teacher to plan for or teach more than two different courses, the teacher shall be paid a \$1500 stipend per semester. The District will attempt to avoid having teachers new to the profession plan for or teach more than two different courses. This section shall not apply to online courses.

Secondary teachers (excluding West Shores High School, Continuation, and special education teachers teaching specialized programs in a self-contained setting), will not be required to plan for or teach more than three different courses. Any course which requires a separate pacing guide and/or unit of study shall be deemed an additional course. Should there be a necessity for a teacher to plan for or teach more than three different courses, the teacher shall be paid a \$1500 stipend per semester. The district will attempt to avoid having teachers new to the profession plan for or teach more than three different courses. This section shall not apply to Academy courses or currently offered online courses.

Alternative schedules for 12.1.2 – 12.1.5 may be adopted by a 2/3's secret ballot of a school's faculty, with concurrence of the site administrator, as long as the State standards for instructional minutes are maintained.

12.1.56 Preparation Time - Adjustments in the scheduling of preparation time may be adopted by 2/3's majority secret ballot of a school's faculty with concurrence of the site administrator, as long as the State standards for instructional minutes are maintained.

12.1.56.1 All 7th through 12th-grade teachers shall have a preparation period within the instructional day. The period shall be the same length as a regular period.

12.1.56.2 Those teachers in schools not included in 12.1.56.1 shall have a minimum of thirty (30) minutes per day preparation time. This preparation time shall be during the student instructional day. The 30-minute preparation period must be during the student day and in a single block of time. If there is no 4th-6th VAPA/PE program, this time will be decided by a 2/3 majority secret ballot of the school faculty with concurrence of the site administrator.

12.1.56.3 All special education classroom teachers shall be provided substitute release time as scheduled by the Director of Special Education or designee for the purpose of conducting initial and triennial assessments based on substitute availability. Annuals / Plan Reviews are excluded from Release Time. The teacher is responsible for requesting Assessment Release Time through the Special Education department.

12.1.6.7 Unit members shall be excused from school at the end of the instructional day on any regular school day preceding a holiday after meeting any scheduled duty responsibility.

12.1.7.8 Staff meetings shall not extend more than forty (40) minutes, which shall include 5 minutes allocated to CVTA meeting time. Staff meetings shall be scheduled on Wednesdays and shall not occur more than twice per month.

Association officers and faculty representatives shall be permitted to leave the work site following the end of the instructional day to attend Association activities. The Association shall notify the District of these dates.

Administrators may give up staff meeting time to extend professional development. Should staff meeting time be eliminated for Professional Development, five (5) minutes of CVTA time shall be provided within the Professional Development time.

12.1.8.9 Parent-Teacher Conference

Administrators may schedule an individual parent-teacher conference outside the regular teaching day only with prior consultation with the teacher(s) involved, and only if the conference cannot be scheduled during the teacher preparation period. Twenty-four (24) hours' notice must be given to the unit member.

12.2 Work Year

12.2.1 The work year for unit members shall be the following:

TK-12 Regular Teachers	184 days
Activities Director	212 days
Athletics Director	212 days
Behavior Specialist	207 days
Counselors	202 days
District Support Services Counselors	231 days
Head Start/State Preschool	182 days
Daycare	182 days
Adult Education	184 days
Speech Therapist	187 days
Continuation School	184 days
Nurses	187 days
Tech Coordinator	212 days
Inclusion Specialist	212 days
School Psychologist	205 days

≠ Two (2) of the days of the work year are for the purpose of Professional Development.

12.2.2 During the first year of employment with the District, teachers may volunteer to work an additional two (2) days. The additional two (2) days shall be for orientation and in-service. Unit members shall be paid a stipend of \$250.00 per day for attendance for new-teacher orientation and in-service.

12.2.3 One of the two work days at the start of the school year will be utilized by the District for an all employee "Welcome Back," followed by administrator-led school site staff meetings. The other day will be available for teachers to prepare for the start of the student school year and will not include site or District-directed activities. The district shall notify unit members within 10 days prior to the first day of school, which day will be designated as "Welcome Back". Should the "Welcome Back" occur on the second day, teachers will be given no less than 30 minutes of teacher preparation time.

Article XVI - Extra Services Pay

16.1 Unit members performing extra services shall be compensated at the rate of C-4 divided by 1349.27 per hour.

16.2 Unit members in grades 4 through 8 who direct any program, including music or drill team, which results in participation in non-district-sponsored events requiring off campus supervision in excess of the contracted school day, shall be compensated at the rate of \$100 per event.

16.3 Unit members at the 7-8 grade level who prepare and participate in the Riverside County Youth Conference shall be compensated at the rate of \$100 (maximum of two at each site).

16.4 The salary schedule of Counselor, Nurses, Deaf and Hard of Hearing Service

Provider, Orthopedically Impaired Teachers, Behavior Specialists and Speech Therapists shall be reflective of a 6% increase from Certificated Salary Schedule 004.

16.4.1 The work year for Counselors is 202 days which includes evening and Saturday assignments. The extra days schedule is to be decided by the site Principal and the Counselor in consultation with the Counseling department. The Counseling Coordinator will have a reduced caseload consisting of one-half (1/2) of the average caseload of the other Counselors.

16.4.2 The work year for Speech Therapists and Nurses is 187 days which includes afternoon and evening assignments. The extra days schedule is to be decided by the Director of Special Education and the Speech Therapist or Nurse.

16.4.3 The work year for Deaf and Hard of Hearing Service Providers, and Orthopedically Impaired Teachers, is 194 days (five days at the beginning and five days at the end of the teacher work year).

16.4.4 The work year for Behavior Specialists is 207 days. The extra days' schedule is to be decided by the the Director of Special Education and the Behavior Specialist.

16.5 Elementary and Secondary Department Chairs shall receive a yearly stipend in monthly increments based on the following criteria:

16.5.1 The Chairs represent each grade level in PK/TK - 6 and the following departments: English, Science, Social Studies, Math, ESL/Foreign Language, P.E., Special Education, Fine Arts/non departmental, Vocational Education, and Freshmen Core.

Elementary

16.5.1.1 Elementary teachers.....\$2,301

16.5.1.2 At the secondary level, six (6) sections represent one (FTE) teacher.

Secondary

16.5.1.3 8 or more teachers \$6,903.00

16.5.1.4 Up to 7 teachers \$5,982.60

16.6 All unit members whose assignment requires a Bilingual, Cross-cultural, Language and Academic Development (BCLAD) credential or Bilingual Authorization and who hold a valid BCLAD credential or Bilingual Authorization shall receive a stipend according to the criteria below.

A. Any teachers entering the Dual Language program after the 2023-2024 school year (including those who may leave the program and return during a later school year) will

- begin at Row 1 and proceed through the rows as described in section B, below.
- B. Teachers continuing in the Dual Language program each year will move to the next row, ending at Row 5 and remaining at Row 5 as long as they remain in the Dual Language program without interruption.
- C. To maintain the longevity of Bargaining Unit Members teaching in the Dual Language Program, the district will pay teachers an increased tiered stipend as listed in the chart below.

YEAR	STIPEND AMOUNT
Row 1	\$3,000
Row 2	\$3,500
Row 3	\$4,000
Row 4	\$4,500
Row 5	\$5,000

~~16.7 The District agrees that prior to payment of any stipend not specifically listed in this Agreement, it will meet and bargain with the Association the stipend to be paid to the employees performing the tasks.~~

16.8 7 Middle school and elementary school coaches shall be compensated for their after-school coaching activities as follows:

16.8 7.1 Grades 7-8, 15% of the base amount a stipend of \$500 per sport.

16.8 7.2 Grades 3-6 at the rate of \$100 per activity and extra services pay for after school preparation not to exceed 10 hours per sport. Unit members may coach only one sport or event per season.

16.9 8 As part of their special assignment, coaches will be paid one-twelfth (1/12) of their regular stipend for each week their team is involved in California Interscholastic Federation (CIF) playoffs.

16.40 9 Elementary and Middle or Junior high school unit members who work on extra-curricular events at the request of their supervisor shall be compensated at the extra services hourly rate by the District.

16.4410 The District shall advertise, through district email, all extra-curricular assignments prior to filling them.

16.4410.1 All extra curricular assignments shall be advertised, through district email to Bargaining Unit Members each year. When a vacancy occurs during the year, that position shall also be flown prior to filling it.

16.4410.2 Independent Studies extra-curricular assignments shall be the exception. These assignments shall be advertised through district email as vacancies arise.

16.4211 All unit members whose assignment requires a special education teaching credential shall receive a \$1500 annual stipend.

16.4312 The District agrees that prior to payment of any stipend not specifically listed in this Agreement, it will meet and bargain with the Association the stipend to be paid to the employees performing the tasks.

16.13 At the beginning of the 2026-2027 school year, compensation for middle and high school teachers who volunteer to teach an additional course, in lieu of their prep, shall be paid 1/7 their per diem rate.

This section applies exclusively to situations in which the District requires one (1) or two (2) additional course sections at a middle or high school site and determines that hiring an additional teacher or establishing a temporary position is not warranted.

Teachers shall be selected on a rotating basis.

Article XVII - Class Size

17.1 The District will make every effort to minimize the number of combination classes at the elementary level. When a Principal determines a combination class is the only available option, a volunteer shall first be sought from the school site. If a teacher does not volunteer, the Principal, in consultation with CVTA, will assign a Tenured teacher to the position based on a lottery system for the affected grade levels. No teacher will be assigned a combination classroom consecutively unless mutually agreed upon.

Combination class teachers will receive two (2) on-site mutually agreed upon release days to assist their preparation.

Bargaining Unit Members assigned to a combo classroom, for at least 30 days, will receive a stipend of \$1,000.00.

The District shall staff at a ratio of pupils to regular classroom teachers for each school site as follows:

- 17.1.1 TK.....10 to 1* (Beginning the 25-26 school year)
- 17.1.2 K-3.....24 to 1** (Beginning the 25-26 school year)
- 17.1.3 4-630 to 1
- 17.1.4 7-1230 to 1
- 17.1.5 4-6 VAPA.....30 to 1
- 17.1.6 7-12 PE45 to 1
- 17.1.7 Continuation HS....20 to 1
- 17.1.8 Continuation PE....30 to 1
- 17.1.9 Middle School Beginning Band...40 to 1

*Beginning in the 2025-2026 school year, TK classrooms will be staffed at a 10 to 1 ratio or a 2 to 20 ratio provided a full-time adult is assigned to the classroom.

** This ratio shall serve as a collectively bargained alternative as per Educational Code 42238.02 Grade Span Adjustment.

17.1.10 4th – 6th grade VAPA teachers will work in accordance with the class size limits set in 17.1.4. In the event the class size exceeds the target ratio, the unit member shall be compensated \$4.00 per student per day (no more than two students).

Marching Band, Choir, and Special Education resource classes shall not be used in the 17.1.1 – 17.1.8 calculations

SDC students placed in a general education classroom for more than 50% of the instructional day shall be counted as a student on the roster of the general education teacher. No A classroom teacher will not be assigned more than two (2) mainstreamed students above the class size ratio. Should the need to mainstream exceed two (2) students above the class size ratio, the District and CVTA will mutually agree to meet and create a plan to address the overage.

17.1.11 The District may place no more than two (2) students over the above stated number in Article 17.1.42 through 17.1.69 for the first twenty (20) days of the year (based on enrollment). Thereafter, no more than two (2) students over the stated number shall be placed in classrooms for no more than fifteen (15) days.

~~17.1.10.4~~ 17.1.11.1 After the time in Article ~~17.1.10~~ 17.1.11 has passed and class size exceeds the target ratio in elementary classes, the unit member shall be compensated if they volunteer at \$20 per day per student (no more than 2 students). Volunteers shall be chosen by voluntary lottery within the grade level/content area. Student enrollment shall be offered to unit members on a rotating basis.

~~17.1.10.2~~ 17.1.11.2 After the time in Article ~~17.1.10~~ 17.1.11 has passed and the class size exceeds the target ratio in secondary classes, the unit member shall be compensated \$4 per student, per period (no more than 2 students per period), per day. Volunteers shall be chosen by voluntary lottery within the grade

level/content area. Student enrollment shall be offered to unit members on a rotating basis.

17.2 Special Education classes will be staffed at a ratio of pupils to classroom teachers for each site as follows:

17.2.1	SDC – Mild to Moderate Elementary	15 to 1
17.2.2	Emotionally Disturbed	10 to 1
17.2.3	Life Skills	10 to 1
17.2.4	Autism	10 to 1
17.2.5	Specialized Academic Instruction (SAI) Secondary	15 to 1

17.3 “Caseload” refers to the number of students with IEPs for whom the Certificated Special Education Staff is assigned, and each student is counted as “one” no matter the needs or severity. Case managers will receive their caseloads by their first contractual day of the year.

Certificated Special Education RSP Teachers shall have caseloads of no more than 28.

Certificated Special Education caseload maximum includes cases which are managed currently and initially. Special education teachers will manage the cases of students enrolled in their classes. Students in inclusion, not enrolled in special education classes, will be assigned to a special education teacher for case management.

17.4 Every reasonable effort will be made to maintain the appropriate number of students safely at each work site. The District and the Association recognize that certain classes will be limited due to the number of work stations provided. The maximum class size shall not exceed the limits stated in section 17.1. The site administrator and the affected teacher(s) will meet to determine the number of students that can be placed due to the number of work stations in the classroom. If the above parties cannot agree, then the CVTA President and the Assistant Superintendent of Educational Services will meet to attempt to resolve the disagreement. The final decision will be made by the Superintendent.

~~17.5 Classes shall be balanced within two (2) students at each school site based on grade level, subject and program. (For example: Bi-literacy classes will be balanced with other Bi-literacy classes within a grade level, AP-English 11 classes will be balanced with other AP-English 11 classes, etc.)~~

17.5 Classes at the elementary level shall be balanced within two (2) students at each school site based on grade level, subject and program. (For example: Bi-literacy Dual Language classes will be balanced with other Bi-literacy Dual Language classes within a grade level, AP-English 11 classes will be balanced with other AP-English 11 classes, etc.)

Classes at the secondary level shall be balanced within two (2) students at each school site based on subject within the same period. (For example: World History, second period with all other World History second period classes.)

17.6 Students shall be placed systematically at each site, and the staff shall be

informed of the rationale for the placement or change of placement. Any request for placement of students or change of placement shall be discussed with the teacher(s) involved by the end of the school day ~~preceeding~~ preceding the student's start date before any decision is made relative to placement.

17.6.1 At the secondary level, the discussion requirement in Article 17.6 shall not apply during the first ten (10) days following the start of the second semester.

17.7 Pursuant to California Education Code 51745.6 and for purposes of calculating the ratio of average daily attendance for independent study pupils 18 years of age or less, the district shall not exceed 15 ADA above the equivalent ratio of pupils to full-time certificated employees for all educational programs operated by the school district as calculated by a district average or the applicable grade span.

The following grade span shall apply:

- (A) TK, Kindergarten and grades 1 to 3, inclusive
- (B) Grades 4 to 6, inclusive
- (C) Grades 7 to 8, inclusive
- (D) Grades 9 to 12, inclusive

17.8 Counselors shall have caseloads of no more than 1:450

Article XVIII Salaries, Health, and Welfare

18.1 Effective July 1, 2023, there will be a 7% salary increase for the 2023-2024 school year.

18.2 The District's annual contribution to actual health care benefits (medical, vision and dental) will be a maximum of ~~\$21,655~~ (\$22,000) per eligible member effective July 1, 2026. Health care benefits will be provided to certificated bargaining unit members based on composite rates or tiered rates, whichever mitigates the cost to the District.

18.2.1 The District's obligation shall not exceed the negotiated cap and the difference, if any, will be deducted from employees' salary warrants.

18.3 CVTA and the District reserve the right to negotiate any plan changes to mitigate an increase in health and welfare costs.

18.4 Unit Members will be paid over eleven (11) pay periods (eleventhly), unless otherwise stated in their job description. Voluntary deductions will be deducted over ten (10) pay periods (tenthly).

Appendix J K

SCHEDULE FOR EXTRA SERVICE PAY

Class I

Head Varsity Football

Class II

Head Varsity Wrestling
Head Varsity Basketball-B
Head Varsity Basketball-G
Head Varsity Baseball
Head Varsity Softball
Head Varsity Soccer – B
Head Varsity Soccer – G
Head Varsity Volleyball – B
Head Varsity Volleyball – G
Head Swimming
Head Track
Band Instructor
Athletic Trainer
Pep Advisor

Class III

Drill Team
Yearbook
Competitive Speech
Head Cross Country

Head Gymnastics-Cheer
FFA Advisor
Head Varsity Tennis – B
Head Varsity Tennis – G

Class IV

Head Frosh Football
Head J.V. Wrestling
Head J.V. Football
Head J.V. Basketball – B
Head J.V. Basketball – G
Head J.V. Baseball
Head J.V. Softball
Head J.V. Volleyball
Head J.V. Soccer – B
Head J.V. Soccer – G
Head Golf
Asst. Band Instructor
Asst. Varsity Football
Asst. Varsity Wrestling – G
Asst. Varsity Swimming

Class V

Head Frosh Basketball – B
Head Frosh Basketball – G
Varsity Asst. Basketball – B
Varsity Asst. Basketball – G
Varsity Asst. Baseball
Varsity Asst. Softball
Asst. Track

Class VI

Head Frosh Wrestling
Head Frosh Softball – G
Head Frosh Baseball
Asst. J.V. Football
Drama
Head Class Advisor
Newspaper

Class VII

Asst. Gymnastics Cheer
Frosh Football
Asst. Cross Country
Choral Instructor
Asst. Pep Advisor
Asst. Class Advisor

The base for calculating the extra service stipend will be 15% of Step 1 Column A, as of June 30 of the year preceding the year of services to be provided:

- Class I = 100% of Base Amount
- Class II = 80% of Base Amount
- Class III = 75% of Base Amount
- Class IV = 70% of Base Amount
- Class V = 65% of Base Amount
- Class VI = 60% of Base Amount
- Class VII = 55% of Base Amount

The Activities Director shall be compensated by a stipend of 12% of D-7 during a work year of 11 months (212 days). He/She may teach two (2) periods at the discretion of the site administrator.

The Athletics Director shall be compensated by a stipend of 12% of D-7 during a work year of 11 \ months (212) days. He/She may teach two (2) periods at the discretion of the site administrator.

Clubs and Advisors must be approved annually by the site Principal prior to ASB approval. The Advisors shall receive a \$500 yearly stipend. Club advisors who receive a stipend for an activity which includes a Club shall not receive the additional stipend. The number of Clubs shall not exceed twenty-one (21). Clubs listed may be changed annually by mutual agreement of the site Principal and CVTA President and Design

Appendix K L

EXTRA SERVICES PAY

ASSIGNMENT	RATE/STIPEND
ASB - Student Council Coordinator or Student Advisor	
• K-6 th grade	\$500
• Jr. High	\$1,000
Clubs -	\$500
Curriculum Development- Extra Services hourly rate (e.g. assemble instruction guides, professional math content writing District standards)	Extra Services Hourly Rate
Event Coordinators -	Hourly Rate
Family Night Workshops -	\$75 or Extra Services Hourly Rate
GATE Coordinator, Assistant, Teacher	\$500
Intervention Programs-	
• Earthquake Preparedness	Extra Services Hourly Rate
• FLIP & Insight	Extra Services Hourly Rate
• Natural Helpers	\$500 min
• PRICE Parenting	Extra Services Hourly Rate
• Safe Schools/Gang Education	Extra Services Hourly Rate
• SDFSC/TUPE (site level facilitators)	\$1,000
• Special School Climate Enhance (Bright Futures, etc.)	Extra Services Hourly Rate
• Tutorial Programs	Extra Services Hourly Rate
Mentors- (e.g.) Sparks (up to 2 mentors per site)	\$500
Non-School Day Events (Fair Day, Field Day) Participant	\$125 full day \$75 half day Extra Services Hourly Rate (for less than half day)
Staff Development	
• Trainer (without stipend)	Extra Services Hourly Rate
• Trainer (with stipend)	Per Stipend
• Participants	Extra Services Hourly Rate or Negotiated Stipend
Technical Services- (e.g. Install & equip IBM/Computer labs, networking computers systems, set- install programs, wiring connection or internet)	Extra Services Hourly Rate
Yearbook	
• K-6 th grade	\$1,000
• Jr. High	\$1,500

Coachella Valley Unified School District
Certificated Salary Schedule
 #004 TK-12 Certificated Employee Salary Schedule
 Effective July 1, 2024- June 30, 2027
 Work Year: 184 Days
 Work Day: 7.33 Hours
 11 Month Pay Period

July 1 2023
 184 Days
 +7%

Row	A BA	B BA+15	C BA+30	D BA+45 or MA	E BA+60 INCL MA or BA+60+*15	F BA+75 INCL MA or BA+75+*15
1	65,655	68,613	71,865	76,521	79,568	84,307
2	68,504	70,302	74,729	79,367	82,493	87,221
3	71,374	73,167	77,585	82,228	85,393	90,141
4	74,245	76,028	80,449	85,105	88,322	93,069
5	77,205	78,906	83,329	87,961	91,249	95,982
6	80,277	81,761	86,181	90,844	94,173	98,913
7	82,676	84,639	89,057	93,700	97,082	101,828
8	82,676	87,173	91,914	96,570	100,005	104,758
9	82,676	87,173	94,800	99,437	102,936	107,667
10	82,676	87,173	97,638	102,311	105,850	110,599
11	82,676	87,173	100,560	105,166	108,779	113,508
12	82,676	87,173	104,564	108,038	112,070	116,618
13	82,676	87,173	104,564	111,264	115,421	119,818
14	82,676	87,173	104,564	115,699	120,068	123,398
15	82,676	87,173	104,564	115,699	120,068	128,211
16	82,676	87,173	104,564	115,699	120,068	130,766
17	82,676	87,173	104,564	115,699	120,068	133,373
18	82,676	87,173	104,564	115,699	120,068	136,033

Board Approved Date:

Semester units are counted after date of BA
 Effective July 1, 2023, Unit Members new to the district are allowed a maximum of 12 years of previous service credit
 \$1000 bonus for Master's Degree
 An additional \$1500 stipend for Doctoral Degree
 An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement and a Master's bonus (11/9/01)
 *District Approved staff development units in lieu of Master's Degree
 *Per approved additional units based on Salary Schedule Placement and Advancement MOU dated 2/2/2018.
 Note: ~~Effective 2019-2020, annual salary will be divided over 11 paychecks.~~

Coachella Valley Unified School District
 Certificated Salary Schedule

July 1 2023
 182 Days
 +7%

#033 Children and Family Services
 Effective July 1, 2024 - June 30, 2027
 Work Year: 182 Days
 Work Day: 8 Hours
 11 Month Pay Period

Row	A Below 75 Units	B 75 Units	C 90 Units	D 105 Units	E Bachelors
1	47,672.05	50,748.16	53,825.89	56,890.95	59,973.07
2	48,991.05	52,679.51	56,378.64	60,064.71	63,766.23
3	50,100.40	54,166.09	58,218.60	62,275.13	66,336.43
4	51,323.49	55,790.00	60,252.27	64,714.39	69,174.64
5	52,807.93	57,673.54	62,549.80	67,424.19	72,294.06
6	54,774.06	60,049.65	65,335.91	70,615.67	75,893.13
7	56,727.38	62,460.54	68,187.32	73,920.35	79,653.27
8	59,541.61	65,562.51	71,572.61	77,593.25	83,607.63
9	59,541.61	65,562.51	77,382.10	80,684.54	86,936.55
10	59,541.61	65,562.51	77,382.10	83,897.61	90,398.18
11	59,541.61	65,562.51	77,382.10	83,897.61	93,999.38

Board Approved Date:

Experience credit – up to (4) years credit within fifteen (15) years prior to employment for teaching in public schools, head start, pre-schools or schools of equivalent status.

Education credit – Semester hours work from an accredited college or university.

Extra Services pay shall be compensated at the rate of A-1

* Includes Early Childhood Specialist Credential

Coachella Valley Unified School District
 Certificated Salary Schedule
 #009 Adult Education Salary Schedule
 Effective July 1, 2024 - June 30, 2027
 Work Year 184 Days

July 01, 2023

Row	A	SUBS
1	49.285	23.290
2	51.426	-
3	53.579	-
4	55.735	-
5	57.952	-
6	60.247	-
7	62.059	-

Board Approved Date:

New part-time employees shall be placed on Step One of the Adult Education Salary Schedule until they accumulate six-hundred thirty (630) hours to move to the next step and all future steps.

~~Effective July 1, 2023~~ A maximum of seven (7) years out of District credit will be given for placement of a new full-time employee on the Adult Education Salary Schedule.

Extra Services pay shall be compensated at Step One of the Adult Education Salary Schedule.

Step movement shall be made in September of each school year.

APPENDIX D

Coachella Valley Unified School District
 Certificated Salary Schedule

#019 Counselors Salary Schedule
 Effective July 1, 2024 - June 30, 2027
 Work Year: 202 Days
 Work Day: 7.33 Hours
 11 Month Pay Period

Row	A (BA)	B (BA+15)	C (BA+30)	D (BA +45 or MA)	E (BA +60 INCL MA or BA +60+15*)	F (BA+75 INCL MA or BA +75+15)
1	76,403	79,844	83,630	89,047	92,593	98,108
2	79,717	81,810	86,962	92,359	95,996	101,499
3	83,058	85,144	90,285	95,689	99,372	104,897
4	86,399	88,473	93,618	99,036	102,780	108,304
5	89,843	91,823	96,970	102,360	106,186	111,694
6	93,418	95,145	100,288	105,715	109,589	115,105
7	96,209	98,494	103,635	109,038	112,974	118,496
8	96,209	101,443	106,960	112,378	116,376	121,907
9	96,209	101,443	110,318	115,715	119,786	125,291
10	96,209	101,443	113,620	119,059	123,177	128,704
11	96,209	101,443	117,021	122,381	126,586	132,088
12	96,209	101,443	121,680	125,723	130,415	135,708
13	96,209	101,443	121,680	129,477	134,315	139,431
14	96,209	101,443	121,680	134,639	139,723	143,597
15	96,209	101,443	121,680	134,639	139,723	149,198
16	96,209	101,443	121,680	134,639	139,723	152,172
17	96,209	101,443	121,680	134,639	139,723	155,206
18	96,209	101,443	121,680	134,639	139,723	158,301

Board Approved Date:

Semester units are counted after date of BA.

Effective July 1, 2023 Unit Members new to the District are allowed a maximum of 12 years of previous service credit. \$1000 bonus for Master's Degree.

An additional \$1500 stipend for Doctoral Degree.

An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement.

*Per approval additional units based on Salary Schedule Placement and Advancement MOU dated 2/2/2018.

Note: Effective 2019-2020, annual salary will be divided over 11 paychecks.

Coachella Valley Unified School District
 Certificated Salary Schedule

District Support Services-
 Counselor Annual Sal Sch
 (231 days / 12 month pay)

#019C District Support Services Counselor

Effective July 1, 2024 - June 30, 2027

Work Year: 231 Days

Work Day: 7.33 Hours

12 Month Pay Period

Row	A (BA)	B (BA+15)	C (BA+30)	D (BA +45 or MA)	E (BA +60 INCL MA or BA +60+15*)	F (BA+75 INCL MA or BA +75+15)
1	87,371	91,307	95,636	101,831	105,887	112,193
2	91,162	93,555	99,446	105,619	109,778	116,070
3	94,982	97,367	103,247	109,426	113,638	119,956
4	98,803	101,175	107,058	113,254	117,536	123,852
5	102,741	105,005	110,892	117,056	121,430	127,729
6	106,829	108,804	114,686	120,892	125,322	131,629
7	110,022	112,634	118,514	124,692	129,193	135,508
8	110,022	116,006	122,316	128,511	133,083	139,408
9	110,022	116,006	126,156	132,327	136,983	143,279
10	110,022	116,006	129,932	136,152	140,861	147,181
11	110,022	116,006	133,821	139,951	144,759	151,052
12	110,022	116,006	139,149	143,773	149,138	155,191
13	110,022	116,006	139,149	148,066	153,598	159,448
14	110,022	116,006	139,149	153,968	159,782	164,213
15	110,022	116,006	139,149	153,968	159,782	170,618
16	110,022	116,006	139,149	153,968	159,782	174,018
17	110,022	116,006	139,149	153,968	159,782	177,488
18	110,022	116,006	139,149	153,968	159,782	181,028

Board Approved Date:

Semester units are counted after date of BA.

Effective July 1, 2023 Unit Members new to the District are allowed a maximum of 12 years of previous service credit.

\$1000 bonus for Master's Degree.

An additional \$1500 stipend for Doctoral Degree.

An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement.

*Per approval additional units based on Salary Schedule Placement and Advancement MOU dated 2/2/2018.

APPENDIX E F

Coachella Valley Unified School District
 Certificated Salary Schedule

July 01 2023

7.0%

#016 Nurse / Speech Therapist
 Effective July 1, 2024 - June 30, 2027
 Work Year: 187 Days
 Work Day: 7.33 Hours
 11 Month Pay Period

Nurse/Speech Therapist

Row	A BA	B BA+15	C BA+30	D BA+45 or MA	E BA+60 Incl MA or BA+60+15	F BA+75 Incl MA or BA+75+15
1	70,729	73,915	77,419	82,435	85,718	90,823
2	73,798	75,735	80,504	85,501	88,868	93,962
3	76,890	78,821	83,581	88,583	91,993	97,107
4	79,983	81,903	86,666	91,682	95,148	100,261
5	83,171	85,004	89,769	94,759	98,300	103,400
6	86,481	88,080	92,841	97,865	101,451	106,557
7	89,065	91,180	95,940	100,941	104,585	109,697
8	89,065	93,910	99,017	104,033	107,734	112,854
9	89,065	93,910	102,126	107,122	110,891	115,987
10	89,065	93,910	105,183	110,218	114,030	119,147
11	89,065	93,910	108,331	113,294	117,186	122,280
12	89,065	93,910	112,645	116,387	120,731	125,631
13	89,065	93,910	112,645	119,863	124,341	129,077
14	89,065	93,910	112,645	124,641	129,347	132,934
15	89,065	93,910	112,645	124,641	129,347	138,119
16	89,065	93,910	112,645	124,641	129,347	140,872
17	89,065	93,910	112,645	124,641	129,347	143,681
18	89,065	93,910	112,645	124,641	129,347	146,546

Board Approved Date:

- Semester units are counted after date of BA.
- Effective July 1, 2023, Unit Members new to the district are allowed a maximum of 12 years of previous service credit.
- \$1000 bonus for Master's Degree.
- An additional \$1500 stipend for Doctoral Degree.
- An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement and a Master's bonus (11/9/01).
- * District Approved staff development units in lieu of Master's Degree.
- * Per approval additional units based on Salary Schedule Placement and Advancement MOU dated 2/18/2022.

APPENDIX F G

Coachella Valley Unified School District
 Certificated Salary Schedule

#017 Director of Athletics/ Director of Activities

Effective July 1, 2024 - June 30, 2027

Work Year: 212 Days

Work Day: 8 Hours

11 Month Pay Period

July 1, 2023
7.0%
Athletics/Activities

Schedule ID: 017

Row	A (BA)	B (BA+15)	C (BA+30)	D (BA +45 or MA)	E (BA +60 INCL MA or BA +60+15*)	F (BA+75 INCL MA or BA +75+15)
1	69,036 82,532	72,147 86,251	75,567 90,339	80,463 96,191	83,665 100,022	88,650 105,979
2	72,033 86,114	73,922 88,374	78,578 93,939	83,455 99,769	86,743 103,699	91,713 109,642
3	75,052 89,721	76,936 91,975	81,579 97,529	86,463 103,366	89,794 107,344	94,784 113,313
4	78,068 93,330	79,944 95,572	84,593 101,129	89,489 106,982	92,872 111,026	97,863 116,993
5	81,180 97,051	82,970 99,190	87,620 104,750	92,494 110,572	95,949 114,705	100,926 120,655
6	84,412 100,913	85,974 102,778	90,620 108,335	95,523 114,196	99,022 118,381	104,008 124,340
7	86,933 103,929	88,999 106,396	93,644 111,950	98,525 117,787	102,082 122,038	107,072 128,004
8	86,933 103,929	91,663 109,582	96,648 115,541	101,543 121,394	105,157 125,712	110,154 131,687
9	86,933 103,929	91,663 109,582	99,683 119,169	104,561 124,998	108,237 129,397	113,212 135,344
10	86,933 103,929	91,663 109,582	102,688 122,737	107,581 128,611	111,304 133,060	116,295 139,030
11	86,933 103,929	91,663 109,582	105,740 126,410	110,583 132,200	114,383 136,742	119,354 142,686
12	86,933 103,929	91,663 109,582	109,949 131,443	113,602 135,810	117,842 140,879	122,626 146,596
13	86,933 103,929	91,663 109,582	109,949 131,443	116,995 139,866	121,365 145,091	125,989 150,618
14	86,933 103,929	91,663 109,582	109,949 131,443	121,659 145,441	126,254 150,933	129,755 155,119
15	86,933 103,929	91,663 109,582	109,949 131,443	121,659 145,441	126,254 150,933	134,815 161,169
16	86,933 103,929	91,663 109,582	109,949 131,443	121,659 145,441	126,254 150,933	137,501 164,381
17	86,933 103,929	91,663 109,582	109,949 131,443	121,659 145,441	126,254 150,933	140,244 167,658
18	86,933 103,929	91,663 109,582	109,949 131,443	121,659 145,441	126,254 150,933	143,040 171,002

Board Approved Date:

Semester units are counted after date of BA

Effective July 1, 2023, Unit Members new to the District are allowed a maximum of 12 years of previous service credit

\$1,000 bonus for Master's Degree

An additional \$1500 Stipend for Doctoral Degree

An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement.

*Per approved additional units based on Salary Placement and Advancement MOU dated 2/2/18.

Note: Effective 10-20, annual salary will be divided over 11 paychecks.

Note: D7 of Salary Schedule 004 (July 1, 2021) = \$80,338 12% of D7 = \$9,640.68 Annual Stipend An annual stipend equal to 12% of D7 of Salary Schedule 004 will be paid out over 11 months

APPENDIX G H

Coachella Valley Unified School District
 Certificated Salary Schedule

#023 Behavior Specialist
 Effective July 1, 2024 - June 30, 2027
 Work Year: 207 Days
 Work Day: 7.33 Hours
 11 Month Pay Period

Row	A BA	B BA+15	C BA+30	D BA+45 or MA	E BA+60 including MA	F BA+75 including MA
1	78,294	81,821	85,700	91,251	94,885	100,537
2	81,690	83,83	89,114	94,645	98,373	104,011
3	85,114	87,251	92,520	98,057	101,832	107,493
4	88,537	90,663	95,935	101,487	105,324	110,984
5	92,067	94,096	99,370	104,894	108,814	114,459
6	95,730	97,500	102,771	108,332	112,301	117,954
7	98,591	100,932	106,201	111,737	115,770	121,429
8	98,591	103,954	109,608	115,159	119,256	124,924
9	98,591	103,954	113,049	118,579	122,751	128,392
10	98,591	103,954	116,433	122,006	126,226	131,890
11	98,591	103,954	119,917	125,410	129,719	135,358
12	98,591	103,954	124,692	128,835	133,643	139,067
13	98,591	103,954	124,692	132,682	137,639	142,882
14	98,591	103,954	124,692	137,971	143,181	147,152
15	98,591	103,954	124,692	137,971	143,181	152,891
16	98,591	103,954	124,692	137,971	143,181	155,938
17	98,591	103,954	124,692	137,971	143,181	159,048
18	98,591	103,954	124,692	137,971	143,181	162,220

Board Approved Date:

Semester units are counted after date of BA.

Effective July 1, 2023, Unit Members new to the district are allowed a maximum of 12 years of previous service credit.

\$1000 bonus for Master's Degree. An additional \$1500 stipend for Doctoral Degree.

An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement.

Note: The Behavior Specialist stipend is included in the annual salary indicated above.

*Per approved additional units based on Salary Placement and Advancement MOU dated 2/2/18.

APPENDIX H I

Coachella Valley Unified School District
 Certificated Salary Schedule

#020 Deaf and Hard of Hearing Teacher
 Orthopedically Impaired Teacher
 Effective July 1, 2024 - June 30, 2027
 Work Year: 194 Days
 Work Day: 7.33 Hours
 11 Month Pay Period

Row	A BA	B BA+15	C BA+30	D BA+45 or MA	E BA+60 INCL MA or BA+60*15	F BA+75 INCL MA or BA+75*15
1	69,223	72,342	75,771	80,680	83,893	88,889
2	72,227	74,123	78,790	83,681	86,976	91,961
3	75,253	77,143	81,801	86,697	90,034	95,040
4	78,280	80,160	84,821	89,730	93,122	98,127
5	81,401	83,194	87,858	92,742	96,208	101,199
6	84,640	86,204	90,865	95,781	99,291	104,289
7	87,169	89,239	93,897	98,792	102,358	107,362
8	87,169	91,911	96,909	101,818	105,440	110,452
9	87,169	91,911	99,952	104,841	108,531	113,518
10	87,169	91,911	102,944	107,872	111,602	116,610
11	87,169	91,911	106,025	110,882	114,691	119,677
12	87,169	91,911	110,246	113,910	118,160	122,956
13	87,169	91,911	110,246	117,311	121,694	126,329
14	87,169	91,911	110,246	121,987	126,593	130,104
15	87,169	91,911	110,246	121,987	126,593	135,179
16	87,169	91,911	110,246	121,987	126,593	137,873
17	87,169	91,911	110,246	121,987	126,593	140,622
18	87,169	91,911	110,246	121,987	126,593	143,427

Board Approved Date:

Formula: Sal Sch 004 divided by 184 = daily rate. Daily x 194...divided by 10 months plus an annual stipend of 6%. Semester units are counted after date of BA.

Effective July 1, 2023 Unit Members new to the district are allowed a maximum of 12 years of previous service credit. \$1000 bonus for Master's Degree.

An additional \$1500 stipend for Doctoral Degree.

An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement.

*Per approved additional units based on Salary Schedule Placement and Advancement MOU dated 2/2/18.

Note: Effective 2019-2020, annual salary will be divided over 11 paychecks.

APPENDIX J

Coachella Valley Unified School District
Certificated ~~Confidential~~ Salary Schedule

#21A Psychologist Salary Schedule
Effective July 1, 2024 - June 30, 2027
Work Year: 205 Days
Work Day: 8 Hours
11 Month Pay Period

Row	01 A	02 B	03 C	04 D	05 E	06 F	07 G
23.5	10,085	10,584	11,117	11,672	12,250	12,464	12,683

Board Approved Date:

\$1000 bonus for Master's Degree.

An additional \$1500 stipend for Doctoral Degree.

An earned doctorate at an accredited college or university will be accepted in lieu of a Master's Degree for salary schedule placement and a Master's bonus (11/9/01).

Appendix L M


Article XXX - Term

30.1 The effective dates of this Agreement shall be from July 1, 2024 until June 30, 2027, and shall continue in effect until a successor Agreement is reached. For ~~2025-2026~~, 2026-2027 each party may reopen Article 18 and up to two additional articles.

Agreed to this day, May 18, 2026

Signing for CVUSD

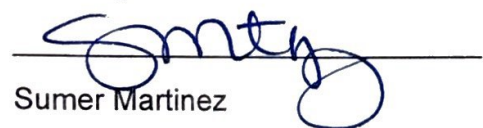
Signing for CVTA



Dr. Monica Makiewicz



Julie Vigil



Sumer Martinez

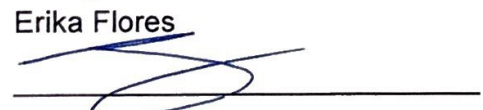
Lorena Gamez




Socorro Sanchez



Elizabeth Sotelo



Erika Flores



Tara Hinch



Ashley Sincosky



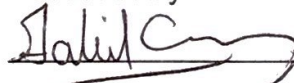
Sarah Chavez



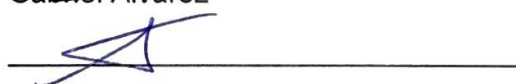
Shannon Rodriguez



Rebecca Kay



Gabriel Alvarez



Juan Rosas



Juan Silva

