

COLLECTIVE BARGAINING AGREEMENT

Between

Board of Education of Creston
Community Consolidated School District #161

And

Creston Education Association, IEA-NEA

July 01, 2015 – June 30, 2019

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SECTION 1 – RECOGNITIONS

1. CEA RECOGNITION

The Creston Education Association IEA-NEA is the exclusive representative for all regularly employed full and part-time certified teachers for purposes of bargaining under the Illinois Educational Labor Relations Act.

SECTION 2 – ASSOCIATION RIGHTS

2. FAIR SHARE

Each bargaining unit member as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.

A. In the event that the bargaining unit member does not pay his/her fair share directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.

B. The Board shall pay such fee to the Association no later than ten (10) days following the deduction.

C. In the event of any legal action against the Board brought in a court of administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided;

- o The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
- o The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

D. The Association agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's non-negligent compliance with this Article.

E. It expressly understood that this hold harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon by this Article.

F. The obligation to pay fair share fee will not apply to any employee who, on the basis of legitimate religious tenet or teaching of a church or religious body of which an employee is a member, objects to the payment of a fair share fee, the Association will make payment in the behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and Rules and Regulation for the IELRB.

3. USE OF FACILITIES AND EQUIPMENT

The Association shall have the right to hold formal membership meetings outside the normal teacher day or after 3:30 p.m. on school property; provided such meetings in no way interfere with any aspect of the total educational/instructional and extra-curricular program of the school district. Notification for such use shall be submitted to the Superintendent at least seventy-two (72) hours in advance of the time of intended use.

Association members, with permission of the Superintendent, may use School District equipment such as computers, computer printers, copiers and other duplication or printing

equipment for Association business, during non-school hours on school premises provided such equipment is not being used for school purposes at the time. The Association shall pay the cost of all materials and supplies used.

4. DUES DEDUCTION

The Board shall deduct from employee's salary in equal installments, current membership dues of the Association, provided that, at the time of such deduction, there is, in possession of the Board, a written authorization for continuing dues deduction voluntarily executed by the teacher. The Association shall annually, on or before the regular September Board meeting, certify in writing to all teachers in the District and the Board the annual dues for the school year. (The authorization shall remain in effect from year to year except that any employee may revoke such authorization by written notice of such revocation to the Association and the Board between September 1 and September 30 of any year.)

The membership dues specified will be pro-rated and deducted from salary checks starting September 1. If an employee resigns between September 1 and September 30 of any year, the employee shall be liable for no dues in the ensuing year. Any teacher employed after October 1 may authorize dues being deducted by presenting an authorization card to the Board writing thirty (30) days after date of employment. The Superintendent will notify the President of the Association of any written resignation prior to the end of the school term within ten (10) days of acceptance of resignation by the Board.

A. Payroll deductions shall be equally deducted over any of the employee's remaining pay periods and remitted to the Association within ten (10) working days following each pay period.

B. The Association agrees to hold harmless and defend the Board from any and all claims or suits, which may arise from the deduction of dues under this Section, provided only the Board shall make such deductions and remittances as are provided herein.

5. DOCUMENT AVAILABILITY

The Board will provide the Association with a copy of the Board Agenda and Board Minutes when those documents are finally approved. The Creston Education Association will inform the Creston Board of Education in writing by September 1st of each year who is their designated representative to receive documentation.

SECTION 3 – BOARD RIGHTS

6. BOARD RIGHTS

The Association recognizes that the District has full authority and responsibility for directing its operations and determining policy. Among the Board's inherent managerial rights are the rights to set standards of service, to hire, supervise, and direct employees, to set a budget, and set policy and procedures. The District reserves to itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the statutes of Illinois and to adopt and apply all of the rules, regulations, and policies as are necessary to carry out its statutory responsibilities; provided however, that the District will abide by and be limited only by the specific and expressed terms of this agreement, to the extent permitted by law.

SECTION 4 – WORKING CONDITIONS

7. TEACHER WORK HOURS

A. All teachers will begin the teaching day by being on duty at least thirty(30) minutes before class begins.

B. Teachers shall remain on duty a minimum of thirty (30) minutes beyond regular dismissal time. On Fridays, before school holidays, or on days of special functions, teachers need not remain the full thirty (30) minutes.

C. All teachers are expected to attend an early faculty meeting (7:45 AM) on the first Wednesday of each month.

D. All teacher are expected to be in attendance for an early dismissal (2:00 PM) on the third Thursday of each month for school improvement, collaborative and curriculum planning or professional development.

E. During inclement weather, when students are sent home early, teachers may also leave early.

8. PLANNING TIME

Within an ordinary work day, all full-time certified teachers will receive planning time of not less than thirty (30) minutes per day. Planning time is intended solely for in-school planning activities, unless otherwise assigned by the Superintendent for a specific planning period.

9. DRESS CODE

Teachers shall wear professional business casual attire. Jeans may be worn only with Creston School spirit wear shirts or minimum of professional business casual shirts.

SECTION 5 - VACANCIES, TRANSFERS, AND ASSIGNMENTS

10. VACANCY LISTING

Whenever a vacancy for a teacher position occurs the Superintendent shall promptly cause such vacancy to be listed with the Regional Office of Education's on-line listing of teacher vacancies.

SECTION 6 - COMPENSATION

11. SALARY

Refer to attached salary schedules.

A. For the 2015-2016 school year, a 0% increase will be applied to the base and 8/10 of 1% will be added to every cell; for the 2016-2017 school year, a 0% increase will be applied to the base and 1% will be added to every cell; for the 2017-2018 school year, a 0% increase will be applied to the base and 1% will be added to every cell; and for the 2018-2019 school year, a 0% increase will be applied to the base and 1% will be added to every cell. All teachers shall receive the step increase each year of this Agreement.

B. If a teacher is contracted for less than one full year, that teacher's salary will be determined as follows: the teacher's salary rate divided by 180 days times the number of days worked. For teachers working a portion of a day, their salary shall be determined as a percentage of the established daily salary times the days worked.

C. The Board agrees to pay 100% of the Teacher's Retirement System (TRS) for required compensation, inclusive of base salary and all related stipends, on behalf of its certified employees. The TRS compensation will continue to be reflected as a separate line item on the salary schedule. The TRS payment shall be capped at the percent stated for the duration of the contract agreement. In the event that the Board's expenditures for TRS contributions are increased by law or regulation during the term of this agreement, the parties agree to meet and confer about sharing the increased Board cost.

D. The Board agrees to pay the employee and employer portion of the Teacher's Health Insurance System (THIS).

12. PAYROLL

Teachers will be paid on a 12-month basis. Payroll checks will be issued the 1st and the 15th of each month. If either of these days land on a weekend or holiday, then teachers will be paid on the last working day.

13. EXTRA DUTY/EXTRA CURRICULAR ASSIGNMENTS

When a vacancy exists in any assignment in addition to the normal teaching load, the assignments will first be made available to the Creston teaching staff members. Reasonable requests by certified personnel will be given consideration in assignment of extra-curricular duties listed on the Extra Duty Stipend Schedule.

A. The administration and/or board will determine qualifications. A teacher who desires to be considered for any coaching assignment or other extra-curricular assignment may submit a letter to the Superintendent.

B. A listing of all stipend positions, as listed on the Extra-Duty Stipend Schedule, shall be posted at least seven (7) working days prior to the end of the school year. The listing will include the names of those individuals currently holding stipend positions that are interested in keeping their position for the following year.

14. HEALTH INSURANCE/SALARY PLUS OPTION

A. Health Insurance Reimbursement: Full-time certified teachers are eligible to receive an insurance reimbursement of up to a maximum net amount of \$2,800.00 after tax withholding. The reimbursement will be divided equally over a 10-month span during the school year. Part-time certified teachers are eligible to receive an insurance reimbursement based on a percentage of the "up to a maximum net amount of \$2,800.00 after tax withholding" figure based on their instruction time. Eligible staff members will need to submit an insurance premium and provide evidence of payment in order to receive benefits.

B. Salary Plus Option: All other full-time certified teachers who received the salary plus option during the 2014-2015 school year will continue to receive a \$1,500.00 salary increase for the contracted school year. The district will pay 100% of TRS on the \$1,500.00 salary increase.

15. RETIREMENT

Any eligible teacher who submits a letter of intent to retire will be removed from the salary schedule and will receive a salary increase of 3% above the teacher's current teaching salary based upon the year in which the intent to retire is submitted, based on teaching salary only, each year for the last years of employment for three (3) years only. A maximum of two (2) eligible teachers may receive the above retirement benefits in a given year. To be eligible to receive the retirement benefit, the teacher must meet the following conditions:

A. Be at least sixty (60) years of age on or before December 31 of the year of retirement;
or

B. Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district; and

C. Have at least twenty (20) years of continuous teaching service in the school district;

D. Provide notice of intent to retire to the Board of Education in writing by June 30th of the year preceding the Retirement Incentive,

E. Retire at the end of the school year following notice of intent to retire or within three (3) school years from the date.

16. REOPENER CLAUSE

The Board and Association agree that should any of the following events occur by June 30, 2017, there is no agreement on salaries for the 2017-2018 school year, and salary shall be renegotiated by the Board and Association:

- A. Pension shift: any legislatively mandated increase in the Board’s required employer contributions to TRS or increase in the employee contributions that the Board picks up on behalf of the employee;
- B. Property tax freeze: any freeze or reduction in property tax revenue as a result of newly enacted legislation; or
- C. State aid: any decrease in general state aid of 10% or more than the 2015-2016 allocation.

SECTION 7 - LEAVES

17. SICK LEAVE

Full-time certified personnel will receive twelve (12) sick days. Teachers cannot accumulate more than 340 sick days. Sick days are to be used for purposes of illness, disability, and/or medical reasons pertaining to the immediate family. Immediate family shall be inclusive of the following: self, spouse, siblings, spouse’s siblings, children, stepchildren, parents, grandparents, and parental in-laws and such other persons as the Superintendent shall designate for individual teachers, in his sole discretion.

Sick days may be used for loss of immediate family members, to attend or to make arrangements for appropriate services, arrange for medical or nursing care or for other persons the Superintendent may designate for individual teachers in his sole discretion. Uncompensated sick days may continue to accumulate thereafter to a maximum of three hundred forty (340) days total.

18. SICK BANK

Teachers may share sick or personal days with other CEA members, but shall not exceed five (5) days received per school year per CEA member.

19. PERSONAL DAYS

All full-time certified personnel will receive three (3) days of personal leave. Personal leave days do not accumulate from year to year. Unused personal days will convert into sick days that accumulate from year to year up to contractual maximums.

All personal leaves must be requested as soon as possible and no later than at least seventy-two (72) hours before the absence is to begin, except in extreme emergencies. Personal days may not be taken on the Friday before or the Monday after a school break period, winter, spring, or summer.

Any/all exceptions to the foregoing provisions must receive pre-approval from the Superintendent.

20. PART-TIME TEACHERS

Any part-time certified teacher(s), as of the beginning date of this contract, will be afforded the benefits outlined above at 50% of the full-time rate or terms. Part-time is considered at least 18 hours but no more than 25 hours per week for the school year.

SECTION 8 – PROFESSIONAL DEVELOPMENT

21. CONTINUING EDUCATION

Continuing education reimbursement eligibility is for any full-time or part-time teacher. Teachers will be permitted to advance along the salary schedule based on the amount of course work completed in any given year. Teachers who gain approval will be reimbursed up to \$450 per year towards continuing education or professional development. Acceptable programs may include, but are not limited to, workshops and/or conferences, and graduate level classes. All requests for professional leave will be submitted to the principal for final approval. Approval or denial will be returned in writing. Should the request be denied, reasoning shall be provided. Mileage will be reimbursed at the current IRS rate. Itemized receipts are required.

The Master's Reimbursement Program:

Any full-time certified teacher wishing to enroll in the master's reimbursement program will need approval from the Superintendent. Under the reimbursement program, eligible teachers must provide a bill of tuition for each year enrolled in an approved program. Teachers will receive up to \$1500 the first year and up to \$2000 the second year. Said reimbursement shall not exceed two (2) years total.

22. CURRICULUM PLANNING AND IN-SERVICE DAYS

The District will provide a minimum of one 2:00 PM early dismissal day each month to address school needs as determined by administration and teacher committee(s) as related to areas of school improvement, curriculum planning, teacher in-service, and committee work. Early dismissal days will be in addition to any other early dismissal days approved by the Board of Education in accordance with the School Code of Illinois.

SECTION 9 – TEACHER EVALUATION

23. EVALUATIONS

The parties agree that teacher evaluations will be conducted pursuant to the requirements of the District's Evaluation Model.

SECTION 10 – PROFESSIONAL CONDUCT

24. TEACHER DISCIPLINE

The Board believes in the tenets of progressive discipline, including verbal and written reprimands, docking, suspension with and without pay, and termination, provided, however, that nothing contained herein shall require the Board or the administration to exhaust any or all of the foregoing disciplinary techniques in the event a decision is made to discipline a teacher. Teacher discipline shall not be arbitrary or capricious.

Prior to taking any disciplinary action against a teacher, the administrator shall meet with the teacher to discuss the nature of the issue. The teacher may have an Association representative at any conference called to discuss the issue.

SECTION 11 – GRIEVANCE PROCEDURE

25. GRIEVANCE PROCEDURE

A grievance shall be any claim by the Association, an employee, or group of employees that there has been a violation of the terms of this agreement. If the Association files the grievance, the teacher, or teachers whose contractual rights were allegedly violated must be named. All time limits are defined as school days. A school day is a pupil attendance day as listed in the yearly calendar.

Step 1

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's supervisor to resolve problems through free and informal communications between the grievant, the Association and the Superintendent. When requested by an employee, an Association representative may accompany an employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

Step 2

The employee or the Association must present the grievance in writing to the Superintendent, naming the grievant, a brief summary of the facts giving rise to the grievance, the section or sections of the Collective Bargaining Agreement allegedly violated, and stating the remedy sought. The Superintendent shall arrange for a meeting to take place within ten days after receipt of the grievance. The grievant, Superintendent, and Association representative shall be present for the meeting. Within ten school days of the meeting the grievant and the Association shall be provided with the Superintendent's written decision regarding the grievance, including the reasons for his decision.

Step 3

If the grievance is not resolved at Step 2 and the Association requests such relief, the Superintendent may in his discretion refer the matter to the Board of Education for consideration. This decision will be communicated in the Superintendent's Step 2 written decision.

Step 4

If the grievance is not resolved at Step 3, the Association may submit the grievance to final and binding arbitration under the American Arbitration Association rules and procedures. The parties shall share the arbitrator fees and expenses equally. If the grievance is not filed within thirty (30) days from the date of the written response in Step 3 the grievance is withdrawn.

- a. The Association representative at any step in the procedure, including informal communication, may represent any employee. The Superintendent will be given written notification of who is representing the employee(s).
- b. Time limits may be extended by mutual written agreement signed by the parties.
- c. If the Superintendent and the grievant agree, a grievance may be submitted directly to arbitration.
- d. A grievance may be withdrawn at any step without establishing prejudice or precedent.
- e. All records related to a grievance shall be filed separately from the personnel files of employees.
- f. No reprisals shall be taken by the Board or by the administration against an employee because of the employee's participation in a grievance proceeding.

SECTION 12 – SALARY SCHEDULE & STIPENDS

26. EXTRA-DUTY STIPEND SCHEDULE

Boys' Basketball Coach	\$1100
Girls' Basketball Coach	\$1100
Volleyball Coach	\$600
Cheerleading Coach	\$1100
Track Coach	\$250
Lead Teacher or Dean of Students	\$800

27. SALARY SCHEDULES ATTACHED.

EXP	B	C	D	E	F	G	H	I		J	K	L	M	N
	BS	BS + 6	BS + 12	BS + 18	BS + 24	2015-2016 BS + 30	BS + 36	0% base & 8/10 of 1% added to every cell MS		MS + 6	MS + 12	MS + 18	MS + 24	MS + 30
1	33,054	33,454	33,854	34,254	34,654	35,054	35,454	37,668	38,118	38,568	39,018	39,468	39,918	39,918
2	33,736	34,139	34,542	34,945	35,349	35,752	36,155	38,439	38,893	39,346	39,800	40,253	40,707	40,707
3	34,153	34,556	34,959	35,363	35,766	36,169	36,572	38,909	39,362	39,816	40,270	40,723	41,177	41,177
4	34,570	34,974	35,377	35,780	36,183	36,586	36,990	39,380	39,833	40,287	40,740	41,194	41,648	41,648
5	34,989	35,392	35,795	36,198	36,601	37,005	37,408	39,849	40,303	40,756	41,210	41,664	42,117	42,117
6	35,406	35,809	36,212	36,616	37,019	37,422	37,825	40,319	40,773	41,226	41,680	42,133	42,587	42,587
7	35,823	36,227	36,630	37,033	37,436	37,839	38,243	40,789	41,242	41,696	42,150	42,603	43,057	43,057
8	36,241	36,644	37,047	37,450	37,853	38,257	38,660	41,258	41,712	42,166	42,619	43,073	43,526	43,526
9	36,658	37,061	37,464	37,868	38,271	38,674	39,077	41,729	42,183	42,636	43,090	43,544	43,997	43,997
10	37,075	37,478	37,882	38,285	38,688	39,091	39,494	42,199	42,653	43,106	43,560	44,013	44,467	44,467
11	37,494	37,897	38,300	38,703	39,106	39,510	39,913	42,669	43,127	43,576	44,029	44,483	44,937	44,937
12	37,911	38,314	38,717	39,120	39,524	39,927	40,330	43,138	43,592	44,046	44,499	44,953	45,406	45,406
13			39,135	39,538	39,941	40,344	40,747	43,608	44,062	44,515	44,969	45,422	45,876	45,876
14			39,552	39,955	40,358	40,762	41,165	44,078	44,531	44,985	45,439	45,892	46,346	46,346
15			39,969	40,372	40,776	41,179	41,582	44,549	45,002	45,456	45,909	46,363	46,817	46,817
16					41,193	41,596	41,999	45,018	45,472	45,925	46,379	46,833	47,286	47,286
17					41,611	42,014	42,418	45,488	45,942	46,395	46,849	47,302	47,756	47,756
18					42,029	42,432	42,835	45,958	46,411	46,865	47,319	47,772	48,226	48,226
19							43,252	46,427	46,881	47,335	47,788	48,242	48,695	48,695
20							43,670	46,898	47,352	47,805	48,259	48,713	49,166	49,166
21							44,087	47,368	47,822	48,275	48,729	49,182	49,636	49,636
22							44,504							
23							44,922							
24							45,339							
25							45,756							
26							46,173							
27							46,591							
28							47,008							
29							47,425							
30							47,843							

EXP	B	C	D	E	F	G	H	I	J	K	L	M	N
	BS	BS + 6	BS + 12	BS + 18	BS + 24	2016-2017 BS + 30	BS + 36	MS	MS + 6	MS + 12	MS + 18	MS + 24	MS + 30
1	33,054	33,454	33,854	34,254	34,654	35,054	35,454	37,668	38,118	38,568	39,018	39,468	39,918
2	34,073	34,480	34,887	35,294	35,702	36,110	36,517	38,823	39,282	39,739	40,198	40,656	41,114
3	34,495	34,902	35,309	35,717	36,124	36,531	36,938	39,298	39,756	40,214	40,673	41,130	41,589
4	34,916	35,324	35,731	36,138	36,545	36,952	37,360	39,774	40,231	40,690	41,147	41,606	42,064
5	35,339	35,746	36,153	36,560	36,967	37,375	37,782	40,247	40,706	41,164	41,622	42,081	42,538
6	35,760	36,167	36,574	36,982	37,389	37,796	38,203	40,722	41,181	41,689	42,097	42,554	43,013
7	36,181	36,589	36,996	37,403	37,810	38,217	38,625	41,197	41,654	42,113	42,572	43,029	43,488
8	36,603	37,010	37,417	37,825	38,232	38,640	39,047	41,671	42,129	42,588	43,045	43,504	43,961
9	37,025	37,432	37,839	38,247	38,654	39,061	39,468	42,146	42,605	43,062	43,521	43,979	44,437
10	37,446	37,853	38,261	38,668	39,075	39,482	39,889	42,621	43,080	43,537	43,996	44,453	44,912
11	37,869	38,276	38,683	39,090	39,497	39,905	40,312	43,096	43,558	44,012	44,469	44,928	45,386
12	38,290	38,697	39,104	39,511	39,919	40,326	40,733	43,569	44,028	44,486	44,944	45,403	45,860
13			39,526	39,933	40,340	40,747	41,154	44,044	44,503	44,960	45,419	45,876	46,335
14			39,948	40,355	40,762	41,170	41,577	44,519	44,976	45,435	45,893	46,351	46,809
15			40,369	40,776	41,184	41,591	41,998	44,994	45,452	45,911	46,368	46,827	47,285
16					41,605	42,012	42,419	45,468	45,927	46,384	46,843	47,301	47,759
17					42,027	42,434	42,842	45,943	46,401	46,859	47,317	47,775	48,234
18					42,449	42,856	43,263	46,418	46,875	47,334	47,792	48,250	48,708
19							43,685	46,891	47,350	47,808	48,266	48,724	49,182
20							44,107	47,367	47,826	48,283	48,742	49,200	49,658
21							44,528	47,842	48,300	48,758	49,216	49,674	50,132
22							44,949						
23							45,371						
24							45,792						
25							46,214						
26							46,635						
27							47,057						
28							47,478						
29							47,899						
30							48,321						

EXP	B	C	D	E	F	G	H	I		J	K	L	M	N
								0% base & 1% added to every cell						
	BS	BS + 6	BS + 12	BS + 18	BS + 24	2017-2018 BS + 30	BS + 36	MS	MS + 6	MS + 12	MS + 18	MS + 24	MS + 30	
1	33,054	33,454	33,854	34,254	34,654	35,054	35,454	37,668	38,118	38,568	39,018	39,468	39,918	
2	34,414	34,825	35,236	35,647	36,059	36,471	36,882	39,211	39,675	40,136	40,600	41,063	41,525	
3	34,840	35,251	35,662	36,074	36,485	36,896	37,307	39,691	40,154	40,616	41,080	41,541	42,005	
4	35,265	35,677	36,088	36,499	36,910	37,322	37,734	40,172	40,633	41,097	41,558	42,022	42,485	
5	35,692	36,103	36,515	36,926	37,337	37,749	38,160	40,649	41,113	41,576	42,038	42,502	42,963	
6	36,118	36,529	36,940	37,352	37,763	38,174	38,585	41,129	41,593	42,106	42,518	42,980	43,443	
7	36,543	36,955	37,366	37,777	38,188	38,599	39,011	41,609	42,071	42,534	42,998	43,459	43,923	
8	36,969	37,380	37,791	38,203	38,614	39,026	39,437	42,088	42,550	43,014	43,475	43,939	44,401	
9	37,395	37,806	38,217	38,629	39,041	39,452	39,863	42,567	43,031	43,493	43,956	44,419	44,881	
10	37,820	38,232	38,644	39,055	39,466	39,877	40,288	43,047	43,511	43,972	44,436	44,898	45,361	
11	38,248	38,659	39,070	39,481	39,892	40,304	40,715	43,527	43,994	44,452	44,914	45,377	45,840	
12	38,673	39,084	39,495	39,906	40,318	40,729	41,140	44,005	44,468	44,931	45,393	45,857	46,319	
13			39,921	40,332	40,743	41,154	41,566	44,484	44,948	45,410	45,873	46,335	46,798	
14			40,347	40,759	41,170	41,582	41,993	44,964	45,426	45,889	46,352	46,815	47,277	
15			40,773	41,184	41,596	42,007	42,418	45,444	45,907	46,370	46,832	47,295	47,758	
16					42,021	42,432	42,843	45,923	46,386	46,848	47,311	47,774	48,237	
17					42,447	42,858	43,270	46,402	46,865	47,328	47,790	48,253	48,716	
18					42,873	43,285	43,696	46,882	47,344	47,807	48,270	48,733	49,195	
19							44,122	47,360	47,824	48,286	48,749	49,211	49,674	
20							44,548	47,841	48,304	48,766	49,229	49,692	50,155	
21							44,973	48,320	48,783	49,246	49,708	50,171	50,633	
22							45,398							
23							45,825							
24							46,250							
25							46,676							
26							47,101							
27							47,528							
28							47,953							
29							48,378							
30							48,804							

EXP	B	C	D	E	F	G	H	I	J	K	L	M	N
	BS	BS + 6	BS + 12	BS + 18	BS + 24	2018-2019 BS + 30	BS + 36	MS	MS + 6	MS + 12	MS + 18	MS + 24	MS + 30
1	33,054	33,454	33,854	34,254	34,654	35,054	35,454	37,668	38,118	38,568	39,018	39,468	39,918
2	34,758	35,173	35,588	36,003	36,420	36,836	37,251	39,603	40,072	40,537	41,006	41,474	41,940
3	35,188	35,604	36,019	36,435	36,850	37,265	37,680	40,088	40,556	41,022	41,491	41,956	42,425
4	35,618	36,034	36,449	36,864	37,279	37,695	38,111	40,574	41,039	41,508	41,974	42,442	42,910
5	36,049	36,464	36,880	37,295	37,710	38,126	38,542	41,055	41,524	41,992	42,458	42,927	43,393
6	36,479	36,894	37,309	37,726	38,141	38,556	38,971	41,540	42,009	42,527	42,943	43,410	43,877
7	36,908	37,325	37,740	38,155	38,570	38,985	39,401	42,025	42,492	42,959	43,428	43,894	44,362
8	37,339	37,754	38,169	38,585	39,000	39,416	39,831	42,509	42,976	43,444	43,910	44,378	44,845
9	37,769	38,184	38,599	39,015	39,431	39,847	40,262	42,993	43,461	43,928	44,396	44,863	45,330
10	38,198	38,614	39,030	39,446	39,861	40,276	40,691	43,477	43,946	44,412	44,880	45,347	45,815
11	38,630	39,046	39,461	39,876	40,291	40,707	41,122	43,962	44,434	44,897	45,363	45,831	46,298
12	39,060	39,475	39,890	40,305	40,721	41,136	41,551	44,445	44,913	45,380	45,847	46,316	46,782
13			40,320	40,735	41,150	41,566	41,982	44,929	45,397	45,864	46,332	46,798	47,266
14			40,750	41,167	41,582	41,998	42,413	45,414	45,880	46,348	46,816	47,283	47,750
15			41,181	41,596	42,012	42,427	42,842	45,898	46,366	46,834	47,300	47,768	48,236
16					42,441	42,856	43,271	46,382	46,850	47,316	47,784	48,252	48,719
17					42,871	43,287	43,703	46,866	47,334	47,801	48,268	48,736	49,203
18					43,302	43,718	44,133	47,351	47,817	48,285	48,753	49,220	49,687
19							44,563	47,834	48,302	48,769	49,236	49,703	50,171
20							44,993	48,319	48,787	49,254	49,721	50,189	50,657
21							45,423	48,803	49,271	49,738	50,205	50,673	51,139
22							45,852						
23							46,283						
24							46,713						
25							47,143						
26							47,572						
27							48,003						
28							48,433						
29							48,862						
30							49,292						

This Collective Bargaining Agreement shall be effective for the 2015-2016 school year through the 2018-2019 school year. This Agreement shall terminate on June 30, 2019.

This Agreement is adopted the 23rd of May, 2016.

IN WITNESS THEREOF:

**For the Board of Education
Creston CCSD #161:**

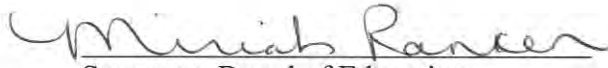


President, Board of Education

For the Creston Education Association:



President, CEA



Secretary, Board of Education