
Agreement

between the

Cedar Rapids Education Association

and the

Cedar Rapids Community School District

Cedar Rapids, Iowa

2017-2018

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Community School District
Human Resources

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P R E A M B L E

The Board of Directors of the Cedar Rapids Community School District and the Cedar Rapids Education Association recognize and declare that providing a quality education for the students of the Cedar Rapids Community School District is their mutual desire and that the character of such education is enhanced by the quality and morale of the teaching staff and those support personnel who work directly with students. Therefore, it is the objective of the parties to this Agreement to accommodate their respective interests consistent with the foregoing principle.

ARTICLE I RECOGNITION

A. UNIT

The Cedar Rapids Community School District hereby recognizes the Cedar Rapids Education Association, which has identified itself as an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive bargaining representative for all personnel employed by the school district as set forth in the PERB certification instrument (case #94) issued by the PERB on the 27th day of June, 1975. This shall include all such personnel on an authorized leave of absence and any position hereinafter created which is not supervisory or administrative in nature.

The unit described in the above certification is as follows:

INCLUDED: All professional, non-administrative staff: classroom teachers, media specialists, counselors, nurses, project leaders, area chairpersons, special projects personnel, therapists and clinicians.

EXCLUDED: Superintendent, assistant superintendents, principals, associate principals, administrative assistants, directors, coordinators, paraprofessionals and all other persons excluded by Section 4 of the Act.

B. DEFINITIONS

1. The term "School District" or "school district," as used in this Agreement shall mean the Cedar Rapids Community Schools, in the County of Linn, State of Iowa, its Board of Directors, or its duly authorized representatives.
2. The term "employee," as used in this Agreement, shall mean all persons described in Section A of this Article.
3. The term "Association," as used in this Agreement, shall mean the Cedar Rapids Education Association, or its duly authorized representatives or agents.
4. The term "school year," as used in this Agreement, shall mean the normal employee work year.

ARTICLE II EMPLOYEE WORK YEAR

A. WORK YEAR

The work year for continuing employees shall be one hundred ninety-one (191) days. The school District may require up to five (5) additional duty days for new employees. It is understood that not more than one hundred eighty (180) days shall be student contact days. The work days not designated as student contact days shall be devoted to employee in-service activities and individual preparation as determined by the school district.

It shall be the objective of the District to schedule no more than one-half of the total time on non-student contact days for employee in-service activities. Of the remaining time, six tenths (.6) shall be available for individual preparation and record keeping, the scheduling of which shall be at the discretion of the District. In the event an employee work day is lost for an emergency closing, the employee shall be free to leave as soon as responsibilities for students have been completed, as determined by the principal, supervisor or designee. The employee shall perform job related duties on any day, or partial day, scheduled in lieu thereof, if the school district schedules such day or partial day.

When inclement weather necessitates a delay in the beginning time of the normal school day, the start of the teachers work day shall be equally delayed. In the event the teacher cannot safely arrive before the beginning of the student day, they may use emergency leave for the time missed. In the event school dismisses early as a result of inclement weather or any other emergency, teachers shall be dismissed as soon as their responsibility for students is completed, as determined by the principal, supervisor or designee.

In buildings where there is a need for supervision of students during a late start or early dismissal period, Principals shall have authority to allow compensatory time to teachers who agree to accept the assignment to come in, or stay late and assist with the necessary supervision.

B. SCHOOL CALENDAR DISTRIBUTION

The school calendar shall be distributed to employees within thirty (30) days following its adoption, but no later than May 1.

C. LEGISLATED WORK DAYS

Distribution of funding for legislated work days beyond the current one hundred ninety-one (191) day contract shall be determined by state law and/or negotiations between the Association and the District.

D. LATE RESIGNATION

Employees intending to resign their position should inform their supervisor as early as possible. Resignations occurring after June 30 will be considered late and assessed a fee according to the following schedule:

Resignation between July 1 and July 15: \$500

Resignation between July 16 and July 31: \$750

Resignation on or after August 1: \$1000

These fees will be used to offset the cost of finding a replacement. Questions about this policy should be directed to the Resolutions Team.

ARTICLE III EMPLOYEE HOURS

A. WORK DAY

The employee work day shall not exceed eight (8) hours, including duty-free lunch time and preparation time, on school premises, unless excused by the responsible administrator, but excluding paid, extra-curricular responsibilities.

However, employees may be required to attend one (1) faculty meeting of reasonable length per month beyond the normal work day, scheduled at least one (1) week in advance, and a maximum of three (3) other professionally related events, one of which shall be open house, after normal work hours and on a work day.

Employees shall also be required to attend eight (8) hours of professional development sessions annually, in not less than two (2) hour increments. Sessions shall be scheduled and announced no less than two (2) weeks in advance and should be scheduled during the teacher's 191 day contract, unless building agreement is reached to do this professional development outside those 191 days. Contractual leaves may be used when an employee cannot attend. Professional development may be different within a building/site for differing teams/groups/departments. Administrators and teachers should work together to determine the professional development needs of their building/site and how best this time can be used to improve student achievement. If building administrators and teachers cannot come to agreement as to the timing of this professional development, the Resolution Team shall make a final determination.

On a work day when students are in attendance, preceding a school district designated holiday or vacation period, employees shall be excused after students have been dismissed for the day, provided further student supervision is not needed as determined by the principal. The foregoing shall not be construed to eliminate the employee's responsibility toward students placed under the employee's supervision during the employee's required work day. Schedule C assignment time commitments shall not interfere with the priority to assist classroom students.

A goal is for employees to have at least two mornings per week where they are not required to attend meetings. In addition, meetings should be kept to a minimum during conference windows.

Employees who teach an Early Bird class or part-time employees participating in early dismissal professional development activities on student contact days beyond his/her contract day will be compensated for the scheduled time based on their per diem rate. Hours worked should be submitted on a time sheet. Employees will not be paid for time spent past the scheduled end-time for the meeting.
** See additional information in the Letters of Understanding

B. PREPARATION TIME

It shall be the objective of the school district to provide employees with an average of forty (40) continuous minutes of individual preparation time daily. Wherever practicable, the preparation time will be provided during the time students are typically in attendance. The parties acknowledge that financial, enrollment, collaborative time, peer review, and scheduling limitations may adversely affect this objective. Pervasive use of these exceptions shall be addressed by the Resolution Team. No later than thirty (30) employee working days after the start of the school year, the Superintendent and/or designee shall meet with a committee of not more than five (5) employees designated by the Association President to review those circumstances that merit consideration when this objective has not been reached.

**See additional information in the Letters of Understanding.

C. DUTY-FREE LUNCH PERIOD

Except in cases of emergency, a continuous thirty (30) minute duty-free lunch period shall be provided daily for each employee.

**ARTICLE IV
WAGES AND SALARIES**

A. RATE OF PAY

Salaries shall be determined annually as per the Salary Distribution Schedule that is attached hereto as Schedule A.

B. EXPERIENCE CREDIT

1. Newly employed teachers will be allowed credit for each full year of verified teaching experience. No teacher shall be credited with a greater number of years of experience than their actual verifiable teaching experience. Teachers shall be hired and placed as per the Hiring Guide.
2. Teachers shall receive one (1) full year of credit for ninety-five (95) duty days or more during one school year.

****See additional information in the Letters of Understanding**

C. TRAINING LEVELS

For purposes of placement on the salary schedule, training levels are defined as follows:

Bachelor's Degree	-	At least a bachelor's degree.
Bachelor + 12	-	At least 12 semester hours of professional growth credits beyond the bachelor's degree.
Bachelor + 24	-	At least 24 semester hours of professional growth credits beyond the bachelor's degree.
Master's Degree	-	At least a master's degree specifically related to the field of education.
Master + 15	-	At least 15 semester hours of professional growth credits beyond the master's degree.
Master + 30	-	At least 30 semester hours of professional growth credits beyond the master's degree.
Master + 45	-	At least 45 semester hours of professional growth credits beyond the master's degree.

Doctorate - A doctor's degree specifically related to the field of education.

It is understood that "hours beyond" as used above means - college, university, or license recertification credit earned after the completion of requirements for the teaching degrees, as shown on the official transcripts submitted to the Human Resources Office.

F. METHOD OF PAYMENT

1. The payroll department will provide a schedule for paydays at the beginning of each school year that provides for pay in equal installments bi-weekly on a Friday unless otherwise indicated as agreed upon by the District and the Association. Pay stubs and checks will be sent via US Mail to all employees if the payday falls on a school holiday. All new employees will be required to use electronic deposit of payroll.
2. Each employee holding a supplemental contract(s) shall be paid in equal installments on every other Friday beginning on the second payday in September. An employee may elect to have the supplemental salary paid in total upon conclusion of the activity. Such election by the employee shall be made when the supplemental assignment is accepted. In the event an employee enters into a supplemental contract after the timelines have elapsed for paying in equal installments, the employee shall be paid for that supplemental activity in one lump sum upon conclusion of that activity.
3. During the summer recess, for employees not using electronic deposit, the paycheck shall be mailed to the employee's residence or bank. The school district shall not be required to mail a paycheck outside the United States.
4. Each employee shall have the option of receiving the remainder of her/his salary on the second regularly scheduled payday following the last day of the school year.
5. If for any reason the school district shall be unable to comply with any of the provisions of this Article with respect to any of the time factors involved, such time factors shall be revised by mutual agreement between the parties.

G. DEDUCTION

In the event that an employee is absent without leave and a pay deduction is to be made for such absence, the amount of deduction shall be 1/191 of the employee's base-contract salary. In the event that an employee's duty year is different than the school year, the divisor shall be adjusted accordingly.

**ARTICLE V
EXTRA ASSIGNMENT AND COMPENSATION**

A. DEFINED EXTRA ASSIGNMENTS

1. Extended Contract
2. Summer School Assignment
3. District Curriculum Assignment
4. Schedule C Assignment
5. Enrichment/Webmasters
6. Compensatory Time
7. Short Term Contract

Employee assignment to Schedule C positions shall be made in accordance with applicable state law.

B. EXTRA ASSIGNMENT RATES

1. Assignments defined in Section A - 1, 2 and 3 above shall be compensated at a rate based on the employee's base salary from Schedule A. The following shall determine the hourly rate of pay:

$$\text{Per Diem Rate} = \frac{\text{Employee Base Salary}}{191 \text{ Days}} \div 8 \text{ hours}$$

Any lunch period that occurs during such an assignment shall be non-reimbursed.

It is understood and agreed by the parties that the teaching assignments involving the following summer school course offerings and any other summer school offerings as may be mutually agreed upon are excluded from paid preparation time:

Basketball	Swimming	Work Experience
Football	Gymnastics	Physical Fitness
Media Specialist	Non-Credit Music	Recreational Art
	Non-Credit Drama	

For other summer school teaching assignments, the District shall provide twenty (20) minutes of preparation time for each hour of student contact time, not to exceed sixty (60) minutes per day.

2. Schedule C assignments shall be paid according to Schedule C Point Values. The school district and the Association agree that the assignments listed in Schedule C are official school sponsored activities. A Schedule C contract may split the FTE between two individuals by mutual agreement and approval from the District Resolution Team.
3. Building Enrichment Funds will be extra contracts applied for within buildings to support extension activities in equitable proportions for students in the areas of athletics, academics and fine arts. Proposals for the activity will be submitted to a building leadership team for consideration defining the intent of the activity and the number of hours required. Leaders of these approved activities will be paid \$25 an hour. Building budgets for such intramural activities will be based on student enrollment. Elementary budgets will receive \$14 per student and middle schools \$11 per student. High school intramurals will focus only on Academic and Competitive/Non-competitive categories with a budget based on \$8 per student. Any dispute as to equitable distribution of Intramural budget may be directed to District Resolution Team.

Balances for Enrichment will be carried forward to the following year.

Extra contracts will be issued for a webmaster at each building. Webmasters will receive \$25 an hour for maintaining the building website in coordination with the District technology guidelines. Elementary webmasters will be allowed up to 40 hours, middle school 60 hours and high school 80 hours on their extra contract.

4. Employees who are required to work additional days before the start of the normal school year, or after the conclusion of the normal school year shall be issued short term contracts and shall be compensated at their normal per diem rate of pay.

Short term contracts shall be issued to High School Counselors for 20 days, Middle School Counselors for 10 days, Elementary School Counselors 5 days and Media Center Personnel at all levels for 5 days. Employees may decline the additional work days as long as satisfactory provisions are made to meet the needs of the students at that attendance center. Some allocations for counselors may be split with facilitators that work in counseling offices.

Scheduling of the extended contracts days shall be agreed upon between the individual and their Principal. If agreement cannot be reached, the parties shall refer the matter to the Resolution Team.

Media Center personnel shall be eligible for an allotment of extended contract days in each building they serve. The actual number of extended contract days each building will have available is determined at the District's discretion and is not subject to the grievance procedure of this contract.

C. POSTING

All extra assignment vacancies, except building level extended contracts, shall be posted for a period of five (5) days on the District's website. Employees, if properly certified, shall have the right to apply for such assignments by advising the responsible administrator within the five (5) day posting period.

D. SALARY SUPPLEMENTS

1. Teacher Salary Supplements, (TSS) will be included in the normal salary schedule.
2. Teacher Quality (SF 284) funds shall be used to provide one extra day of professional development, extending the teacher's working agreement from 190 days to 191 days. Eight hours (per diem) of professional development shall be paid to all eligible employees without regard to their FTE status and will be included in the normal salary schedule. Employees may use paid leave of absence, but will not be allowed to access unpaid leave of absence for this day.
3. Should the District not receive expected legislated salary supplements identified in 1 and 2 above, negotiations will be reopened to determine necessary adjustments to the normal salary schedule and/or school calendar.
4. All calculations of per diem pay, including leaves of absence (both paid and unpaid) and separation benefits will be based on the full salary amount, including all negotiated and legislated salary amounts.

E. COMPENSATORY TIME

Employees shall be granted four days of comp time in lieu of additional salary for working extended hours for parent-teacher conferences or for supervision duties after contract hours at the secondary level. The District shall determine the dates on which compensatory time may be used. Individual or building agreements (agreements between building administrators and teachers in that building) that offer other compensatory time are strictly prohibited.

Compensatory time may be granted by Principals in compliance with Article II, Section A, Workday.

**** See additional information in Letters of Understanding**

**ARTICLE VII
SALARY REDUCTION AND GROUP INSURANCE**

A. FLEXIBLE SPENDING ACCOUNT

Each full-time employee shall be credited with three hundred-fifty dollars (\$350.00) per month in a flexible spending account. In addition, if the employee elects to participate in the District's health insurance, they shall receive an additional \$300 towards health insurance as a District contribution. This amount shall be prorated for part-time employees.

B. SALARY REDUCTION

1. Each employee shall execute an annual election form for the benefits the employee wishes to select from the following list of benefits, subject to the provisions, terms and conditions of the District's salary reduction plan and the provisions, terms and conditions of the insurance policies and plans.
 - a. Health Insurance – four (4) options, including PPO Premier, PPO Choice, HMO Essential and HMO Basic or other health plans mutually agreed to between CREA and the District. Each plan shall have four levels of coverage available, single, one plus children, one plus spouse and family. Benefits and premiums shall be consistent with Appendix A of this agreement.
 - b. Dental Insurance – Delta Dental Standard or Delta Dental Plus (single, one plus children, one plus spouse and family) or other dental plan(s) mutually agreed to between CREA and the District.
 - c. Dependent Care Expenses.
 - d. Medical Reimbursement Account.
 - e. Additional Salary.
2. Any costs of benefits selected in excess of the amount in Section A, the employee's flexible spending account, shall be borne by the employee through salary reduction of the employee's regular salary.

C. DURATION OF FLEXIBLE SPENDING CONTRIBUTIONS

Except as otherwise stipulated in this Agreement, an employee is eligible for District contributions to the flexible spending account as long as the employee is employed by the District. Elected insurance coverage for an employee who terminates employment continues until the end of the period for which the employee has contributed premiums by salary reduction. Any portion of the flexible spending account taken as additional salary shall be prorated to the date of termination.

D. TRAVEL-ACCIDENT INSURANCE

The school district shall pay the premium for travel accident insurance. The scope of the plan shall be no less than the plan in force for the previous year.

E. LONG-TERM DISABILITY INSURANCE

The school district shall pay the premium for the plan in force on the effective date of this Agreement. The scope of the plan shall be no less than the plan in force for the previous year.

F. TERM LIFE INSURANCE

The District shall pay the premium for term Life Insurance of \$50,000 with an additional \$50,000 for accidental death and dismemberment benefits.

G. TORT LIABILITY INSURANCE

The school district shall pay the premium for liability insurance covering performance of job-related duties as provided in Chapter 670, Code of Iowa.

H. POST EMPLOYMENT HEALTH SAVINGS PLAN (PEHSP)

The District shall contribute one hundred eighty five dollars (\$185.00) per month into a trust fund, to be administered by a company, which will be available to the employee, after their separation from the district, for payment of approved medical expense, including but not limited to, insurance premiums.

I. WORKERS' COMPENSATION

If an employee qualifies for Workers' Compensation benefits, and the employee elects to have the school district supplement the benefits, the following procedures shall apply:

1. The school district shall pay the employee the employee's regular rate of pay for the number of days the employee has accumulated as sick leave.
2. The employee shall endorse and assign the Workers' Compensation payments to the school district for that period of time.
3. One (1) day of accumulated sick leave shall be deducted for each day of absence.
4. The employee shall retain the Workers' Compensation payments for periods of time following exhaustion of accumulated sick leave.

If an employee qualifies for Workers' Compensation benefits, and the employee elects not to have the school district supplement the benefits, the employee shall retain the Workers' Compensation benefits and the school district shall deduct from the employee's accumulated sick leave an amount of time proportionate to the amount of Workers' Compensation payments made to the employee.

The employee shall notify the school district of his/her option within three (3) days of receipt of the school district's notice to make such election. Failure to report within such time limit shall be treated as an election not to have the District supplement the benefits.

J. CONTINUED COVERAGE

1. An employee on paid leave shall continue to be eligible for District contributions to the travel accident, long-term disability, and the flexible spending account.
2. An employee on unpaid leave for one (1) calendar month or longer shall have elected insurance coverage continue until the end of the period for which the employee has contributed premiums by salary reduction. Any portion of the flexible spending account taken as additional salary shall be prorated to the date the leave commences.

K. CLAIMS AGAINST THE SCHOOL DISTRICT

The District's only obligation under this Article is to make available insurance policies, flexible spending accounts and a salary reduction plan, and to pay such contributions and premiums as agreed to herein. No claim shall be made against the school district as a result of a denial of insurance benefits or denial of a salary reduction election.

L. ELIGIBILITY

For the purposes of this Article, it is understood that only those employees who are employed at least twenty (20) hours or more per week are eligible for District contributions toward the cost of premiums for travel-accident and long-term disability insurance benefits.

M. DESCRIPTIONS

The District shall provide each employee with descriptions of the insurance coverage elected under the salary reduction plan and of long-term disability coverage which shall include a description of benefits and limits of coverage.

ARTICLE VIII

Both the Association and the District recognize the importance of teachers being in the classroom to instruct students. Both parties will make every effort to minimize teacher absenteeism.

LEAVES OF ABSENCE

A. PERSONAL ILLNESS OR DISABILITY

Personal illness leave is provided to employees with the expectation that it is generally accumulated for their protection. The District may request a statement from a medical doctor even if leave time remains available.

Employees shall be granted leave without loss of pay for personal illness or disability, childbirth, adoption and illness or disability associated with pregnancy as follows:

The first year of employment	10 days
The second year of employment.....	11 days
The third year of employment	12 days
The fourth year of employment.....	13 days
The fifth year of employment.....	14 days
The sixth and each subsequent year of employment.....	15 days

Unused leave shall be accumulated to a maximum of one hundred ninety-one (191) days.

Employees who exhaust all accumulated leaves hereunder, and who remain unable to work due to serious illness or disability, may be granted a leave of absence during such period of illness or disability for the balance of the school year by the Resolution Team. During such leave, the employee shall receive his/her salary reduced by the prevailing minimum substitute rate of pay. This amount shall be calculated by the human resource department, verified with the employee, and the new amount will be distributed in equal amounts for the remainder of the contract year.

If at the end of the current contract year an employee continues to be unable to work, he/she is eligible for coverage under the disability insurance program maintained by the school District subject to the terms of the coverage. An employee granted leave hereunder during one school year shall not be eligible for such leave thereafter.

An employee adopting a child shall be eligible to use accumulated sick leave for the period of bonding time required by the adoption agency.

Up to six weeks of personal illness leave shall be granted for maternity leaves. Additional leave time may be granted for complications of the pregnancy or delivery and if additional time is recommended by a physician, for concerns related to the mother's health.

Up to 10 days of accumulated personal illness leave may be requested for birth or adoption for paternity leave. This leave may be used on an intermittent basis.

The Resolution Team shall have the authority and flexibility to grant waivers allowing employees to borrow personal illness leave from future allocations to cover maternity and/or paternity leaves and in cases where an employee has exhausted all personal illness leave.

All employees shall be eligible to receive an additional payment contributed to their severance award above the base level. Employees shall receive additional severance amount based on the following:

<u>Personal illness days used per school year</u>	<u>Per diem days credited to severance package</u>
0	3
1	2.5
2	2
3	1.5
4	1
5	0.5
6	0

B. ILLNESS IN THE FAMILY

In the event of illness in the immediate family, an employee shall be granted up to three (3) days of absence without loss of salary or deduction from personal illness or disability leave. Unused leave shall be cumulative to a maximum of fifteen (15) days. Additionally, any employee who has exhausted all their family illness leave and needs additional time off to care for an immediate family member may convert up to five (5) days per year of their own accumulated personal illness leave and use those days for family illness leave. The immediate family shall be construed to mean father, mother, son, daughter, wife, husband, brother, sister, mother-in-law, father-in-law, son-in-law, or daughter-in-law, grandparent or grandchild. A statement from a responsible person other than the employee may be required as proof of illness.

The illness of some other person may warrant the same treatment as the immediate family. Such cases will be considered on an individual basis by the responsible administrator. The amount of leave allowed for some other person is subject to the discretion of the responsible administrator and the granting or withholding of such leave shall not be precedential nor subject to the provision of Article XV of this Agreement.

The Resolution Team shall have the authority and flexibility to grant waivers allowing employees to convert personal illness leave days for family illness leave when the employee's personal situation and circumstances warrant such consideration.

C. BEREAVEMENT

In the event of death in the immediate family, an employee shall be granted up to five (5) days of leave of absence at the time of such death. The leave granted shall be without loss of salary or deduction from personal illness or disability leave, but it shall not be cumulative. The immediate family shall mean father, mother, son, daughter, husband, wife, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild.

In case of death of some other relatives, up to two (2) days of absence with full pay shall be granted. Other relatives shall be construed to mean sister-in-law, brother-in-law, aunt or uncle.

The death of some other person may warrant the same treatment as listed for one of the above categories. Additionally, based on travel distance, the death of some other relative may warrant up to three (3) days of leave. Such cases will be considered on an individual basis by the responsible administrator. The amount of leave allowed for the death of some other person and/or relative is subject to the discretion of the responsible administrator and the granting or withholding of such leave

shall not be precedential nor subject to the provisions of Article XV of this Agreement. Bereavement leave may be used on an intermittent basis. Days not used at the time of the death of a family member may be requested at a later date for purposes related to estate issues. For estate issues that may necessitate additional leave, requests may be made under Section O of this Article of the Agreement.

D. EMERGENCY

An employee may be granted emergency leave of no more than one (1) day per year without loss of pay or deduction from personal illness or disability leave. Emergency leave shall not be cumulative but may be used in conjunction with Personal Leave.

Emergencies which qualify for use of this leave allowance are those situations of an unusual nature which require the employee's attention, which cannot be attended to outside of work hours. Leave requests will be considered on their individual merits. The written request, to the employee's responsible administrator, shall state the reason for the proposed leave. If the nature of the situation makes it impossible to submit a written request, an oral request shall be submitted and then confirmed in writing within three (3) days after returning to work.

Emergency leave may be used in 1- hour increments.

Denial of emergency leave may be appealed to the District Resolution Team.

E. PERSONAL LEAVE

Each employee shall be eligible to make application in writing to the Superintendent or designee for two (2) days of personal leave. Application for such leave shall be filed at least three (3) employee working days in advance of such leave, unless the time requirement is waived or modified by the responsible administrator. Such leave shall be without loss of salary or deduction of other leave. Maximum accumulation shall be five (5) days. Utilization of personal leave will be approved on a first come basis, and no more than 10% of the Certified Teaching staff may be absent on any given day due to leave under this section. (i.e. in a building with 30 teachers, only 3 teachers would be allowed to utilize personal leave on any one day.)

F. RELIGIOUS OBSERVANCE

Any employee whose religious affiliation requires the observance of holidays other than those scheduled in the school calendar and only when there is no opportunity to attend this observance outside of school hours may be excused by the responsible administrator without loss of salary.

G. COURT SUBPOENA

If an employee is issued a court subpoena s/he shall continue to receive full salary less the amount of compensation, exclusive of reimbursable expenses paid to her/him for such service, provided this paragraph shall not apply in any matter to which the school district is a party and the Association and/or one of its affiliates is also a party, if the subpoena has been issued on behalf of a party adverse to the school district.

H. JURY DUTY

If an employee is called for jury duty, s/he shall continue to receive full salary less the amount of compensation paid to her/him for such service. Application for leave for jury duty should be made to the Superintendent or designee. If the employee is not selected, the employee shall return to work.

I. PROFESSIONAL

Each employee shall be eligible to make application in writing to the Superintendent or designee for professional leave to observe instructional programs or to attend conferences, workshops, or seminars conducted by colleges, universities, educational institutions, or organizations.

J. ASSOCIATION

The school district shall grant a leave of absence without loss of salary to an employee for the purpose of transacting official Association business provided notice thereof is given in writing to the Superintendent or designee ten (10) calendar days in advance. Such notice may be waived by the Superintendent or designee at her/his sole discretion. Evidence of Association approval shall be submitted. In no event shall the number of days granted hereunder exceed forty-five (45) in any school year.

**** See additional information in Letters of Understanding**

K. MILITARY

Military leave shall be granted in accordance with applicable federal and state laws. Employees shall continue to accrue district seniority while on military leave.

L. GENERAL LEAVES

An employee may apply for a general leave of absence without pay or benefits except as hereinafter provided. Such leave request for the ensuing school year must be submitted by February 1 of the current year. In emergency situations, leave requests submitted after February 1 may be granted by the Superintendent or designee. The granting or withholding of leave requests submitted after February 1 shall not be precedential nor subject to the provisions of Article XV of this Agreement. An employee on unpaid leave for one (1) calendar month or longer shall have the option to continue health and/or dental insurance elected under the salary reduction plan by paying the premium to the District in advance of the date when the school district must transmit such premiums to the carrier.

A leave of absence may be granted for adoption, child rearing, education, health, family illness, travel, and other reasons as deemed appropriate by the Superintendent or designee.

Upon returning to service, the employee shall be assigned to duties for which s/he has State certification and endorsement.

An employee granted leave who satisfactorily completes at least ninety-five (95) days of service in any given year shall be eligible for a step increase.

An employee on leave for a school year shall be issued a continuing contract for the next school year at the time other employees are offered continuing contracts. The contract offer shall be accepted or rejected within twenty-one (21) days of the offer. For other time periods less than a school year, an employee shall notify the District of her/his intentions thirty (30) days prior to the end of the leave, or her/his employment shall be terminated.

M. ELIGIBILITY

For the purposes of this Article, Sections A-I, a part-time employee shall be granted leave benefits on a pro rata basis.

N. LEAVE OF ABSENCE RESERVE

The District shall establish a leave of absence reserve.

Days may be drawn from the leave of absence reserve by application to the Resolution Team. Applications are available from the Human Resources office at the ESC or from a building secretary. Up to 25 work days annually, per employee, may be granted for the following purposes:

1. To provide care for a critically ill member of the immediate family.
2. To conduct business related to the settlement of an estate.
3. Other purposes deemed appropriate by the Resolution Team.

The Resolution Team shall have the authority to extend leave of absence days beyond the 25 days specified above in unique and unusual situations.

- O.** Leave decisions made by the Resolution Team shall not be subject to the provisions of Article XV- Grievance Procedure. Appeals shall be processed using the staff complaint procedure in Board Policy. Decisions of the Resolution Team shall be deemed to have satisfied the immediate supervisor and Superintendent/designee levels of that procedure.

**ARTICLE IX
STAFFING PROCEDURES**

A. DEFINITIONS

1. Bypass: Resolution Team decision to exclude an employee from the surplus process and/or reduction in force process for reasons pertaining to affirmative action goals and/or to preserve a program. This may be a consideration beginning at step #4 in the Staffing Procedure.
2. Continuing Contract: A contract that is awarded to a licensed employee as defined by Chapter 279 of the Iowa Code.
3. Endorsement: A current and valid authorization within a teaching license approved and awarded by the Iowa Department of Education to teach a specialized area.
4. Equivalent Position: A position with the same number of work hours and equal compensation.
5. FTE: Full Time Equivalency
6. FTE Score: FTE score is determined by the sum of the individuals' FTE for each continuous year of service since their most recent date of hire.

(Example: 16 yrs at 1.0 FTE = score of 16
16 yrs at .5 FTE = score of 8
2 yrs at 1.0 FTE and 2 yrs at .5 FTE = score of 3)

7. **Involuntary Transfer:** Movement to a vacancy using the District's right of assignment.
8. **Licensure/Certification:** Authorization awarded by the Iowa Department of Education to teach.
9. **Opening:** Potential spot for realignment, reassignment, leave of absence returns, involuntary transfers, recalled employees, and placement from the surplus pool. An opening may become a vacancy (see definition of vacancy) and the Human Resources Office will give notification of the change to vacancy.
10. **Realignment:** Mutual agreement between employee and administrator to change the employee's assignment without going through the application and interview process. Occurs only within a building and in areas where the principal/hiring administrator has discretion. Employee can only be realigned into a licensure area that the employee currently holds.
11. **Reassignment:** District's right to assign personnel to best meet the needs of the district. Occurs only within a building and in areas where the principal/hiring administrator has discretion. Employee can only be reassigned into a licensure area that the employee currently holds. Decisions are not subject to grievance or appeal procedures.
12. **Replacement Contract:** A contract that is awarded to an employee for no longer than one (1) school year to replace a bargaining unit member on a leave of absence. If re-hired for a second consecutive school year, a continuing contract will be issued.
13. **Resolution Team:** A problem solving team comprised of district and association personnel.
14. **Determination of seniority** is based on 1) FTE score and, 2) first paid date of most recent hire.
15. **Staff Allocation:** The total number of staff allowed for each building by the district.
16. **Surplus:** Process used to remove excess staff from buildings. Staff moved to the surplus pool will be placed in district openings that are equivalent positions and for which they are licensed, in the order of their seniority. Staff in the surplus pool may not be placed into designated positions which require an applicant to go through the application and interview process.
17. **Transfer:** Movement to a vacancy using the hiring practices.
18. **Vacancy:** A position that exists after the options for realignment and reassignment has been exercised. This is the only place where a transfer or a person from outside of the district may fill a position.
19. **Voluntary Surplus:** Can occur after step #3 in the Staffing Procedures when an employee's
 - *FTE is reduced
 - *New job assignment is substantially different
 - *Mutual Agreement of Human Resources, CREA and Employee

Employee is required to seek a consultation with a member of the Resolution Team before requesting to be voluntarily surplus.

B. STAFFING PROCEDURES

1. The District determines and provides staffing allocation to each building.
2. If the building staff must be reduced the building principal and an appropriate central office administrator will decide in which area the reduction will occur.
3. Realignment within a building can only be done when there is an opening and where the hiring administrator has discretion. An employee who requests, but is denied realignment may request and shall receive from the principal/hiring administrator a written explanation of the decision.
4. Reassignment can be done at any time where the principal/hiring administrator has discretion.
5. The person in the building and area to be reduced with the least district seniority goes into the surplus pool. Employee's placed in the surplus pool will be provided an opportunity to indicate in writing what type of available positions in the District they would most like to fill, and indicate what positions would not be a good fit for them. Those involved in making placements will take into account the employee's preference whenever possible. Bypassing can become an option at this level if mutually agreed on per a case-by-case review before the Resolution Team.
6. In the event of a tie in seniority an attempt at mutual agreement will be made between the CREA and the District. If no agreement can be reached, seniority will be assigned to the employee with the highest last four digits of their social security. (For example, 4321 is higher than 1234)
7. The employees returning from leave of absence are placed into the surplus pool.
8. Employees in the surplus pool are placed in existing openings according to seniority, licensure, experience, and to create the least disruption to the building. An employee offered an equivalent (same FTE) position may turn down their placement one time before accepting the second offer of placement.
9. Any employee in the surplus pool who is not placed may displace the least senior district employee in one of the originally-surplus-ed-employee's licensure areas. The newly displaced person will enter the surplus pool. Step 7 may be repeated with the newly surplus-ed person.
10. Concerns about any part of the staffing process may be referred to the District Resolution Team. However, reassignment and realignment are not subject to grievance or appeal. Transfers and reduction in force (RIF) decisions are subject to grievance or appeal.
11. Involuntary transfer and placement made out of the surplus pool may not be exercised into an alternative calendar school without the consent of the employee, excluding employees currently on the alternative calendar schedule.

C. REDUCTION IN FORCE (RIF)

1. Employees remaining in the surplus pool after all openings for which they are currently licensed have been filled are subject to reduction in force (RIF).
2. If the school district, in its sole discretion, shall determine to reduce staff, an effort shall be made to accomplish such reduction by attrition.

If such reduction or dismissal occurs, those employees with a conditional license shall be reduced first.

No employee shall be reduced in force unless all other employees with less seniority have been reduced in force, except that the District Resolution Team may bypass seniority considerations if an employee is essential to maintain existing programs or the affirmative action program.

D. NOTIFICATION OF REDUCTION IN FORCE

1. The District shall provide written notice to the Association and to each employee who may possibly be affected by the Reduction in Force no later than April 30.
2. Any employee subject to RIF will have 2 years of recall rights in reverse order of the reduction in force for any equivalent vacancy that they are eligible to be placed. The employee may turn down a placement if it is of lesser FTE or it is not equivalent and retain their recall rights. An employee offered an equivalent (same FTE) position may turn down their placement two times. Rejection of the second equivalent offer shall result in termination of the employee's right to recall.

Written notice of recall shall be sent to said employee at his/her last known address by certified letter, using restricted delivery service, with delivery receipt requested. It will be the responsibility of each employee to notify the Human Resources Office of any change in address. A copy of said notice shall be sent to the Association.

Failure of the employee reduced, pursuant to the provisions of this Article, to respond to a certified letter from the school district within five (5) calendar days after the receipt of notice, shall result in termination of the employee's right to recall.

If the employee accepts recall to a position of lesser FTE, he/she shall retain recall rights for a two (2) year period from the date of the lesser FTE acceptance, to a position of greater FTE. The greater FTE is not to exceed the FTE position from which the employee was reduced.

E. SENIORITY

1. Seniority as defined in this Article shall mean the total continuous service in the school district from the most recent day of hire that an employee works for the Cedar Rapids Community School District, in the bargaining unit, prorated by the employee's FTE beginning with their first day in paid status. Seniority shall accrue until the employee is terminated. Teachers who had previously worked for the District on a replacement contract will be given credit for their service during that time period for seniority purposes. For the purpose of the preceding sentence, a replacement employee will not be treated as having been terminated if she/he is rehired within fifteen (15) working days after the beginning of the succeeding school year.
2. Seniority is awarded based on FTE. Seniority shall apply system-wide. Employees transferred shall retain their prior seniority in the District.
3. An employee's seniority shall continue to accrue while on approved paid leave or FMLA.
4. Breaks in Service: If an employee leaves a position represented by the Association, and remains and employee of the school district, the employee's accumulated seniority shall be frozen. If the employee returns to the bargaining unit, they shall receive credit for seniority previously earned as a

member of the bargaining unit.

5. If an employee returns to a position in the bargaining unit after receiving a reduction in force, the employee shall receive credit for the seniority previously earned as a member of the bargaining unit, as long as they have recall rights.
6. Breaks in service and unpaid leaves of more than 5 continuous days, shall be noted in Human Resources and verified by the Resolution Team Facilitator.

ARTICLE X HIRING PROCEDURES

A. VACANCY

A vacancy is a position that exists after the options for realignment and reassignment have been exercised. A transfer or a person from outside of the district may fill a vacancy.

1. All vacancies will be posted for at least 5 days. The only incidences in which a vacancy may be permanently filled earlier than five (5) working days after the date of the posting are:

*When a vacancy occurs within a sixty (60) calendar day period beginning thirty (30) calendar days prior to the first day of pre-service each school year.

*When a vacancy occurs within a ten (10) day period prior to the typical start of a Schedule C assignment.

2. All vacancies shall include:
 - a. The date of the posting.
 - b. The first possible hiring date.
3. The District will prepare a job description for each posting. The job description may include:
 - a. Minimum qualifications for the vacancy.
 - b. Specific requirements of the position, i.e. transporting students, performing medical procedures, etc.
 - c. Applicable building philosophy programs and schedules.
 - d. Special student needs or demands to be considered.

The hiring administrator may modify the job description to reflect specific building/student needs.

4. Job descriptions will be made available to candidates before interviews take place.
5. The appropriate principal/hiring administrator should consult with a hiring committee to make decisions regarding staffing. If more than one candidate has applied for the position, the determination as to which candidate shall be offered the position, shall be made by the principal/hiring administrator. Hiring teams will receive training and should consider the following criteria:

- a. Building needs
- b. Licensure/Certification
- c. Endorsements
- d. Experience
- e. Seniority
- f. Student needs

The committee shall have the flexibility to determine the appropriate weight of each of the above listed criteria in making their selection.

- 6. Any employee not selected for a transfer may request and shall receive from principal/hiring administrator a written explanation of the decision.
- 7. Notification of Vacancies: An updated, electronic list of vacancies shall be posted by the Executive Director of Human Resources/designee. At all times, an updated hard copy list of current vacancies shall be available at the Department of Human Resources.
- 8. Any employee shall have the right to apply for any vacancy for which she/he is licensed by completing a transfer application within the posting period. The employee applying for a vacancy may request an interview with the principal/hiring administrator. Any applicant who does not receive a requested interview shall, upon his/her written request to the principal/hiring administrator, be given in writing the reason(s) why the interview was not granted. All applicants not selected for a requested transfer shall be informed of the rationale for the selection.
- 9. An employee hired to replace bargaining unit personnel on approved leave shall be given a Replacement Contract. A replacement employee shall be advised of his/her status at the time of hire and will be advised of the expected duration of employment as a replacement employee.

B. INVOLUNTARY TRANSFERS

An employee involuntarily transferred, as determined and directed by the District, shall be notified of such an action as promptly as possible. Every effort shall be made to give such notice at least fourteen (14) calendar days before the transfer is to take place. The district shall consider the following factors when an involuntary transfer is required:

- a. Building Needs
- b. Licensure/Certification
- c. Endorsements
- d. Experience
- e. Seniority
- f. Student Needs

At the employee's request, a conference shall be held with the employee's immediate supervisor to discuss the action and reason(s) for the transfer.

**ARTICLE XI
EMPLOYEE EVALUATION**

**** See additional information in the Letters of Understanding**

A. ORIENTATION PROCEDURES

1. Orientation to the procedures shall be conducted for all employees during pre-service activities by the evaluator/designee.
2. When a teacher is assigned to more than one building, the teacher shall be assigned one evaluator.

B. EVALUATION PROCEDURES FOR TEACHERS NEW TO THE TEACHING PROFESSION:

Teachers who hold an "Initial" License from the Board of Educational Examiners (who are in their first or second year—or their third year under certain circumstances—in the teaching profession) are considered "beginning" teachers. They are evaluated using the following procedures:

1. At least one observation of the beginning teacher will be conducted by the evaluator in each of the first and second years of their profession.
2. The teacher may be asked to provide additional supporting documents/artifacts to verify his/her work under the 8 (eight) Iowa Teaching Standards. The evaluator will determine on a case-by-case basis the amount of other artifacts/documentation required of the teacher.
3. Prior to the last sixty (60) days of the beginning teacher's first year, the evaluator will complete a summative assessment of the teacher's performance to that point in the Iowa Teaching Standards. The evaluator should meet with the teacher during either December or January of the teacher's second year of teaching to discuss their performance in the eight teaching standards.
4. At the end of the second year, the evaluator will complete a State Summative Evaluation of the teacher's performance in the eight (8) Iowa Teaching Standards.
 - a. If the evaluator determines the teacher **MEETS** all eight (8) Standards, he/she will be recommended for a "Standard" teaching license.
 - b. If the evaluator determines that the teacher does **NOT MEET ALL** eight (8) Standards, he/she will **NOT** be recommended for a "Standard" teaching license. He/she will either be recommended for a third year of mentoring/induction provided by the District (if the evaluator feels that in one more year the teacher will be able to meet all eight standards) or he/she will **NOT** be eligible for renewal of teacher licensure, per state code of Iowa. A beginning teacher in this circumstance has a right to file an appeal with an adjudicator. If a third year of mentoring/induction is recommended, the evaluator shall inform the Executive Director of Human Resources and the Mentor Facilitator so that support procedures may be implemented.
5. Teachers who are new to the district and who are in their second year in the profession **OR** teachers who are in their first or second year in the profession whose experience occurred out-of-state or in a non-public school in Iowa, will be part of the mentoring/induction program for a minimum of one (1) year. For each of these teachers, the evaluator will conduct part 1 above. If the evaluator confirms that, at the end of the teacher's second year in the Mentoring and

Induction process, the teacher meets all eight (8) Iowa Teaching Standards, the evaluator will complete a State Summative Evaluation at the end of that year. However, if the evaluator confirms that the teacher does not yet meet all eight (8) standards, the teacher may be required to participate in a third year of mentoring and induction provided by the District. The evaluator shall inform the Executive Director of Human Resources and the Mentor Facilitator so that support procedures may be implemented.

C. EVALUATION PROCEDURES FOR TEACHERS WHO ARE NOT NEW TO THE TEACHING PROFESSION (VETERAN TEACHERS):

Teachers who hold a "Standard" or "Master Teacher" license from the Board of Educational Examiners are considered "professional" teachers and will be evaluated using the following procedures:

1. Every year, every professional teacher will complete an Individual Professional Development Plan (IPDP). He/she will determine a professional development goal(s) and meet with his/her evaluator in the first 45 (forty-five) days of the school year to seek approval for the selected goal(s). The achievement or progress toward the goal(s) may be discussed either at the end of the school year or in the following school year within the first 45 (forty-five) days of that school year. Modification of the plan after the initial approval may be done at any time by mutual agreement. The teacher and evaluator shall sign and date the modification.
2. Veteran teachers (not on an Initial License) new to the District will be considered to be in the third year of the evaluation cycle.
3. Every third year, the professional teacher will undergo a Performance Review. In a teacher's Performance Review year:
 - a. The evaluator will conduct at least one observation of the professional teacher.
 - b. The evaluator will complete a summative assessment, the Performance Review Summative Evaluation, of the professional teachers' work under the 8 (eight) Iowa Teaching Standards.
 - c. The teacher will be required to submit at least one artifact from each of the following: a student, a parent, and another teacher. The teacher may also be asked to provide additional supporting documents/artifacts to verify his/her work under the 8 (eight) Iowa Teaching Standards. The evaluator will determine on a case-by-case basis the amount of other artifacts/documentation required of the teacher.
 - d. The performance review conference shall be completed prior to the final 10 (ten) days of the school year. During this conference:
 - 1) The evaluator shall document the teacher's continued competence in the Iowa teaching standards.
 - 2) If, at the conference, additional documentation, evidence, or artifacts are requested by the evaluator, a mutually agreed upon time will be set for a follow-up meeting to review said documents, evidence, or artifacts.
 - 3) For a teacher meeting the Iowa Teaching Standards, the evaluator and the teacher will

begin discussion of future professional goals that might be included in the his/her next Individual Professional Development Plan.

4. Both the evaluator and the teacher shall sign and date the Performance Review Summative Evaluation. Signature of the teacher does not indicate that the teacher agrees with the content of the review, only that he/she has received a copy. The teacher has a right to respond to the Performance Review Summative Evaluation in writing and have that attached to the review when it is placed in the personnel file.
5. When an evaluator notes concerns about the teacher's performance, but said concerns do not constitute a deficiency, the teacher and evaluator shall agree on goals for the upcoming Individual Professional Development Plan to address the concerns.

D. OBSERVATION PROCEDURES

1. At least one observation shall be for a continuous length of time no shorter than 30 minutes and shall be conducted at a mutually agreed upon date and time. No observation shall be conducted during the first 20, or last 20 days of the contract year, except by mutual agreement. No observation shall be conducted the day before or after a day of vacation or holiday, except by mutual agreement.
2. The evaluator and teacher shall mutually agree upon dates for the pre-observation conference, observation and post-observation conference meetings. The pre-observation conference must be at least two days prior to the observation. The post-observation conference must be no later than 5 days following the observation.
3. The evaluator's written observation comments shall be reviewed at the post-conference. The teacher will bring a written reflection of the observation, which will not be included in the personnel file. The observations of the administrator and teacher will guide a collaborative conversation about the observed lesson.
4. A classroom observation shall not be considered a meeting for purposes of representation.
5. Nothing shall preclude additional informal observations of the teacher's performance.

F REPRESENTATION

The teacher may have a representative present at any meeting involving evaluation. However, the timelines shall not be delayed or disrupted. Representatives must be available within a reasonable timeframe.

G. EVALUATION SUMMARY

A professional teacher/nurse who receives a formal written evaluation that concludes the employee's performance is in part or, overall unsatisfactory may file a grievance alleging that the evaluation is incomplete, inaccurate, or unjust. The timelines and procedures of Article XV shall apply.

H. PROFESSIONAL TEACHER SUPPORT PROCEDURES

Level 1: Intervention

- 1. Professional teacher support is designed to provide clear intervention for experienced teachers whose job performance has been determined to not meet the Iowa Teaching Standards. The procedures identified within this section are meant to provide a structured process for teachers who have been identified as needing support.**
- 2. Support Procedures:**
 - a) The support procedures will begin with a formal meeting between the evaluator and the teacher. During this meeting, the evaluator will convey to the teacher, in writing, the specific behaviors that do not meet the Iowa Teaching Standards and will review documentation supporting this conclusion. The evaluator will present to and discuss with the teacher the support plan which identifies actions for the teacher to complete for the purpose of improving performance identified as unsatisfactory.**
 - b) The support plan shall include action steps, resources, and assessment procedures, as well as a timeline.**
 - c) At the request of the teacher a mentor(s) shall be provided. Participation as a mentor shall be voluntary. The evaluator and the teacher shall mutually select the mentor(s).**
 - d) The role of the mentor(s) is to use data and information provided by the evaluator and the teacher to assist in developing a planned approach to help the teacher meet the Iowa Teaching Standards. Strict confidentiality will be maintained by the mentor(s). Observations and comments made by the mentor(s) are not reported to the evaluator unless failure to do so would violate the mentor's legal obligations. The mentor's observations and/or comments do not become part of the teacher's evaluation. The support provided is targeted solely at helping the teacher improve her or his performance in relation to the Iowa Teaching Standards.**
 - e) The teacher and the mentor(s) may be provided release time during the regular school day to collaborate.**
 - f) After the support plan has been completed, or upon receipt of a written request from a teacher to discontinue the process, the evaluator shall make one of the following recommendations:**
 - 1. Concern resolved, the teacher returns to the individual professional development plan.**
 - 2. Progress noted, a new support plan is developed.**
 - 3. Concern not resolved, a recommendation will be made to place the teacher on Intensive Assistance.**
 - g) The evaluator shall share with the teacher the completed Support Plan Summary including the information and evidence used to make this recommendation. The teacher's signature does not necessarily indicate agreement. The teacher has the right to respond to the recommendations in writing.**

Level 2: Intensive Assistance

Intensive Assistance is required by state law and is not subject to either bargaining or grievance procedures.

I. REPRESENTATION

The teacher may have a representative present at any meeting involving evaluation. However, the timelines shall not be delayed or disrupted. Representatives must be available within a reasonable timeframe.

J. EVALUATION SUMMARY

An employee who has completed at least three (3) years of continuous service with the district and who receives a formal written evaluation that concludes that the employee's performance is in part or, overall unsatisfactory may file a grievance alleging that the evaluation is incomplete, inaccurate, or unjust. The timelines and procedures of Article XV shall apply.

K. DISCIPLINARY ACTIONS

Those actions identified by the District as disciplinary in nature shall not be subject to the terms and conditions of evaluation and/or support.

ARTICLE XII PROFESSIONAL DEVELOPMENT

A. DEFINITION

Professional development shall be defined as activities that improve and increase the staff's knowledge of the academic subjects they teach and/or enable staff to become more effective in their work and shall be aligned with District goals.

B. TEACHER QUALITY COMMITTEE

The Teacher Quality Committee shall consist of at least ten (10) members. The committee shall have equal representation of administrators and teachers. The teacher members shall be appointed by the certified employee organization. The administrative members shall be appointed by the School Board. The function of this committee is to carry out all responsibilities related to the administration of the Teacher Quality Legislation as defined by Iowa Code including, collaborating and jointly deciding on the appropriate use of the Teacher Quality funds. The District plan for professional development will be shared with the Teacher Quality Committee. In addition, the committee shall ensure that the time scheduled for professional development complies with the Master Contract.

The Superintendent or designee and Teacher Quality Liaison shall collaborate to set and execute the agenda.

C. COLLABORATION FOR PROFESSIONAL DEVELOPMENT

Administrators and teachers will work together to align the professional development needs of the school/program with the District Comprehensive School Improvement Plan. Intended outcomes for

professional development time will be communicated twenty-four (24) hours in advance of the meeting in an effort to have a productive meeting. The Teacher Quality Liaison or his/her designee shall serve on district level committees where the stated or intended purpose is curriculum or professional development. In-service training shall be provided for new curriculum and technology prior to implementation. It shall be the objective of the District to provide this training at least three months before full rollout.

Designated professional development days should provide a balance between teacher learning time and collaborative team time.

D. ADDITIONAL PROFESSIONAL DEVELOPMENT TIME

Employees shall be required to attend eight (8) hours of professional development sessions annually, in not less than two (2) hour increments. Sessions shall be scheduled and announced no less than two (2) weeks in advance and should be scheduled during the teacher's 191 day contract, unless building agreement is reached to do this professional development outside those 191 days. Contractual leaves may be used when an employee cannot attend. Professional development may be different within a building/site for differing teams/groups/departments. Administrators and teachers should work together to determine the professional development needs of their building/site and how best this time can be used to improve student achievement. If building administrators and teachers cannot come to agreement as to the timing of this professional development, the Resolution Team shall make a final determination.

****See additional information in the Letters of Understanding.**

**ARTICLE XIII
HEALTH PROVISIONS**

A. PHYSICAL EXAMINATIONS

The school district shall pay the entire cost of a physical examination required as a condition of continuing employment.

**ARTICLE XIV
SAFETY PROVISIONS**

****See additional information in the Letters of Understanding**

A. UNSAFE AND HAZARDOUS CONDITIONS

Employees shall not be required to work under patently unsafe or hazardous conditions or to perform tasks which endanger their health or safety, provided this shall not excuse employees from taking such actions as may be required to safeguard students who are under the care or supervision of school employees.

B. USE OF REASONABLE FORCE

An employee may, within the scope of his/her employment and pursuant to school district policies, administrative regulations, and directives using no more force than is reasonable and necessary, take appropriate action in self-defense, or to protect students who are under the supervision of school employees, or to protect school district property. This paragraph shall not be construed as to condone

any action which is in any respect not lawful.

C. EMPLOYEE RESPONSIBILITY

It is the obligation of every employee to work in a safe manner and the obligation of the employer to provide a safe work environment. Unresolved concerns should be referred to the District Resolution Team.

Nursing Mother: It shall be the employee's responsibility to notify the principal of the need to express milk during the workday. The employee, school nurse, and principal shall meet and make arrangements that include the following: a designated location, an agreed upon number of expression times per day and the length of time per expression. The designated location shall be a room or location that is within the school building and will provide the employee with privacy and sanitary conditions.

D. MEDICAL ATTENTION FOR SCHOOL RELATED INJURY –

If a staff member believes that he/she is injured on the job, he/she should promptly notify the building administrator or designee and seek medical attention through the District providers. Injuries such as bites, where the skin is broken, always need medical attention. When an injured employee needs to seek medical attention, classroom coverage must be provided at the time it is needed.

As required by law, if the injury occurred from an act of violence and the employee is absent from school while seeking medical attention and/or healing, the absence is not charged against any of the employee's leaves. All paperwork relevant to an on-the-job injury must be completed and turned in within designated timelines.

E. REIMBURSEMENT FOR DAMAGED PERSONAL ITEMS

An employee shall be eligible for reimbursement for damage to the employee's personal property, wearing apparel or accoutrements experienced while maintaining discipline or as a result of a violent act when the employee is performing within the scope of his/her employment; provided an investigation by the Superintendent or designee indicates there was no negligence on the part of the employee. Reimbursement for any loss shall be made only to the extent that the amount of such loss exceeds indemnification from any other source, and shall be limited to a maximum of one hundred fifty dollars (\$150.00) per incident and three hundred dollars (\$300.00) per work year. This provision shall apply only to those incidents which occur while the employee is engaged in school business. A request for reimbursement shall be submitted in writing to the Director of Human Resources, shall describe the incident, shall state the amount of reimbursement sought and verification thereof, and shall be approved by the investigating administrator.

ARTICLE XV GRIEVANCE PROCEDURE

A. DEFINITIONS

1. Grievance: A grievance shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.
2. Grievant: A "grievant" is the person(s) or the Association making the allegation.
3. Day: As used herein, "day" shall mean employee working day, except during the summer recess when it shall mean days on which the Educational Service Center is open. The time limits provided herein may be extended by mutual agreement in writing.

B. PROCEDURES

1. Informal: An employee shall first discuss the allegation with the principal or responsible administrator with the object of resolving the matter informally.
2. District Resolution Team: If the matter can not be resolved with the principal or responsible administrator, the employee will contact the District Resolution Team Facilitator. The matter will be discussed at the first possible District Resolution Team meeting.

3. Formal

Level One: If the grievance cannot be resolved informally, the grievant may file the grievance in writing with the building principal or responsible administrator. The written grievance shall state the nature of the grievance, the specific provisions of the agreement allegedly violated, and the relief requested. The filing of the formal, written grievance at level one must be within twenty (20) days from the date of the occurrence of the event giving rise to the grievance or from the date when the grievant could reasonably have become aware of such occurrence. The principal or responsible administrator shall make a decision on the grievance and communicate it in writing to the employee and the Association within ten (10) days after receipt of the grievance, provided at the request of the principal or responsible administrator, a meeting shall be held with the grievant to discuss such grievance, in which event the principal or responsible administrator shall have additional time to respond. Such additional time shall not exceed fifteen (15) days from receipt of the grievance or ten (10) days from the date of the meeting, if held, whichever shall be the lesser. Should a grievance occur within twenty (20) days immediately prior to the last work day of the school year, the time for the filing of a formal written grievance at level one may be extended into the next year, at the option of the grievant, for a period up to the difference between twenty (20) days and the number of days expended prior to the last work day of the school year. Should a grievance occur during the summer recess, the deadline for filing the formal written grievance shall be extended to a date twenty (20) days beyond the first work day of the following school year.

4. Level Two: In the event a grievance has not been satisfactorily resolved at the first level, the grievant may file, within ten (10) days of the administrator's written decision at the first level, a copy of the grievance with the Superintendent or designee. Within seven (7) days after such written grievance is filed, the grievant and the Superintendent or designee shall meet to consider the grievance. The Superintendent or designee shall file an answer within ten (10)

days of such meeting and communicate it in writing to the employee and the Association.

5. **Level Three:** If the grievance is not resolved satisfactorily at level two, the grievance may be submitted to impartial, binding arbitration. To enter such arbitration, the Association shall submit a written request on behalf of the Association and the grieving employee(s) to the Superintendent within twenty-five (25) days from receipt of the level two answer. The arbitrator shall be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator, within seven (7) days the American Arbitration Association shall be requested to provide a panel of at least seven (7) arbitrators, from which a selection shall be made in accordance with its practices.

The costs for the services of the arbitrator, and the cost of the hearing room shall be borne equally by the school district and the Association. Expenses relating to either party's representatives or witnesses, and other expenses incurred by either party in presenting its case shall be borne by each party. A transcript or recording shall be made of the hearing at the request of either party; however, the party requesting the copy of the transcript or recording shall pay for such copy.

The arbitrator so selected shall hold hearing(s) unless such hearing(s) are waived, and shall issue her/his decision not later than twenty (20) days from the date of the close of the hearing(s). The arbitrator, in his decision, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him, and his decision must be based solely and only upon his interpretation of the meaning or application of the expressed relevant language of the Agreement. The decision of the arbitrator shall be final and binding on the parties.

C. GROUP GRIEVANCE

If a grievance involves a group of employees, the grievance shall be submitted in writing by the Association to the responsible administrator at level one. The filing of a group grievance must be within thirty (30) days from the date of the occurrence of the event, giving rise to the grievance or from the date when the grievant could reasonably have become aware of such occurrence.

D. REPRESENTATION

The grievant(s) shall be present at all meetings, and at the option of the grievant(s), may be represented at such meetings by a representative of the Association. When an employee is not represented by the Association, the Association shall have the right to be present at all levels, and shall have the right to grieve any adjustment of the employee's complaint if such adjustment is inconsistent or contrary to the provisions of this Agreement.

E. MISCELLANEOUS

All records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personnel file of any of the participants.

All meetings and hearings under this procedure shall be conducted in private. When it is required for a grievant or an Association representative to meet regarding a grievance during the work day, to participate in any meetings or hearings hereunder, said grievant and representative shall be released without loss of compensation.

Any investigation or the processing of any grievance shall be conducted so as to result in a minimum

of interference with or interruption of the instructional program and related work activities of the grieving employee or of the teaching staff, provided the foregoing shall not be applicable to any grievance meeting called pursuant to Section B of this Article or to any other grievance-related activity prescribed by the school district.

Failure to file a grievance within the stipulated time or failure to appeal the grievance from one level to another within the stipulated period therein shall constitute a waiver of the grievance. Failure of the responsible administrator to render a decision within the stipulated time shall constitute a denial and permit appeal to the next level.

ARTICLE XVI MISCELLANEOUS

A. MILEAGE ALLOWANCE

Employees shall be reimbursed at the rate for state employees for authorized use of personal cars in connection with school district business. Employees who are assigned to more than one (1) school per day shall be reimbursed at a rate determined by the District but not less than the rate for state employees for all necessary driving done between arrival at the first assigned building at the beginning of the school day and the time of departure from the last location at the close of the work day. Employees so assigned agree to take the shortest possible route between schools unless an alternate route shall be approved by the responsible administrator.

B. ACCESS TO INFORMATION

Upon reasonable notice, the school district agrees to furnish the Association relevant information as requested to develop proposals negotiable hereunder or required to enable the Association to process a grievance hereunder, provided this shall not require the school district to research or assemble information not readily available. The Association shall reimburse the school district for the reasonable cost of assembling or researching information not readily available or to reproduce information previously furnished.

C. PRINTING AGREEMENT

New employees will receive a printed paper copy of the full contract at the expense of the District. Continuing employees may view the contract on the district intranet or at creaonline.org. Members of the CREA will be notified of any changes to contract language.

D. NEGOTIATING MEETINGS

When negotiations are conducted during regular school hours, the Association's negotiating team, not to exceed five (5) employees, shall be released from their teaching assignments, provided there shall be no requirements to schedule negotiations during school time on more than half of the days on which negotiations are held. As used herein, "days" means employee work days. Employees serving as resource consultants to the Association's negotiating team, not to exceed two (2) in number, may be excused with pay from their regular assignment to participate in negotiations held during school time.

E. NOTICES

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or letter at the following designated addresses, or at such other address as may be designated by a party in written notification to the other party.

1. If by Association, to school district at:

The Superintendent's Office
2500 Edgewood Road NW
Cedar Rapids, Iowa 52405

2. If by school district, to Association at:

4211 Glass Rd NE, Suite E1
Cedar Rapids, IA 52402

**ARTICLE XVII
COMPLIANCE CLAUSES AND DURATION**

A. INDIVIDUAL EMPLOYEE CONTRACTS

Any individual contract between the school district and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. Each individual employee contract shall be executed on behalf of the school district as required by law.

B. SEVERABILITY

If any provision of this Agreement shall be declared illegal by a court of competent jurisdiction, then such provision shall be deleted from this Agreement to the extent that it violates the law. All other provisions, not affected by those provisions which have been invalidated, shall remain in full force and effect.

C. FINALITY

The parties acknowledge that during negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the school district and the Association for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or

contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. The foregoing shall not, however, preclude the parties mutually agreeing to an amendment of this Agreement, nor preclude any party from proposing the negotiation of any item for the purpose of such amendment.

D. TERM

This Agreement shall be effective as of July 1, 2017 and shall continue in effect through June 30, 2018.

All language in this agreement shall be deemed to be living language. As such, either party may request open negotiations regarding any part of the contract, at any time. The parties shall bring their bargaining teams together to negotiate the requested issue(s). Any impasse that results shall be resolved through final and binding arbitration as established in the Grievance procedure of this contract.

Total package economic improvements (salary, insurance, etc.) to the contract for the 2017-2018 school year shall include the total package settlement agreed to by the Association and approved by the School Board. Distribution of economic improvements shall be determined by the Association, and approved by the District.

E. SIGNATURE CLAUSES

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives, and their signatures placed thereon, all in February 2017.

CEDAR RAPIDS EDUCATION
ASSOCIATION

CEDAR RAPIDS COMMUNITY
SCHOOL DISTRICT
in the County of Linn, State of Iowa.

By Tania Johnson
Tania Johnson
President, CREA 2/14/17

By John Laverty 2-14-2017
John Laverty
President, Board of Education

By Sara Yedlik
Sara Yedlik
Negotiations Committee Chair 2/14/17

By Rod Dooley 2-14-17
Rod Dooley
Executive Director of Human Resources

Bradley A. Buck 2/14/17
Superintendent
Bradley A. Buck

Schedule C

2017-2018

Supplemental Schedule

(Competitive Sports, Performing Arts and Competitions)

S-Senior, M-Middle

Point Value = \$141.96

Point Weighting = 1.5 for MS positions and 2.0 for HS Positions

POSITION	0 – 5 Years		6 + Years	
			Points	Dollars
Activities Coordinator	M	\$4,807	25	\$5,225
Student Government	M	\$3,344	18	\$3,762
Drama	M	\$3,344	18	\$3,762
Drama Tech	M	\$2,717	15	\$3,135
Vocal Music	M	\$3,762	20	\$4,180
Band	M	\$3,971	21	\$4,389
Orchestra	M	\$3,762	20	\$4,180
Basketball	M	\$2,717	15	\$3,135
Bowling	M	\$1,672	10	\$2,090
Football	M	\$2,926	16	\$3,344
Soccer	M	\$2,717	15	\$3,135
Swimming	M	\$2,717	15	\$3,135
Tennis	M	\$2,717	15	\$3,135
Track	M	\$2,717	15	\$3,135
Volleyball	M	\$2,717	15	\$3,135
Wrestling	M	\$2,717	15	\$3,135
Assistant Coach	M	60% sport	60%	sport
Cross Country	M	\$2,717	15	\$3,135
Distr. Art Collection Coordinator	M	\$4,807	25	\$5,225
Drama	S	\$7,245	28	\$7,802
Drama, Assistant	S	\$3,622	50%	\$3,901
Drama Tech	S	\$7,245	28	\$7,802
Drama Tech, Ass't.	S	\$3,622	50%	\$3,901
Debate or Speech	S	\$5,851	23	\$6,409
Debate or Speech, Assistant	S	\$2,926	50%	\$3,204
Vocal Music	S	\$8,359	32	\$8,916
Vocal Music, Assistant	S	\$5,851	70%	\$6,242
Choreographer	S	\$1,950	9	\$2,508
Band	S	\$8,359	32	\$8,916
Band Assistant	S	\$5,851	70%	\$6,242
Orchestra	S	\$6,409	25	\$6,966
Newspaper	S	\$5,573	22	\$6,130
Yearbook	S	\$5,573	22	\$6,130
Alt. HS Yearbook	S	\$3,901	16	\$4,458

Literary Magazine	S	\$2,508	11	\$3,065
Alt. HS Literary Magazine	S	\$1,950	9	\$2,508
Student Government	S	\$4,458	18	\$5,016
Poms	S	\$5,573	22	\$6,130
Cheerleading	S	\$6,687	26	\$7,245
Cheerleading, Ass't.	S	\$4,012	60%	\$4,347
Baseball	S	\$7,802	30	\$8,359
Baseball, Ass't.	S	\$4,681	60%	\$5,016
Basketball	S	\$8,081	31	\$8,638
Basketball, Ass't.	S	\$4,848	60%	\$5,183
Alt. HS Basketball Asst.	S	\$3,622	15	\$4,180
Bowling	S	\$3,622	15	\$4,180
Cross Country	S	\$4,737	19	\$5,294
Football	S	\$8,638	33	\$9,195
Football, Ass't.	S	\$5,183	60%	\$5,517
Golf	S	\$3,901	16	\$4,458
Soccer	S	\$7,245	28	\$7,802
Soccer, Ass't.	S	\$4,347	60%	\$4,681
Softball	S	\$7,802	30	\$8,359
Softball, Ass't.	S	\$4,681	60%	\$5,016
Swimming	S	\$7,245	28	\$7,802
Swimming, Ass't.	S	\$4,347	60%	\$4,681
Tennis	S	\$5,294	21	\$5,851
Tennis, Ass't.	S	\$3,176	60%	\$3,511
Track	S	\$7,523	29	\$8,081
Track, Ass't.	S	\$4,514	60%	\$4,848
Volleyball	S	\$7,523	29	\$8,081
Volleyball, Ass't.	S	\$4,514	60%	\$4,848
AHS Volleyball (Metro)	S	\$3,622	15	\$4,180
Wrestling	S	\$7,802	30	\$8,359
Wrestling, Ass't.	S	\$4,681	60%	\$5,016
Athletic Trainer	S	\$9,195	35	\$9,752
Weight Room	S	\$4,737	19	\$5,294
Assistant Coach	60%	sport-act	33	60% sport-act

LETTERS OF UNDERSTANDING

Article III

The practice of using a classroom teacher as a substitute, thus losing personal preparation time, is undesirable and shall be discouraged. In those cases where a substitute teacher is not available, a classroom teacher may volunteer/agree to serve as a substitute during their personal preparation time. Those teachers who perform a substitute assignment shall be compensated at the stipend rate of \$18.00/hour. Each personal preparation period shall constitute one hour of pay.

This practice will continue for the 2014-2015 school year. A meeting with administrators and secretaries will be arranged to discuss the proper procedures for tracking teachers covering for assignments when a substitute is not available.

Article IV B

The District shall have the option to place a new employee at the maximum salary of the range of salaries for that employee's appropriate level and years of experience. This option may be exercised to attract highly qualified candidates in hard-to-fill positions and/or to attract highly qualified minority teachers. The District is required to provide notice to the Association each time this option is exercised and the Association shall have the right to appeal and/or grieve requested placement.

Article V

The Resolution Team will determine how supervision duties and hours will be identified at the secondary level if extended hours for parent-teacher conferences are not scheduled.

High School Compensatory Time

To prevent the loss of teacher compensatory time due to the cancellation of winter conferences at the high school level, high school teachers will complete 12 hours of supervision duty outside of the contract day. Supervision of academic or co-curricular activities may be used to fulfill this obligation.

1. The building administrator with input from coaches, directors and activity sponsors will compile a list of supervision needs. A schedule will be ready for teacher sign-up during building pre-service. Teachers will have an opportunity to sign-up for the supervision assignments that interest them.
2. Teachers may facilitate trades with each other should conflicts arise with scheduled supervisions. Administration will be notified of the changes.
3. Teachers may sign-up for all of their hours at the beginning of the year, or at the beginning of each term. Additional supervision opportunities may be added to the list each trimester. Teachers noting on their sign-up form that they wish to sign-up by term will not be automatically assigned supervisions by the building administrator.

4. Participation in parent/teacher or IEP conferences after contract hours may count towards 12 hours of supervision for both special education teachers and regular education teachers who are present at the conference verified by parent signature.

5. Building administration will maintain the records of teacher participation.

6. Teachers, who have not scheduled or fulfilled their 12 hours of supervision by May 1, must use personal leave, if available. Extenuating circumstances, where another contractual leave may be appropriate, will be referred to the Resolution Team. If a teacher does not have personal leave to use, payroll will reduce their paycheck for unserved hours.

Article VIII J

Association Leave of Absence, as referenced in the Master Agreement, Article VIII, section J, shall be administered as follows:

1. All days used for purposes of conducting Association business, related to the District regardless of the need for employment of a qualified substitute, shall be reported to the Executive Director of Human Resources, or his/her designee.
2. Reported days shall accumulate as part of the total Association leave allowed by contract.
3. All requested leave of absence for Association officers and/or elected delegates and alternates to attend the annual ISEA Delegate Assembly shall be granted by the District and not charged against Association leave.
4. The Association may purchase additional leave of absence beyond the number of days allowed by contract at the discretion of the Superintendent or his/her designee. This may include additional days for non-district related business. Additional leave shall be billed to the Association as the actual cost for a qualified substitute.
5. This Letter of Understanding shall continue in full force and affect unless modified or terminated in accord with the provisions of Article XVII, Section D, of the Agreement between the Cedar Rapids Education Association and the Cedar Rapids Community School District.

Article XI

This memorandum of understanding is to address new legislation (Iowa Code 284.8) requiring peer group reviews to be added for each teacher's performance review.

1. A school district shall provide for an annual review of each certified employee's performance. Year 1 and year 2 of the performance review is conducted by the peer group but is not in lieu of the IPDP process with the evaluator. Year 3 is conducted by the evaluator.
2. The peer group shall review all of the peer group members.
3. Peer groups should be made up of two to six professional colleagues reflecting common grade level, content area, certification or other previously established groupings of individuals. If the peer group has not been identified by the time the IPDP is reviewed with the administrator, the administrator will assist in identifying a peer review team.
4. Peer group reviews shall be formative and shall be conducted on an informal, collaborative basis that is focused on assisting each peer group member in achieving the goals of the teacher's individual professional development plan.
5. Peer review involves multiple authentic sources of data such as classroom visits, videotaped lessons, review of course materials and reflective conversations.

6. Confidentiality is maintained between peer group members and the certified employee being reviewed shall have exclusive rights to all documentation.
7. Content of peer reviews shall not be incorporated into the summative evaluation unless provided by the certified employee as documentation from other teachers.
8. Peer group reviews shall not be the basis for recommending that a teacher participate in an intensive assistance program, layoff, or termination of a teacher, or any other determination affecting a teacher's employment status.
9. Orientation to the peer group review procedures shall be conducted for all employees during pre-service activities.
10. It is the goal of peer review to be completed within the teacher's normal scheduled day with the support of the building administrator. If substitute coverage is needed, contact the teacher quality (TQ) committee.

Article XIV Safety Provisions

This Memorandum of Understanding shall address safety issues affecting teaching staff:

1. Job descriptions will include requirements and additional training that may be required related to potential physical risk in managing student behavioral issues.
2. New teachers to the District will be provided training in behavior basics at the beginning of each school year. Other staff may be provided behavior training based on programming, building needs, or the needs of the teacher.
3. Every building will have designated CPI trained staff based on building needs and size. A list of resources from special services, GWAEA, etc. will be developed and provided for additional supports.
4. Each building will have a written response plan and protocol for identified students whose behavior is regularly disruptive for the school setting.
5. Student conduct that materially or substantially interferes with the educational process is prohibited. A teacher may refer a student who is disruptive or demonstrates inappropriate behavior to the building administrator/designee. There is an expectation that the situation will be addressed. Office staff/designee will assist the teacher if the student refuses to report to the office. Within each building, a system of communication will be used so appropriate teachers and administrators are aware of the outcome in a timely manner.

MOU on Workload

- For the 2015-2016 school year, the District will convene a joint team to review and develop a structure for streamlining the elementary reporting mechanism to make the progress reporting more efficient.
- For the 2014-2015 school year, elementary progress report cards will be done only twice (end of first trimester and end of third trimester).

- Professional learning and guidance on the elementary spring parent teacher conferences will be provided prior to winter break of 2014.
- In September of each year, principals will advise HR of those teachers willing to have community visitors in their rooms for observation.
- Resolution team minutes will be distributed to all certified staff.
- It will be the objective of the District to acknowledge and publically recognize the extra work teachers do.

There is a Memorandum of Understanding on file with Human Resources and CREA on compensatory time for teachers in Teacher Leadership positions, the Designated Substitute Pilot, Preparation Time, Professional Development, the Wellness Initiative with Virgin Pulse, and staffing for the 2015-2016 school year. While bargaining is not scheduled to occur, CREA and CRCSD will review this Memorandum of Understanding at the end of the 2015-2016 school year.

CREA Published Salary Schedule for 2017-18

Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease	sen sas
A	\$44,500.00	\$1,510	\$46,010	\$310.00	
A	\$44,525.89	\$1,510	\$46,036	\$310.00	
A	\$44,558.25	\$1,510	\$46,068	\$310.00	
A	\$44,655.32	\$1,510	\$46,165	\$310.00	
A	\$44,732.98	\$1,510	\$46,243	\$310.00	
A	\$45,574.87	\$1,510	\$47,085	\$310.00	
A	\$46,063.01	\$1,510	\$47,573	\$310.00	
A	\$46,304.16	\$1,510	\$47,814	\$310.00	
A	\$46,800.00	\$1,510	\$48,310	\$310.00	
A	\$47,057.85	\$1,510	\$48,568	\$310.00	
A	\$47,280.98	\$1,510	\$48,791	\$310.00	
A	\$47,632.46	\$1,510	\$49,142	\$310.00	
A	\$48,221.37	\$1,510	\$49,731	\$310.00	
A	\$48,342.93	\$1,510	\$49,853	\$310.00	
A	\$48,375.92	\$1,510	\$49,886	\$310.00	
A	\$48,753.25	\$1,510	\$50,263	\$310.00	
A	\$49,100.00	\$1,510	\$50,610	\$310.00	
A	\$49,250.89	\$1,510	\$50,761	\$310.00	
A	\$49,291.53	\$1,510	\$50,802	\$310.00	
A	\$49,387.44	\$1,510	\$50,897	\$310.00	
A	\$49,904.06	\$1,510	\$51,414	\$310.00	
A	\$50,095.86	\$1,510	\$51,606	\$310.00	
A	\$50,250.00	\$1,510	\$51,760	\$310.00	
A	\$50,946.60	\$1,510	\$52,457	\$310.00	
A	\$51,122.70	\$1,510	\$52,633	\$310.00	
A	\$51,333.47	\$1,510	\$52,843	\$310.00	
A	\$51,396.90	\$1,510	\$52,907	\$310.00	
A	\$51,400.00	\$1,510	\$52,910	\$310.00	
A	\$51,747.14	\$1,510	\$53,257	\$310.00	
A	\$52,003.57	\$1,510	\$53,514	\$310.00	
A	\$52,105.53	\$1,510	\$53,616	\$310.00	
A	\$52,200.00	\$1,510	\$53,710	\$310.00	
A	\$52,244.34	\$1,510	\$53,754	\$310.00	
A	\$52,347.42	\$1,510	\$53,857	\$310.00	
A	\$52,404.21	\$1,510	\$53,914	\$310.00	
A	\$52,500.98	\$1,510	\$54,011	\$310.00	
A	\$52,615.62	\$1,510	\$54,126	\$310.00	
A	\$52,768.14	\$1,510	\$54,278	\$310.00	
A	\$52,829.16	\$1,510	\$54,339	\$310.00	
A	\$52,850.19	\$1,510	\$54,360	\$310.00	
A	\$53,276.17	\$1,510	\$54,786	\$310.00	
A	\$53,355.07	\$1,510	\$54,865	\$310.00	
A	\$53,432.88	\$1,510	\$54,943	\$310.00	

CREA Published Salary Schedule for 2017-18

A	\$53,833.53	\$1,510	\$55,344	\$310.00
A	\$53,867.29	\$1,510	\$55,377	\$310.00
A	\$53,891.47	\$1,510	\$55,401	\$310.00
A	\$53,919.88	\$1,510	\$55,430	\$310.00
A	\$53,968.28	\$1,510	\$55,478	\$310.00
A	\$53,987.21	\$1,510	\$55,497	\$310.00
A	\$54,000.00	\$1,510	\$55,510	\$310.00
A	\$54,081.85	\$1,510	\$55,592	\$310.00
A	\$54,203.21	\$1,510	\$55,713	\$310.00
A	\$55,061.10	\$1,510	\$56,571	\$310.00
A	\$55,118.95	\$1,510	\$56,629	\$310.00
A	\$55,163.13	\$1,510	\$56,673	\$310.00
A	\$55,337.74	\$1,510	\$56,848	\$310.00
A	\$55,362.98	\$1,510	\$56,873	\$310.00
A	\$55,531.27	\$1,510	\$57,041	\$310.00
A	\$55,596.37	\$1,510	\$57,106	\$310.00
A	\$55,741.62	\$1,510	\$57,252	\$310.00
A	\$55,974.08	\$1,510	\$57,484	\$310.00
A	\$55,985.64	\$1,510	\$57,496	\$310.00
A	\$55,993.00	\$1,510	\$57,503	\$310.00
A	\$55,999.32	\$1,510	\$57,509	\$310.00
A	\$56,057.17	\$1,510	\$57,567	\$310.00
A	\$56,068.74	\$1,510	\$57,579	\$310.00
A	\$56,096.09	\$1,510	\$57,606	\$310.00
A	\$56,405.32	\$1,510	\$57,915	\$310.00
A	\$56,405.32	\$1,510	\$57,915	\$310.00
A	\$56,405.32	\$1,510	\$57,915	\$310.00
A	\$56,821.84	\$1,510	\$58,332	\$310.00
A	\$58,579.60	\$1,510	\$60,090	\$310.00
A	\$58,983.30	\$1,510	\$60,493	\$310.00
A	\$59,034.85	\$1,510	\$60,545	\$310.00
A	\$60,610.46	\$1,510	\$62,120	\$310.00
A	\$62,192.41	\$1,510	\$63,702	\$310.00
A	\$62,192.41	\$1,510	\$63,702	\$310.00
A	\$63,775.38	\$1,510	\$65,285	\$310.00
A	\$64,585.41	\$1,510	\$66,095	\$310.00
A	\$65,665.49	\$1,510	\$67,175	\$310.00

Level	2016-17	Flat \$	2017-18	Increase 17-18
B	Current Salary	Increase	New Salary	After Flex Decrease
B	\$48,000.00	\$ 1,510.00	\$49,510	\$310.00
B	\$48,135.84	\$ 1,510.00	\$49,646	\$310.00
B	\$49,092.91	\$ 1,510.00	\$50,603	\$310.00
B	\$49,175.03	\$ 1,510.00	\$50,685	\$310.00
B	\$50,100.00	\$ 1,510.00	\$51,610	\$310.00
B	\$50,217.39	\$ 1,510.00	\$51,727	\$310.00
B	\$50,308.98	\$ 1,510.00	\$51,819	\$310.00

CREA Published Salary Schedule for 2017-18

B	\$50,391.10	\$	1,510.00	\$51,901	\$310.00
B	\$50,772.31	\$	1,510.00	\$52,282	\$310.00
B	\$51,298.60	\$	1,510.00	\$52,809	\$310.00
B	\$51,975.54	\$	1,510.00	\$53,486	\$310.00
B	\$52,067.62	\$	1,510.00	\$53,578	\$310.00
B	\$52,078.76	\$	1,510.00	\$53,589	\$310.00
B	\$52,149.74	\$	1,510.00	\$53,660	\$310.00
B	\$52,200.00	\$	1,510.00	\$53,710	\$310.00
B	\$53,561.35	\$	1,510.00	\$55,071	\$310.00
B	\$53,643.48	\$	1,510.00	\$55,153	\$310.00
B	\$53,748.82	\$	1,510.00	\$55,259	\$310.00
B	\$54,056.62	\$	1,510.00	\$55,567	\$310.00
B	\$54,275.65	\$	1,510.00	\$55,786	\$310.00
B	\$54,300.00	\$	1,510.00	\$55,810	\$310.00
B	\$54,319.54	\$	1,510.00	\$55,830	\$310.00
B	\$54,343.73	\$	1,510.00	\$55,854	\$310.00
B	\$54,368.15	\$	1,510.00	\$55,878	\$310.00
B	\$54,450.28	\$	1,510.00	\$55,960	\$310.00
B	\$54,450.28	\$	1,510.00	\$55,960	\$310.00
B	\$54,477.34	\$	1,510.00	\$55,987	\$310.00
B	\$54,556.23	\$	1,510.00	\$56,066	\$310.00
B	\$54,761.95	\$	1,510.00	\$56,272	\$310.00
B	\$54,808.74	\$	1,510.00	\$56,319	\$310.00
B	\$54,863.52	\$	1,510.00	\$56,374	\$310.00
B	\$54,911.74	\$	1,510.00	\$56,422	\$310.00
B	\$54,913.85	\$	1,510.00	\$56,424	\$310.00
B	\$54,932.78	\$	1,510.00	\$56,443	\$310.00
B	\$54,968.11	\$	1,510.00	\$56,478	\$310.00
B	\$55,031.89	\$	1,510.00	\$56,542	\$310.00
B	\$55,060.60	\$	1,510.00	\$56,571	\$310.00
B	\$55,206.48	\$	1,510.00	\$56,716	\$310.00
B	\$55,499.30	\$	1,510.00	\$57,009	\$310.00
B	\$55,591.46	\$	1,510.00	\$57,101	\$310.00
B	\$55,673.84	\$	1,510.00	\$57,184	\$310.00
B	\$55,852.24	\$	1,510.00	\$57,362	\$310.00
B	\$55,853.11	\$	1,510.00	\$57,363	\$310.00
B	\$55,973.04	\$	1,510.00	\$57,483	\$310.00
B	\$55,986.69	\$	1,510.00	\$57,497	\$310.00
B	\$55,988.81	\$	1,510.00	\$57,499	\$310.00
B	\$56,081.36	\$	1,510.00	\$57,591	\$310.00
B	\$56,105.73	\$	1,510.00	\$57,616	\$310.00
B	\$56,110.80	\$	1,510.00	\$57,621	\$310.00
B	\$56,174.64	\$	1,510.00	\$57,685	\$310.00
B	\$56,183.61	\$	1,510.00	\$57,694	\$310.00
B	\$56,396.84	\$	1,510.00	\$57,907	\$310.00
B	\$56,504.66	\$	1,510.00	\$58,015	\$310.00
B	\$57,068.59	\$	1,510.00	\$58,579	\$310.00

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B	\$57,458.18	\$	1,510.00	\$58,968	\$310.00
B	\$57,523.40	\$	1,510.00	\$59,033	\$310.00
B	\$57,523.40	\$	1,510.00	\$59,033	\$310.00
B	\$57,745.80	\$	1,510.00	\$59,256	\$310.00
B	\$57,750.59	\$	1,510.00	\$59,261	\$310.00
B	\$57,944.12	\$	1,510.00	\$59,454	\$310.00
B	\$57,960.95	\$	1,510.00	\$59,471	\$310.00
B	\$58,209.18	\$	1,510.00	\$59,719	\$310.00
B	\$58,237.59	\$	1,510.00	\$59,748	\$310.00
B	\$58,339.61	\$	1,510.00	\$59,850	\$310.00
B	\$58,344.69	\$	1,510.00	\$59,855	\$310.00
B	\$58,348.92	\$	1,510.00	\$59,859	\$310.00
B	\$58,363.77	\$	1,510.00	\$59,874	\$310.00
B	\$58,442.34	\$	1,510.00	\$59,952	\$310.00
B	\$58,445.82	\$	1,510.00	\$59,956	\$310.00
B	\$58,602.15	\$	1,510.00	\$60,112	\$310.00
B	\$58,713.00	\$	1,510.00	\$60,223	\$310.00
B	\$58,764.53	\$	1,510.00	\$60,275	\$310.00
B	\$58,824.49	\$	1,510.00	\$60,334	\$310.00
B	\$58,824.50	\$	1,510.00	\$60,335	\$310.00
B	\$59,902.62	\$	1,510.00	\$61,413	\$310.00
B	\$61,555.44	\$	1,510.00	\$63,065	\$310.00
B	\$62,673.09	\$	1,510.00	\$64,183	\$310.00
B	\$63,308.32	\$	1,510.00	\$64,818	\$310.00
B	\$64,352.84	\$	1,510.00	\$65,863	\$310.00
B	\$64,637.87	\$	1,510.00	\$66,148	\$310.00
B	\$66,768.85	\$	1,510.00	\$68,279	\$310.00
B	\$67,165.38	\$	1,510.00	\$68,675	\$310.00
B	\$67,924.80	\$	1,510.00	\$69,435	\$310.00
Level					
	2016-17		Flat \$	2017-18	Increase 17-18
	Current Salary		Increase	New Salary	After Flex Decrease
C	\$51,302.09	\$	1,510.00	\$52,812	\$310.00
C	\$51,314.99	\$	1,510.00	\$52,825	\$310.00
C	\$51,387.88	\$	1,510.00	\$52,898	\$310.00
C	\$51,407.73	\$	1,510.00	\$52,918	\$310.00
C	\$51,876.26	\$	1,510.00	\$53,386	\$310.00
C	\$51,885.02	\$	1,510.00	\$53,395	\$310.00
C	\$52,301.57	\$	1,510.00	\$53,812	\$310.00
C	\$52,394.36	\$	1,510.00	\$53,904	\$310.00
C	\$52,400.00	\$	1,510.00	\$53,910	\$310.00
C	\$52,441.59	\$	1,510.00	\$53,952	\$310.00
C	\$52,477.17	\$	1,510.00	\$53,987	\$310.00
C	\$52,523.72	\$	1,510.00	\$54,034	\$310.00
C	\$52,572.88	\$	1,510.00	\$54,083	\$310.00
C	\$52,667.92	\$	1,510.00	\$54,178	\$310.00
C	\$52,816.39	\$	1,510.00	\$54,326	\$310.00

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C	\$52,974.95	\$	1,510.00	\$54,485	\$310.00
C	\$53,468.51	\$	1,510.00	\$54,979	\$310.00
C	\$54,231.88	\$	1,510.00	\$55,742	\$310.00
C	\$54,410.65	\$	1,510.00	\$55,921	\$310.00
C	\$54,550.00	\$	1,510.00	\$56,060	\$310.00
C	\$55,277.59	\$	1,510.00	\$56,788	\$310.00
C	\$56,004.58	\$	1,510.00	\$57,515	\$310.00
C	\$56,525.00	\$	1,510.00	\$58,035	\$310.00
C	\$56,525.08	\$	1,510.00	\$58,035	\$310.00
C	\$56,700.00	\$	1,510.00	\$58,210	\$310.00
C	\$56,718.05	\$	1,510.00	\$58,228	\$310.00
C	\$56,765.55	\$	1,510.00	\$58,276	\$310.00
C	\$56,921.13	\$	1,510.00	\$58,431	\$310.00
C	\$57,006.86	\$	1,510.00	\$58,517	\$310.00
C	\$57,058.77	\$	1,510.00	\$58,569	\$310.00
C	\$57,104.77	\$	1,510.00	\$58,615	\$310.00
C	\$57,373.77	\$	1,510.00	\$58,884	\$310.00
C	\$57,407.05	\$	1,510.00	\$58,917	\$310.00
C	\$57,538.32	\$	1,510.00	\$59,048	\$310.00
C	\$57,591.78	\$	1,510.00	\$59,102	\$310.00
C	\$57,596.60	\$	1,510.00	\$59,107	\$310.00
C	\$57,649.62	\$	1,510.00	\$59,160	\$310.00
C	\$57,719.30	\$	1,510.00	\$59,229	\$310.00
C	\$57,806.34	\$	1,510.00	\$59,316	\$310.00
C	\$58,060.29	\$	1,510.00	\$59,570	\$310.00
C	\$58,368.00	\$	1,510.00	\$59,878	\$310.00
C	\$58,415.04	\$	1,510.00	\$59,925	\$310.00
C	\$58,630.50	\$	1,510.00	\$60,141	\$310.00
C	\$58,658.87	\$	1,510.00	\$60,169	\$310.00
C	\$58,850.00	\$	1,510.00	\$60,360	\$310.00
C	\$59,077.00	\$	1,510.00	\$60,587	\$310.00
C	\$59,165.59	\$	1,510.00	\$60,676	\$310.00
C	\$59,471.94	\$	1,510.00	\$60,982	\$310.00
C	\$59,887.88	\$	1,510.00	\$61,398	\$310.00
C	\$59,913.54	\$	1,510.00	\$61,424	\$310.00
C	\$60,135.04	\$	1,510.00	\$61,645	\$310.00
C	\$60,245.48	\$	1,510.00	\$61,755	\$310.00
C	\$60,269.31	\$	1,510.00	\$61,779	\$310.00
C	\$60,284.43	\$	1,510.00	\$61,794	\$310.00
C	\$60,384.34	\$	1,510.00	\$61,894	\$310.00
C	\$60,482.15	\$	1,510.00	\$61,992	\$310.00
C	\$60,730.38	\$	1,510.00	\$62,240	\$310.00
C	\$60,917.61	\$	1,510.00	\$62,428	\$310.00
C	\$61,184.77	\$	1,510.00	\$62,695	\$310.00
C	\$61,381.46	\$	1,510.00	\$62,891	\$310.00
C	\$61,449.82	\$	1,510.00	\$62,960	\$310.00
C	\$61,471.59	\$	1,510.00	\$62,982	\$310.00

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C	\$61,723.29	\$	1,510.00	\$63,233	\$310.00
C	\$62,863.46	\$	1,510.00	\$64,373	\$310.00
C	\$63,728.45	\$	1,510.00	\$65,238	\$310.00
C	\$64,561.10	\$	1,510.00	\$66,071	\$310.00
C	\$64,856.66	\$	1,510.00	\$66,367	\$310.00
C	\$64,871.54	\$	1,510.00	\$66,382	\$310.00
C	\$65,217.43	\$	1,510.00	\$66,727	\$310.00
C	\$65,298.03	\$	1,510.00	\$66,808	\$310.00
C	\$65,340.50	\$	1,510.00	\$66,851	\$310.00
C	\$65,378.36	\$	1,510.00	\$66,888	\$310.00
C	\$65,439.68	\$	1,510.00	\$66,950	\$310.00
C	\$66,340.75	\$	1,510.00	\$67,851	\$310.00
C	\$66,599.51	\$	1,510.00	\$68,110	\$310.00
C	\$67,138.04	\$	1,510.00	\$68,648	\$310.00
C	\$67,191.67	\$	1,510.00	\$68,702	\$310.00
C	\$67,499.88	\$	1,510.00	\$69,010	\$310.00
C	\$67,651.56	\$	1,510.00	\$69,162	\$310.00
C	\$68,220.35	\$	1,510.00	\$69,730	\$310.00
C	\$68,738.24	\$	1,510.00	\$70,248	\$310.00
C	\$69,478.32	\$	1,510.00	\$70,988	\$310.00
C	\$70,377.33	\$	1,510.00	\$71,887	\$310.00
C	\$70,440.73	\$	1,510.00	\$71,951	\$310.00
C	\$70,440.73	\$	1,510.00	\$71,951	\$310.00
C	\$70,444.86	\$	1,510.00	\$71,955	\$310.00
C	\$70,639.53	\$	1,510.00	\$72,150	\$310.00
C	\$70,678.45	\$	1,510.00	\$72,188	\$310.00
C	\$70,771.00	\$	1,510.00	\$72,281	\$310.00
C	\$71,206.46	\$	1,510.00	\$72,716	\$310.00
C	\$71,471.51	\$	1,510.00	\$72,982	\$310.00
C	\$71,675.57	\$	1,510.00	\$73,186	\$310.00
C	\$72,389.75	\$	1,510.00	\$73,900	\$310.00
C	\$72,583.00	\$	1,510.00	\$74,093	\$310.00
C	\$72,583.28	\$	1,510.00	\$74,093	\$310.00

Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
D	\$52,328.04	\$ 1,510.00	\$53,838	\$310.00
D	\$52,436.16	\$ 1,510.00	\$53,946	\$310.00
D	\$53,442.94	\$ 1,510.00	\$54,953	\$310.00
D	\$53,526.70	\$ 1,510.00	\$55,037	\$310.00
D	\$54,471.37	\$ 1,510.00	\$55,981	\$310.00
D	\$54,600.13	\$ 1,510.00	\$56,110	\$310.00
D	\$56,463.44	\$ 1,510.00	\$57,973	\$310.00
D	\$56,671.85	\$ 1,510.00	\$58,182	\$310.00
D	\$57,058.76	\$ 1,510.00	\$58,569	\$310.00
D	\$57,095.26	\$ 1,510.00	\$58,605	\$310.00
D	\$57,618.78	\$ 1,510.00	\$59,129	\$310.00

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D	\$57,717.17	\$	1,510.00	\$59,227	\$310.00
D	\$57,873.34	\$	1,510.00	\$59,383	\$310.00
D	\$58,133.44	\$	1,510.00	\$59,643	\$310.00
D	\$58,258.68	\$	1,510.00	\$59,769	\$310.00
D	\$58,294.52	\$	1,510.00	\$59,805	\$310.00
D	\$58,345.14	\$	1,510.00	\$59,855	\$310.00
D	\$58,681.45	\$	1,510.00	\$60,191	\$310.00
D	\$59,185.61	\$	1,510.00	\$60,696	\$310.00
D	\$59,282.03	\$	1,510.00	\$60,792	\$310.00
D	\$59,411.97	\$	1,510.00	\$60,922	\$310.00
D	\$60,029.93	\$	1,510.00	\$61,540	\$310.00
D	\$60,551.35	\$	1,510.00	\$62,061	\$310.00
D	\$60,671.17	\$	1,510.00	\$62,181	\$310.00
D	\$60,700.94	\$	1,510.00	\$62,211	\$310.00
D	\$60,827.15	\$	1,510.00	\$62,337	\$310.00
D	\$60,944.74	\$	1,510.00	\$62,455	\$310.00
D	\$60,975.45	\$	1,510.00	\$62,485	\$310.00
D	\$61,357.27	\$	1,510.00	\$62,867	\$310.00
D	\$61,373.14	\$	1,510.00	\$62,883	\$310.00
D	\$61,611.87	\$	1,510.00	\$63,122	\$310.00
D	\$61,697.13	\$	1,510.00	\$63,207	\$310.00
D	\$62,099.46	\$	1,510.00	\$63,609	\$310.00
D	\$62,119.83	\$	1,510.00	\$63,630	\$310.00
D	\$62,510.05	\$	1,510.00	\$64,020	\$310.00
D	\$62,979.17	\$	1,510.00	\$64,489	\$310.00
D	\$65,503.52	\$	1,510.00	\$67,014	\$310.00
D	\$65,694.95	\$	1,510.00	\$67,205	\$310.00
D	\$65,783.11	\$	1,510.00	\$67,293	\$310.00
D	\$66,465.63	\$	1,510.00	\$67,976	\$310.00
D	\$66,600.55	\$	1,510.00	\$68,111	\$310.00
D	\$66,657.99	\$	1,510.00	\$68,168	\$310.00
D	\$66,694.49	\$	1,510.00	\$68,204	\$310.00
D	\$67,640.28	\$	1,510.00	\$69,150	\$310.00
D	\$67,744.78	\$	1,510.00	\$69,255	\$310.00
D	\$67,837.49	\$	1,510.00	\$69,347	\$310.00
D	\$69,306.77	\$	1,510.00	\$70,817	\$310.00
D	\$69,488.95	\$	1,510.00	\$70,999	\$310.00
D	\$69,530.04	\$	1,510.00	\$71,040	\$310.00
D	\$69,566.53	\$	1,510.00	\$71,077	\$310.00
D	\$70,128.48	\$	1,510.00	\$71,638	\$310.00
D	\$70,416.20	\$	1,510.00	\$71,926	\$310.00
D	\$70,583.80	\$	1,510.00	\$72,094	\$310.00
D	\$71,715.97	\$	1,510.00	\$73,226	\$310.00
D	\$71,734.46	\$	1,510.00	\$73,244	\$310.00
D	\$71,770.71	\$	1,510.00	\$73,281	\$310.00
D	\$71,974.71	\$	1,510.00	\$73,485	\$310.00
D	\$73,941.17	\$	1,510.00	\$75,451	\$310.00

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D	\$73,941.17	\$ 1,510.00	\$75,451	\$310.00
D	\$73,977.55	\$ 1,510.00	\$75,488	\$310.00
D	\$76,950.95	\$ 1,510.00	\$78,461	\$310.00
Level	2016-17	Flat \$	2017-18	Increase 17-18
E	Current Salary	Increase	New Salary	After Flex Decrease
E	\$58,438.93	\$ 1,510.00	\$59,949	\$310.00
E	\$59,854.22	\$ 1,510.00	\$61,364	\$310.00
E	\$59,899.75	\$ 1,510.00	\$61,410	\$310.00
E	\$63,651.41	\$ 1,510.00	\$65,161	\$310.00
E	\$64,771.30	\$ 1,510.00	\$66,281	\$310.00
E	\$66,720.98	\$ 1,510.00	\$68,231	\$310.00
E	\$66,907.69	\$ 1,510.00	\$68,418	\$310.00
E	\$67,426.19	\$ 1,510.00	\$68,936	\$310.00
E	\$67,492.16	\$ 1,510.00	\$69,002	\$310.00
E	\$67,666.63	\$ 1,510.00	\$69,177	\$310.00
E	\$68,599.02	\$ 1,510.00	\$70,109	\$310.00
E	\$69,194.06	\$ 1,510.00	\$70,704	\$310.00
E	\$69,619.27	\$ 1,510.00	\$71,129	\$310.00
E	\$73,012.42	\$ 1,510.00	\$74,522	\$310.00
E	\$73,377.24	\$ 1,510.00	\$74,887	\$310.00
E	\$75,321.15	\$ 1,510.00	\$76,831	\$310.00
Level	2016-17	Flat \$	2017-18	Increase 17-18
F	Current Salary	Increase	New Salary	After Flex Decrease
F	\$51,500.00	\$ 1,510.00	\$53,010	\$310.00
F	\$52,830.01	\$ 1,510.00	\$54,340	\$310.00
F	\$52,963.17	\$ 1,510.00	\$54,473	\$310.00
F	\$53,106.60	\$ 1,510.00	\$54,617	\$310.00
F	\$53,689.70	\$ 1,510.00	\$55,200	\$310.00
F	\$53,811.31	\$ 1,510.00	\$55,321	\$310.00
F	\$53,867.10	\$ 1,510.00	\$55,377	\$310.00
F	\$53,957.40	\$ 1,510.00	\$55,467	\$310.00
F	\$54,722.81	\$ 1,510.00	\$56,233	\$310.00
F	\$54,773.14	\$ 1,510.00	\$56,283	\$310.00
F	\$54,825.00	\$ 1,510.00	\$56,335	\$310.00
F	\$54,825.38	\$ 1,510.00	\$56,335	\$310.00
F	\$54,916.65	\$ 1,510.00	\$56,427	\$310.00
F	\$54,930.10	\$ 1,510.00	\$56,440	\$310.00
F	\$55,014.31	\$ 1,510.00	\$56,524	\$310.00
F	\$55,024.04	\$ 1,510.00	\$56,534	\$310.00
F	\$55,201.52	\$ 1,510.00	\$56,712	\$310.00
F	\$55,228.34	\$ 1,510.00	\$56,738	\$310.00
F	\$55,612.57	\$ 1,510.00	\$57,123	\$310.00
F	\$55,762.72	\$ 1,510.00	\$57,273	\$310.00
F	\$56,047.47	\$ 1,510.00	\$57,557	\$310.00
F	\$56,206.42	\$ 1,510.00	\$57,716	\$310.00

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F	\$56,263.39	\$	1,510.00	\$57,773	\$310.00
F	\$56,500.00	\$	1,510.00	\$58,010	\$310.00
F	\$56,535.74	\$	1,510.00	\$58,046	\$310.00
F	\$56,575.85	\$	1,510.00	\$58,086	\$310.00
F	\$56,763.95	\$	1,510.00	\$58,274	\$310.00
F	\$56,786.77	\$	1,510.00	\$58,297	\$310.00
F	\$56,796.97	\$	1,510.00	\$58,307	\$310.00
F	\$56,902.12	\$	1,510.00	\$58,412	\$310.00
F	\$56,988.33	\$	1,510.00	\$58,498	\$310.00
F	\$57,322.35	\$	1,510.00	\$58,832	\$310.00
F	\$57,464.89	\$	1,510.00	\$58,975	\$310.00
F	\$57,499.08	\$	1,510.00	\$59,009	\$310.00
F	\$57,879.96	\$	1,510.00	\$59,390	\$310.00
F	\$58,149.10	\$	1,510.00	\$59,659	\$310.00
F	\$58,204.02	\$	1,510.00	\$59,714	\$310.00
F	\$58,441.88	\$	1,510.00	\$59,952	\$310.00
F	\$58,491.75	\$	1,510.00	\$60,002	\$310.00
F	\$58,541.11	\$	1,510.00	\$60,051	\$310.00
F	\$58,770.85	\$	1,510.00	\$60,281	\$310.00
F	\$58,867.98	\$	1,510.00	\$60,378	\$310.00
F	\$59,071.04	\$	1,510.00	\$60,581	\$310.00
F	\$59,122.16	\$	1,510.00	\$60,632	\$310.00
F	\$59,150.57	\$	1,510.00	\$60,661	\$310.00
F	\$59,231.54	\$	1,510.00	\$60,742	\$310.00
F	\$59,269.42	\$	1,510.00	\$60,779	\$310.00
F	\$59,285.18	\$	1,510.00	\$60,795	\$310.00
F	\$59,338.61	\$	1,510.00	\$60,849	\$310.00
F	\$59,376.98	\$	1,510.00	\$60,887	\$310.00
F	\$59,442.44	\$	1,510.00	\$60,952	\$310.00
F	\$59,461.11	\$	1,510.00	\$60,971	\$310.00
F	\$59,485.50	\$	1,510.00	\$60,996	\$310.00
F	\$59,490.29	\$	1,510.00	\$61,000	\$310.00
F	\$59,509.35	\$	1,510.00	\$61,019	\$310.00
F	\$59,548.09	\$	1,510.00	\$61,058	\$310.00
F	\$59,610.29	\$	1,510.00	\$61,120	\$310.00
F	\$59,644.91	\$	1,510.00	\$61,155	\$310.00
F	\$59,657.52	\$	1,510.00	\$61,168	\$310.00
F	\$59,660.80	\$	1,510.00	\$61,171	\$310.00
F	\$59,663.84	\$	1,510.00	\$61,174	\$310.00
F	\$59,694.24	\$	1,510.00	\$61,204	\$310.00
F	\$59,702.00	\$	1,510.00	\$61,212	\$310.00
F	\$59,716.43	\$	1,510.00	\$61,226	\$310.00
F	\$59,744.74	\$	1,510.00	\$61,255	\$310.00
F	\$59,780.04	\$	1,510.00	\$61,290	\$310.00
F	\$59,820.45	\$	1,510.00	\$61,330	\$310.00
F	\$59,848.96	\$	1,510.00	\$61,359	\$310.00
F	\$59,863.54	\$	1,510.00	\$61,374	\$310.00

CREA Published Salary Schedule for 2017-18

F	\$59,899.60	\$	1,510.00	\$61,410	\$310.00
F	\$60,012.36	\$	1,510.00	\$61,522	\$310.00
F	\$60,041.69	\$	1,510.00	\$61,552	\$310.00
F	\$60,050.55	\$	1,510.00	\$61,561	\$310.00
F	\$60,057.24	\$	1,510.00	\$61,567	\$310.00
F	\$60,097.18	\$	1,510.00	\$61,607	\$310.00
F	\$60,101.40	\$	1,510.00	\$61,611	\$310.00
F	\$60,105.87	\$	1,510.00	\$61,616	\$310.00
F	\$60,132.95	\$	1,510.00	\$61,643	\$310.00
F	\$60,145.57	\$	1,510.00	\$61,656	\$310.00
F	\$60,149.99	\$	1,510.00	\$61,660	\$310.00
F	\$60,169.76	\$	1,510.00	\$61,680	\$310.00
F	\$60,199.21	\$	1,510.00	\$61,709	\$310.00
F	\$60,203.42	\$	1,510.00	\$61,713	\$310.00
F	\$60,222.35	\$	1,510.00	\$61,732	\$310.00
F	\$60,230.85	\$	1,510.00	\$61,741	\$310.00
F	\$60,239.19	\$	1,510.00	\$61,749	\$310.00
F	\$60,248.13	\$	1,510.00	\$61,758	\$310.00
F	\$60,284.43	\$	1,510.00	\$61,794	\$310.00
F	\$60,334.23	\$	1,510.00	\$61,844	\$310.00
F	\$60,426.41	\$	1,510.00	\$61,936	\$310.00
F	\$60,462.17	\$	1,510.00	\$61,972	\$310.00
F	\$60,500.54	\$	1,510.00	\$62,011	\$310.00
F	\$60,543.88	\$	1,510.00	\$62,054	\$310.00
F	\$60,569.77	\$	1,510.00	\$62,080	\$310.00
F	\$60,603.69	\$	1,510.00	\$62,114	\$310.00
F	\$60,663.07	\$	1,510.00	\$62,173	\$310.00
F	\$60,676.74	\$	1,510.00	\$62,187	\$310.00
F	\$60,690.72	\$	1,510.00	\$62,201	\$310.00
F	\$60,719.29	\$	1,510.00	\$62,229	\$310.00
F	\$60,738.79	\$	1,510.00	\$62,249	\$310.00
F	\$60,741.96	\$	1,510.00	\$62,252	\$310.00
F	\$60,748.95	\$	1,510.00	\$62,259	\$310.00
F	\$60,775.62	\$	1,510.00	\$62,286	\$310.00
F	\$60,816.64	\$	1,510.00	\$62,327	\$310.00
F	\$60,903.93	\$	1,510.00	\$62,414	\$310.00
F	\$60,908.14	\$	1,510.00	\$62,418	\$310.00
F	\$60,911.29	\$	1,510.00	\$62,421	\$310.00
F	\$60,929.18	\$	1,510.00	\$62,439	\$310.00
F	\$60,946.65	\$	1,510.00	\$62,457	\$310.00
F	\$60,963.87	\$	1,510.00	\$62,474	\$310.00
F	\$60,965.98	\$	1,510.00	\$62,476	\$310.00
F	\$60,970.10	\$	1,510.00	\$62,480	\$310.00
F	\$60,976.45	\$	1,510.00	\$62,486	\$310.00
F	\$60,994.13	\$	1,510.00	\$62,504	\$310.00
F	\$61,015.42	\$	1,510.00	\$62,525	\$310.00
F	\$61,083.79	\$	1,510.00	\$62,594	\$310.00

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F	\$61,104.50	\$	1,510.00	\$62,615	\$310.00
F	\$61,130.07	\$	1,510.00	\$62,640	\$310.00
F	\$61,132.17	\$	1,510.00	\$62,642	\$310.00
F	\$61,184.51	\$	1,510.00	\$62,695	\$310.00
F	\$61,254.99	\$	1,510.00	\$62,765	\$310.00
F	\$61,286.75	\$	1,510.00	\$62,797	\$310.00
F	\$61,404.60	\$	1,510.00	\$62,915	\$310.00
F	\$61,406.70	\$	1,510.00	\$62,917	\$310.00
F	\$61,449.82	\$	1,510.00	\$62,960	\$310.00
F	\$61,669.65	\$	1,510.00	\$63,180	\$310.00
F	\$61,813.75	\$	1,510.00	\$63,324	\$310.00
F	\$61,843.20	\$	1,510.00	\$63,353	\$310.00
F	\$61,883.20	\$	1,510.00	\$63,393	\$310.00
F	\$61,895.27	\$	1,510.00	\$63,405	\$310.00
F	\$62,025.16	\$	1,510.00	\$63,535	\$310.00
F	\$62,030.83	\$	1,510.00	\$63,541	\$310.00
F	\$62,119.83	\$	1,510.00	\$63,630	\$310.00
F	\$62,126.76	\$	1,510.00	\$63,637	\$310.00
F	\$62,131.41	\$	1,510.00	\$63,641	\$310.00
F	\$62,281.81	\$	1,510.00	\$63,792	\$310.00
F	\$62,284.96	\$	1,510.00	\$63,795	\$310.00
F	\$62,316.52	\$	1,510.00	\$63,827	\$310.00
F	\$62,414.33	\$	1,510.00	\$63,924	\$310.00
F	\$62,461.98	\$	1,510.00	\$63,972	\$310.00
F	\$62,477.73	\$	1,510.00	\$63,988	\$310.00
F	\$62,500.59	\$	1,510.00	\$64,011	\$310.00
F	\$62,574.58	\$	1,510.00	\$64,085	\$310.00
F	\$62,602.38	\$	1,510.00	\$64,112	\$310.00
F	\$62,608.93	\$	1,510.00	\$64,119	\$310.00
F	\$62,617.00	\$	1,510.00	\$64,127	\$310.00
F	\$62,657.31	\$	1,510.00	\$64,167	\$310.00
F	\$62,660.46	\$	1,510.00	\$64,170	\$310.00
F	\$62,662.56	\$	1,510.00	\$64,173	\$310.00
F	\$62,668.87	\$	1,510.00	\$64,179	\$310.00
F	\$62,694.12	\$	1,510.00	\$64,204	\$310.00
F	\$62,697.10	\$	1,510.00	\$64,207	\$310.00
F	\$62,707.19	\$	1,510.00	\$64,217	\$310.00
F	\$62,730.15	\$	1,510.00	\$64,240	\$310.00
F	\$62,755.13	\$	1,510.00	\$64,265	\$310.00
F	\$62,766.69	\$	1,510.00	\$64,277	\$310.00
F	\$62,770.01	\$	1,510.00	\$64,280	\$310.00
F	\$62,899.29	\$	1,510.00	\$64,409	\$310.00
F	\$62,905.54	\$	1,510.00	\$64,416	\$310.00
F	\$62,915.00	\$	1,510.00	\$64,425	\$310.00
F	\$62,943.75	\$	1,510.00	\$64,454	\$310.00
F	\$63,003.83	\$	1,510.00	\$64,514	\$310.00
F	\$63,054.08	\$	1,510.00	\$64,564	\$310.00

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F	\$63,074.87	\$	1,510.00	\$64,585	\$310.00
F	\$63,096.96	\$	1,510.00	\$64,607	\$310.00
F	\$63,139.04	\$	1,510.00	\$64,649	\$310.00
F	\$63,148.61	\$	1,510.00	\$64,659	\$310.00
F	\$63,152.12	\$	1,510.00	\$64,662	\$310.00
F	\$63,156.91	\$	1,510.00	\$64,667	\$310.00
F	\$63,160.08	\$	1,510.00	\$64,670	\$310.00
F	\$63,168.49	\$	1,510.00	\$64,678	\$310.00
F	\$63,187.41	\$	1,510.00	\$64,697	\$310.00
F	\$63,191.64	\$	1,510.00	\$64,702	\$310.00
F	\$63,193.73	\$	1,510.00	\$64,704	\$310.00
F	\$63,205.57	\$	1,510.00	\$64,716	\$310.00
F	\$63,216.88	\$	1,510.00	\$64,727	\$310.00
F	\$63,222.14	\$	1,510.00	\$64,732	\$310.00
F	\$63,234.76	\$	1,510.00	\$64,745	\$310.00
F	\$63,241.07	\$	1,510.00	\$64,751	\$310.00
F	\$63,249.48	\$	1,510.00	\$64,759	\$310.00
F	\$63,271.56	\$	1,510.00	\$64,782	\$310.00
F	\$63,319.95	\$	1,510.00	\$64,830	\$310.00
F	\$63,329.58	\$	1,510.00	\$64,840	\$310.00
F	\$63,348.36	\$	1,510.00	\$64,858	\$310.00
F	\$63,354.71	\$	1,510.00	\$64,865	\$310.00
F	\$63,382.95	\$	1,510.00	\$64,893	\$310.00
F	\$63,458.79	\$	1,510.00	\$64,969	\$310.00
F	\$63,461.36	\$	1,510.00	\$64,971	\$310.00
F	\$63,470.37	\$	1,510.00	\$64,980	\$310.00
F	\$63,488.24	\$	1,510.00	\$64,998	\$310.00
F	\$63,537.43	\$	1,510.00	\$65,047	\$310.00
F	\$63,540.82	\$	1,510.00	\$65,051	\$310.00
F	\$63,583.95	\$	1,510.00	\$65,094	\$310.00
F	\$63,663.23	\$	1,510.00	\$65,173	\$310.00
F	\$63,709.12	\$	1,510.00	\$65,219	\$310.00
F	\$63,759.74	\$	1,510.00	\$65,270	\$310.00
F	\$63,793.29	\$	1,510.00	\$65,303	\$310.00
F	\$63,844.81	\$	1,510.00	\$65,355	\$310.00
F	\$63,878.50	\$	1,510.00	\$65,389	\$310.00
F	\$63,944.73	\$	1,510.00	\$65,455	\$310.00
F	\$63,956.30	\$	1,510.00	\$65,466	\$310.00
F	\$63,963.81	\$	1,510.00	\$65,474	\$310.00
F	\$63,991.01	\$	1,510.00	\$65,501	\$310.00
F	\$64,033.08	\$	1,510.00	\$65,543	\$310.00
F	\$64,049.91	\$	1,510.00	\$65,560	\$310.00
F	\$64,075.15	\$	1,510.00	\$65,585	\$310.00
F	\$64,163.50	\$	1,510.00	\$65,674	\$310.00
F	\$64,206.63	\$	1,510.00	\$65,717	\$310.00
F	\$64,215.04	\$	1,510.00	\$65,725	\$310.00
F	\$64,244.49	\$	1,510.00	\$65,754	\$310.00

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F	\$64,246.60	\$	1,510.00	\$65,757	\$310.00
F	\$64,406.49	\$	1,510.00	\$65,916	\$310.00
F	\$64,450.65	\$	1,510.00	\$65,961	\$310.00
F	\$64,461.17	\$	1,510.00	\$65,971	\$310.00
F	\$64,578.98	\$	1,510.00	\$66,089	\$310.00
F	\$64,807.22	\$	1,510.00	\$66,317	\$310.00
F	\$65,036.52	\$	1,510.00	\$66,547	\$310.00
F	\$65,216.37	\$	1,510.00	\$66,726	\$310.00
F	\$65,359.54	\$	1,510.00	\$66,870	\$310.00
F	\$65,699.48	\$	1,510.00	\$67,209	\$310.00
F	\$65,869.54	\$	1,510.00	\$67,380	\$310.00
F	\$65,988.40	\$	1,510.00	\$67,498	\$310.00
F	\$66,391.25	\$	1,510.00	\$67,901	\$310.00
F	\$66,407.78	\$	1,510.00	\$67,918	\$310.00
F	\$66,680.49	\$	1,510.00	\$68,190	\$310.00
F	\$66,696.28	\$	1,510.00	\$68,206	\$310.00
F	\$66,766.74	\$	1,510.00	\$68,277	\$310.00
F	\$66,902.43	\$	1,510.00	\$68,412	\$310.00
F	\$66,946.61	\$	1,510.00	\$68,457	\$310.00
F	\$66,952.92	\$	1,510.00	\$68,463	\$310.00
F	\$67,032.96	\$	1,510.00	\$68,543	\$310.00
F	\$67,440.96	\$	1,510.00	\$68,951	\$310.00
F	\$67,780.72	\$	1,510.00	\$69,291	\$310.00
F	\$67,840.65	\$	1,510.00	\$69,351	\$310.00
F	\$67,936.36	\$	1,510.00	\$69,446	\$310.00
F	\$68,332.90	\$	1,510.00	\$69,843	\$310.00
F	\$68,521.31	\$	1,510.00	\$70,031	\$310.00
F	\$68,704.20	\$	1,510.00	\$70,214	\$310.00
F	\$68,748.03	\$	1,510.00	\$70,258	\$310.00
F	\$68,802.01	\$	1,510.00	\$70,312	\$310.00
F	\$69,134.38	\$	1,510.00	\$70,644	\$310.00
F	\$69,315.34	\$	1,510.00	\$70,825	\$310.00
F	\$69,524.17	\$	1,510.00	\$71,034	\$310.00
F	\$69,587.72	\$	1,510.00	\$71,098	\$310.00
F	\$69,607.06	\$	1,510.00	\$71,117	\$310.00
F	\$69,649.65	\$	1,510.00	\$71,160	\$310.00
F	\$69,777.04	\$	1,510.00	\$71,287	\$310.00
F	\$69,964.27	\$	1,510.00	\$71,474	\$310.00
F	\$71,205.40	\$	1,510.00	\$72,715	\$310.00
F	\$71,657.68	\$	1,510.00	\$73,168	\$310.00
F	\$71,707.12	\$	1,510.00	\$73,217	\$310.00
F	\$71,770.00	\$	1,510.00	\$73,280	\$310.00
F	\$71,966.91	\$	1,510.00	\$73,477	\$310.00
F	\$72,315.07	\$	1,510.00	\$73,825	\$310.00
F	\$72,399.20	\$	1,510.00	\$73,909	\$310.00
F	\$72,479.77	\$	1,510.00	\$73,990	\$310.00
F	\$72,994.54	\$	1,510.00	\$74,505	\$310.00

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F	\$73,090.26	\$	1,510.00	\$74,600	\$310.00
F	\$73,809.46	\$	1,510.00	\$75,319	\$310.00
F	\$74,369.26	\$	1,510.00	\$75,879	\$310.00
F	\$74,381.86	\$	1,510.00	\$75,892	\$310.00
F	\$74,390.30	\$	1,510.00	\$75,900	\$310.00
F	\$74,841.53	\$	1,510.00	\$76,352	\$310.00
F	\$75,093.97	\$	1,510.00	\$76,604	\$310.00
F	\$75,982.76	\$	1,510.00	\$77,493	\$310.00
F	\$76,008.00	\$	1,510.00	\$77,518	\$310.00
F	\$76,425.55	\$	1,510.00	\$77,936	\$310.00
F	\$76,444.50	\$	1,510.00	\$77,955	\$310.00
F	\$77,886.52	\$	1,510.00	\$79,397	\$310.00
F	\$80,049.07	\$	1,510.00	\$81,559	\$310.00
F	\$80,059.58	\$	1,510.00	\$81,570	\$310.00
F	\$81,876.06	\$	1,510.00	\$83,386	\$310.00
F	\$82,569.21	\$	1,510.00	\$84,079	\$310.00

Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
G	\$54,000.00	\$ 1,510.00	\$55,510	\$310.00
G	\$55,456.34	\$ 1,510.00	\$56,966	\$310.00
G	\$56,162.63	\$ 1,510.00	\$57,673	\$310.00
G	\$56,400.00	\$ 1,510.00	\$57,910	\$310.00
G	\$58,238.67	\$ 1,510.00	\$59,749	\$310.00
G	\$58,800.00	\$ 1,510.00	\$60,310	\$310.00
G	\$59,367.05	\$ 1,510.00	\$60,877	\$310.00
G	\$61,102.22	\$ 1,510.00	\$62,612	\$310.00
G	\$61,179.94	\$ 1,510.00	\$62,690	\$310.00
G	\$61,329.29	\$ 1,510.00	\$62,839	\$310.00
G	\$61,729.70	\$ 1,510.00	\$63,240	\$310.00
G	\$61,959.39	\$ 1,510.00	\$63,469	\$310.00
G	\$62,261.85	\$ 1,510.00	\$63,772	\$310.00
G	\$62,460.59	\$ 1,510.00	\$63,971	\$310.00
G	\$62,656.23	\$ 1,510.00	\$64,166	\$310.00
G	\$62,674.60	\$ 1,510.00	\$64,185	\$310.00
G	\$62,908.25	\$ 1,510.00	\$64,418	\$310.00
G	\$62,988.29	\$ 1,510.00	\$64,498	\$310.00
G	\$62,997.56	\$ 1,510.00	\$64,508	\$310.00
G	\$63,064.88	\$ 1,510.00	\$64,575	\$310.00
G	\$63,086.99	\$ 1,510.00	\$64,597	\$310.00
G	\$63,178.26	\$ 1,510.00	\$64,688	\$310.00
G	\$63,237.20	\$ 1,510.00	\$64,747	\$310.00
G	\$63,516.27	\$ 1,510.00	\$65,026	\$310.00
G	\$63,568.51	\$ 1,510.00	\$65,079	\$310.00
G	\$63,575.92	\$ 1,510.00	\$65,086	\$310.00
G	\$63,600.00	\$ 1,510.00	\$65,110	\$310.00

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G	\$63,944.73	\$	1,510.00	\$65,455	\$310.00
G	\$64,046.73	\$	1,510.00	\$65,557	\$310.00
G	\$64,094.92	\$	1,510.00	\$65,605	\$310.00
G	\$64,294.98	\$	1,510.00	\$65,805	\$310.00
G	\$64,439.87	\$	1,510.00	\$65,950	\$310.00
G	\$64,614.40	\$	1,510.00	\$66,124	\$310.00
G	\$64,932.44	\$	1,510.00	\$66,442	\$310.00
G	\$64,982.93	\$	1,510.00	\$66,493	\$310.00
G	\$65,076.47	\$	1,510.00	\$66,586	\$310.00
G	\$65,138.65	\$	1,510.00	\$66,649	\$310.00
G	\$65,152.21	\$	1,510.00	\$66,662	\$310.00
G	\$65,194.98	\$	1,510.00	\$66,705	\$310.00
G	\$65,290.98	\$	1,510.00	\$66,801	\$310.00
G	\$65,295.75	\$	1,510.00	\$66,806	\$310.00
G	\$65,477.22	\$	1,510.00	\$66,987	\$310.00
G	\$65,482.12	\$	1,510.00	\$66,992	\$310.00
G	\$65,530.63	\$	1,510.00	\$67,041	\$310.00
G	\$65,585.15	\$	1,510.00	\$67,095	\$310.00
G	\$65,598.39	\$	1,510.00	\$67,108	\$310.00
G	\$65,717.03	\$	1,510.00	\$67,227	\$310.00
G	\$65,754.83	\$	1,510.00	\$67,265	\$310.00
G	\$65,795.01	\$	1,510.00	\$67,305	\$310.00
G	\$65,816.95	\$	1,510.00	\$67,327	\$310.00
G	\$65,862.04	\$	1,510.00	\$67,372	\$310.00
G	\$65,985.74	\$	1,510.00	\$67,496	\$310.00
G	\$66,040.99	\$	1,510.00	\$67,551	\$310.00
G	\$66,082.84	\$	1,510.00	\$67,593	\$310.00
G	\$66,129.24	\$	1,510.00	\$67,639	\$310.00
G	\$66,133.71	\$	1,510.00	\$67,644	\$310.00
G	\$66,172.46	\$	1,510.00	\$67,682	\$310.00
G	\$66,297.62	\$	1,510.00	\$67,808	\$310.00
G	\$66,407.04	\$	1,510.00	\$67,917	\$310.00
G	\$66,519.15	\$	1,510.00	\$68,029	\$310.00
G	\$66,542.71	\$	1,510.00	\$68,053	\$310.00
G	\$66,552.61	\$	1,510.00	\$68,063	\$310.00
G	\$66,564.90	\$	1,510.00	\$68,075	\$310.00
G	\$66,594.26	\$	1,510.00	\$68,104	\$310.00
G	\$66,746.59	\$	1,510.00	\$68,257	\$310.00
G	\$66,777.90	\$	1,510.00	\$68,288	\$310.00
G	\$66,816.18	\$	1,510.00	\$68,326	\$310.00
G	\$66,889.13	\$	1,510.00	\$68,399	\$310.00
G	\$67,062.87	\$	1,510.00	\$68,573	\$310.00
G	\$67,111.20	\$	1,510.00	\$68,621	\$310.00
G	\$67,154.11	\$	1,510.00	\$68,664	\$310.00
G	\$67,273.40	\$	1,510.00	\$68,783	\$310.00
G	\$67,334.12	\$	1,510.00	\$68,844	\$310.00
G	\$67,438.85	\$	1,510.00	\$68,949	\$310.00

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G	\$67,456.72	\$	1,510.00	\$68,967	\$310.00
G	\$67,492.06	\$	1,510.00	\$69,002	\$310.00
G	\$67,768.07	\$	1,510.00	\$69,278	\$310.00
G	\$67,885.88	\$	1,510.00	\$69,396	\$310.00
G	\$68,402.46	\$	1,510.00	\$69,912	\$310.00
G	\$68,409.68	\$	1,510.00	\$69,920	\$310.00
G	\$68,624.25	\$	1,510.00	\$70,134	\$310.00
G	\$68,725.68	\$	1,510.00	\$70,236	\$310.00
G	\$68,766.93	\$	1,510.00	\$70,277	\$310.00
G	\$68,960.92	\$	1,510.00	\$70,471	\$310.00
G	\$69,049.34	\$	1,510.00	\$70,559	\$310.00
G	\$69,299.98	\$	1,510.00	\$70,810	\$310.00
G	\$69,434.96	\$	1,510.00	\$70,945	\$310.00
G	\$69,643.44	\$	1,510.00	\$71,153	\$310.00
G	\$70,101.85	\$	1,510.00	\$71,612	\$310.00
G	\$70,397.09	\$	1,510.00	\$71,907	\$310.00
G	\$70,794.14	\$	1,510.00	\$72,304	\$310.00
G	\$70,934.04	\$	1,510.00	\$72,444	\$310.00
G	\$71,082.35	\$	1,510.00	\$72,592	\$310.00
G	\$71,207.28	\$	1,510.00	\$72,717	\$310.00
G	\$71,259.60	\$	1,510.00	\$72,770	\$310.00
G	\$71,606.04	\$	1,510.00	\$73,116	\$310.00
G	\$71,805.23	\$	1,510.00	\$73,315	\$310.00
G	\$71,867.71	\$	1,510.00	\$73,378	\$310.00
G	\$72,181.77	\$	1,510.00	\$73,692	\$310.00
G	\$73,225.04	\$	1,510.00	\$74,735	\$310.00
G	\$74,295.60	\$	1,510.00	\$75,806	\$310.00
G	\$76,026.92	\$	1,510.00	\$77,537	\$310.00
G	\$76,315.12	\$	1,510.00	\$77,825	\$310.00
G	\$76,408.74	\$	1,510.00	\$77,919	\$310.00
G	\$76,614.86	\$	1,510.00	\$78,125	\$310.00
G	\$77,842.35	\$	1,510.00	\$79,352	\$310.00
G	\$77,966.31	\$	1,510.00	\$79,476	\$310.00
G	\$79,619.92	\$	1,510.00	\$81,130	\$310.00
G	\$79,635.70	\$	1,510.00	\$81,146	\$310.00
G	\$79,664.09	\$	1,510.00	\$81,174	\$310.00
G	\$80,033.28	\$	1,510.00	\$81,543	\$310.00
G	\$80,175.48	\$	1,510.00	\$81,685	\$310.00
G	\$80,364.61	\$	1,510.00	\$81,875	\$310.00
G	\$81,869.75	\$	1,510.00	\$83,380	\$310.00
G	\$82,901.91	\$	1,510.00	\$84,412	\$310.00
G	\$84,023.87	\$	1,510.00	\$85,534	\$310.00
G	\$84,453.01	\$	1,510.00	\$85,963	\$310.00
G	\$85,039.92	\$	1,510.00	\$86,550	\$310.00
G	\$85,669.96	\$	1,510.00	\$87,180	\$310.00
G	\$85,852.97	\$	1,510.00	\$87,363	\$310.00
G	\$89,530.12	\$	1,510.00	\$91,040	\$310.00

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Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
H	\$53,559.07	\$ 1,510.00	\$55,069	\$310.00
H	\$62,096.90	\$ 1,510.00	\$63,607	\$310.00
H	\$62,635.66	\$ 1,510.00	\$64,146	\$310.00
H	\$62,939.33	\$ 1,510.00	\$64,449	\$310.00
H	\$64,072.61	\$ 1,510.00	\$65,583	\$310.00
H	\$64,200.00	\$ 1,510.00	\$65,710	\$310.00
H	\$65,085.24	\$ 1,510.00	\$66,595	\$310.00
H	\$65,099.92	\$ 1,510.00	\$66,610	\$310.00
H	\$65,281.20	\$ 1,510.00	\$66,791	\$310.00
H	\$65,468.74	\$ 1,510.00	\$66,979	\$310.00
H	\$65,492.24	\$ 1,510.00	\$67,002	\$310.00
H	\$65,649.73	\$ 1,510.00	\$67,160	\$310.00
H	\$65,659.23	\$ 1,510.00	\$67,169	\$310.00
H	\$65,691.25	\$ 1,510.00	\$67,201	\$310.00
H	\$66,203.56	\$ 1,510.00	\$67,714	\$310.00
H	\$66,320.45	\$ 1,510.00	\$67,830	\$310.00
H	\$66,387.00	\$ 1,510.00	\$67,897	\$310.00
H	\$66,600.00	\$ 1,510.00	\$68,110	\$310.00
H	\$66,753.91	\$ 1,510.00	\$68,264	\$310.00
H	\$66,878.39	\$ 1,510.00	\$68,388	\$310.00
H	\$66,954.53	\$ 1,510.00	\$68,465	\$310.00
H	\$67,043.00	\$ 1,510.00	\$68,553	\$310.00
H	\$67,129.51	\$ 1,510.00	\$68,640	\$310.00
H	\$67,439.26	\$ 1,510.00	\$68,949	\$310.00
H	\$67,467.87	\$ 1,510.00	\$68,978	\$310.00
H	\$67,845.12	\$ 1,510.00	\$69,355	\$310.00
H	\$68,203.71	\$ 1,510.00	\$69,714	\$310.00
H	\$68,299.94	\$ 1,510.00	\$69,810	\$310.00
H	\$68,481.20	\$ 1,510.00	\$69,991	\$310.00
H	\$68,570.61	\$ 1,510.00	\$70,081	\$310.00
H	\$68,635.20	\$ 1,510.00	\$70,145	\$310.00
H	\$68,750.06	\$ 1,510.00	\$70,260	\$310.00
H	\$68,874.59	\$ 1,510.00	\$70,385	\$310.00
H	\$68,885.26	\$ 1,510.00	\$70,395	\$310.00
H	\$68,987.34	\$ 1,510.00	\$70,497	\$310.00
H	\$69,056.92	\$ 1,510.00	\$70,567	\$310.00
H	\$69,076.99	\$ 1,510.00	\$70,587	\$310.00
H	\$69,213.84	\$ 1,510.00	\$70,724	\$310.00
H	\$69,285.02	\$ 1,510.00	\$70,795	\$310.00
H	\$69,468.60	\$ 1,510.00	\$70,979	\$310.00
H	\$69,553.29	\$ 1,510.00	\$71,063	\$310.00
H	\$69,989.55	\$ 1,510.00	\$71,500	\$310.00
H	\$70,010.14	\$ 1,510.00	\$71,520	\$310.00

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H	\$70,332.14	\$	1,510.00	\$71,842	\$310.00
H	\$70,669.60	\$	1,510.00	\$72,180	\$310.00
H	\$70,708.24	\$	1,510.00	\$72,218	\$310.00
H	\$70,775.83	\$	1,510.00	\$72,286	\$310.00
H	\$72,306.16	\$	1,510.00	\$73,816	\$310.00
H	\$72,513.10	\$	1,510.00	\$74,023	\$310.00
H	\$73,205.95	\$	1,510.00	\$74,716	\$310.00
H	\$73,565.67	\$	1,510.00	\$75,076	\$310.00
H	\$73,581.44	\$	1,510.00	\$75,091	\$310.00
H	\$73,980.51	\$	1,510.00	\$75,491	\$310.00
H	\$74,036.89	\$	1,510.00	\$75,547	\$310.00
H	\$74,901.75	\$	1,510.00	\$76,412	\$310.00
H	\$75,021.89	\$	1,510.00	\$76,532	\$310.00
H	\$77,588.99	\$	1,510.00	\$79,099	\$310.00
H	\$78,267.28	\$	1,510.00	\$79,777	\$310.00
H	\$79,033.17	\$	1,510.00	\$80,543	\$310.00
H	\$79,624.13	\$	1,510.00	\$81,134	\$310.00
H	\$79,994.32	\$	1,510.00	\$81,504	\$310.00
H	\$80,665.48	\$	1,510.00	\$82,175	\$310.00
H	\$80,770.37	\$	1,510.00	\$82,280	\$310.00
H	\$82,149.89	\$	1,510.00	\$83,660	\$310.00
H	\$83,028.92	\$	1,510.00	\$84,539	\$310.00
H	\$83,736.73	\$	1,510.00	\$85,247	\$310.00
H	\$86,002.33	\$	1,510.00	\$87,512	\$310.00
H	\$89,106.24	\$	1,510.00	\$90,616	\$310.00
H	\$89,578.52	\$	1,510.00	\$91,089	\$310.00
H	\$89,609.02	\$	1,510.00	\$91,119	\$310.00
H	\$94,953.27	\$	1,510.00	\$96,463	\$310.00

Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
I	\$60,806.18	\$ 1,510.00	\$62,316	\$310.00
I	\$61,250.00	\$ 1,510.00	\$62,760	\$310.00
I	\$65,117.26	\$ 1,510.00	\$66,627	\$310.00
I	\$65,873.34	\$ 1,510.00	\$67,383	\$310.00
I	\$67,440.35	\$ 1,510.00	\$68,950	\$310.00
I	\$67,654.79	\$ 1,510.00	\$69,165	\$310.00
I	\$67,825.47	\$ 1,510.00	\$69,335	\$310.00
I	\$67,926.89	\$ 1,510.00	\$69,437	\$310.00
I	\$68,013.79	\$ 1,510.00	\$69,524	\$310.00
I	\$68,786.23	\$ 1,510.00	\$70,296	\$310.00
I	\$68,786.82	\$ 1,510.00	\$70,297	\$310.00
I	\$68,910.47	\$ 1,510.00	\$70,420	\$310.00
I	\$69,020.93	\$ 1,510.00	\$70,531	\$310.00
I	\$69,079.69	\$ 1,510.00	\$70,590	\$310.00
I	\$69,137.45	\$ 1,510.00	\$70,647	\$310.00
I	\$69,357.39	\$ 1,510.00	\$70,867	\$310.00

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	\$70,180.94	\$ 1,510.00	\$71,691	\$310.00
	\$70,258.29	\$ 1,510.00	\$71,768	\$310.00
	\$70,314.44	\$ 1,510.00	\$71,824	\$310.00
	\$70,552.37	\$ 1,510.00	\$72,062	\$310.00
	\$71,210.35	\$ 1,510.00	\$72,720	\$310.00
	\$71,402.84	\$ 1,510.00	\$72,913	\$310.00
	\$71,466.82	\$ 1,510.00	\$72,977	\$310.00
	\$71,580.24	\$ 1,510.00	\$73,090	\$310.00
	\$71,730.98	\$ 1,510.00	\$73,241	\$310.00
	\$71,798.61	\$ 1,510.00	\$73,309	\$310.00
	\$71,829.91	\$ 1,510.00	\$73,340	\$310.00
	\$71,991.40	\$ 1,510.00	\$73,501	\$310.00
	\$72,010.04	\$ 1,510.00	\$73,520	\$310.00
	\$72,041.48	\$ 1,510.00	\$73,551	\$310.00
	\$72,078.40	\$ 1,510.00	\$73,588	\$310.00
	\$72,094.30	\$ 1,510.00	\$73,604	\$310.00
	\$72,202.54	\$ 1,510.00	\$73,713	\$310.00
	\$72,259.83	\$ 1,510.00	\$73,770	\$310.00
	\$72,302.37	\$ 1,510.00	\$73,812	\$310.00
	\$72,513.50	\$ 1,510.00	\$74,024	\$310.00
	\$72,517.54	\$ 1,510.00	\$74,028	\$310.00
	\$72,679.86	\$ 1,510.00	\$74,190	\$310.00
	\$72,736.42	\$ 1,510.00	\$74,246	\$310.00
	\$72,894.88	\$ 1,510.00	\$74,405	\$310.00
	\$73,071.59	\$ 1,510.00	\$74,582	\$310.00
	\$73,075.53	\$ 1,510.00	\$74,586	\$310.00
	\$73,301.68	\$ 1,510.00	\$74,812	\$310.00
	\$73,337.44	\$ 1,510.00	\$74,847	\$310.00
	\$73,524.06	\$ 1,510.00	\$75,034	\$310.00
	\$73,725.32	\$ 1,510.00	\$75,235	\$310.00
	\$73,814.12	\$ 1,510.00	\$75,324	\$310.00
	\$73,815.16	\$ 1,510.00	\$75,325	\$310.00
	\$73,832.10	\$ 1,510.00	\$75,342	\$310.00
	\$73,866.76	\$ 1,510.00	\$75,377	\$310.00
	\$75,202.86	\$ 1,510.00	\$76,713	\$310.00
	\$75,701.91	\$ 1,510.00	\$77,212	\$310.00
	\$76,758.10	\$ 1,510.00	\$78,268	\$310.00
	\$76,770.56	\$ 1,510.00	\$78,281	\$310.00
	\$77,763.44	\$ 1,510.00	\$79,273	\$310.00
	\$77,852.58	\$ 1,510.00	\$79,363	\$310.00
	\$78,907.62	\$ 1,510.00	\$80,418	\$310.00
	\$79,640.24	\$ 1,510.00	\$81,150	\$310.00
	\$79,829.23	\$ 1,510.00	\$81,339	\$310.00
	\$79,968.65	\$ 1,510.00	\$81,479	\$310.00
	\$80,771.25	\$ 1,510.00	\$82,281	\$310.00
	\$81,526.36	\$ 1,510.00	\$83,036	\$310.00
	\$83,928.18	\$ 1,510.00	\$85,438	\$310.00

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I	\$84,519.86	\$	1,510.00	\$86,030	\$310.00
I	\$84,833.78	\$	1,510.00	\$86,344	\$310.00
I	\$85,671.02	\$	1,510.00	\$87,181	\$310.00
I	\$85,988.66	\$	1,510.00	\$87,499	\$310.00
I	\$87,328.35	\$	1,510.00	\$88,838	\$310.00
I	\$87,498.01	\$	1,510.00	\$89,008	\$310.00
I	\$89,188.53	\$	1,510.00	\$90,699	\$310.00
I	\$89,556.97	\$	1,510.00	\$91,067	\$310.00
I	\$89,707.88	\$	1,510.00	\$91,218	\$310.00
I	\$89,925.15	\$	1,510.00	\$91,435	\$310.00
I	\$90,305.08	\$	1,510.00	\$91,815	\$310.00
I	\$91,920.47	\$	1,510.00	\$93,430	\$310.00
I	\$92,117.59	\$	1,510.00	\$93,628	\$310.00
I	\$92,118.00	\$	1,510.00	\$93,628	\$310.00
J	\$93,525.95	\$	1,510.00	\$95,036	\$310.00
J	\$93,659.11	\$	1,510.00	\$95,169	\$310.00
J	\$93,708.85	\$	1,510.00	\$95,219	\$310.00
I	\$93,931.82	\$	1,510.00	\$95,442	\$310.00
I	\$95,085.63	\$	1,510.00	\$96,596	\$310.00
I	\$97,365.13	\$	1,510.00	\$98,875	\$310.00

Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
J	\$66,307.32	\$ 1,510.00	\$67,817	\$310.00
J	\$66,574.96	\$ 1,510.00	\$68,085	\$310.00
J	\$71,290.11	\$ 1,510.00	\$72,800	\$310.00
J	\$71,556.17	\$ 1,510.00	\$73,066	\$310.00
J	\$71,773.94	\$ 1,510.00	\$73,284	\$310.00
J	\$72,345.14	\$ 1,510.00	\$73,855	\$310.00
J	\$72,439.72	\$ 1,510.00	\$73,950	\$310.00
J	\$72,518.07	\$ 1,510.00	\$74,028	\$310.00
J	\$73,120.04	\$ 1,510.00	\$74,630	\$310.00
J	\$73,393.57	\$ 1,510.00	\$74,904	\$310.00
J	\$73,780.62	\$ 1,510.00	\$75,291	\$310.00
J	\$73,945.19	\$ 1,510.00	\$75,455	\$310.00
J	\$74,034.53	\$ 1,510.00	\$75,545	\$310.00
J	\$74,373.63	\$ 1,510.00	\$75,884	\$310.00
J	\$74,417.03	\$ 1,510.00	\$75,927	\$310.00
J	\$74,490.91	\$ 1,510.00	\$76,001	\$310.00
J	\$74,667.43	\$ 1,510.00	\$76,177	\$310.00
J	\$74,947.09	\$ 1,510.00	\$76,457	\$310.00
J	\$76,042.45	\$ 1,510.00	\$77,552	\$310.00
J	\$76,934.52	\$ 1,510.00	\$78,445	\$310.00
J	\$77,530.48	\$ 1,510.00	\$79,040	\$310.00
J	\$78,126.23	\$ 1,510.00	\$79,636	\$310.00
J	\$78,712.44	\$ 1,510.00	\$80,222	\$310.00
J	\$79,858.68	\$ 1,510.00	\$81,369	\$310.00

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J	\$80,073.23	\$ 1,510.00	\$81,583	\$310.00
J	\$80,908.90	\$ 1,510.00	\$82,419	\$310.00
J	\$83,493.25	\$ 1,510.00	\$85,003	\$310.00
J	\$83,961.09	\$ 1,510.00	\$85,471	\$310.00
J	\$85,498.62	\$ 1,510.00	\$87,009	\$310.00
J	\$86,904.84	\$ 1,510.00	\$88,415	\$310.00
J	\$87,378.30	\$ 1,510.00	\$88,888	\$310.00
J	\$88,348.50	\$ 1,510.00	\$89,859	\$310.00
J	\$88,954.00	\$ 1,510.00	\$90,464	\$310.00
J	\$89,158.83	\$ 1,510.00	\$90,669	\$310.00
J	\$90,974.00	\$ 1,510.00	\$92,484	\$310.00
J	\$91,575.16	\$ 1,510.00	\$93,085	\$310.00
J	\$92,352.00	\$ 1,510.00	\$93,862	\$310.00
J	\$92,458.19	\$ 1,510.00	\$93,968	\$310.00
J	\$92,764.70	\$ 1,510.00	\$94,275	\$310.00
J	\$94,599.86	\$ 1,510.00	\$96,110	\$310.00
J	\$94,740.81	\$ 1,510.00	\$96,251	\$310.00
J	\$95,124.41	\$ 1,510.00	\$96,634	\$310.00
J	\$96,923.30	\$ 1,510.00	\$98,433	\$310.00

Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
K	\$67,416.65	\$ 1,510.00	\$68,927	\$310.00
K	\$71,899.87	\$ 1,510.00	\$73,410	\$310.00
K	\$73,010.15	\$ 1,510.00	\$74,520	\$310.00
K	\$73,373.07	\$ 1,510.00	\$74,883	\$310.00
K	\$75,887.12	\$ 1,510.00	\$77,397	\$310.00
K	\$75,937.56	\$ 1,510.00	\$77,448	\$310.00
K	\$76,525.13	\$ 1,510.00	\$78,035	\$310.00
K	\$76,675.81	\$ 1,510.00	\$78,186	\$310.00
K	\$76,700.27	\$ 1,510.00	\$78,210	\$310.00
K	\$79,279.62	\$ 1,510.00	\$80,790	\$310.00
K	\$80,013.30	\$ 1,510.00	\$81,523	\$310.00
K	\$85,179.82	\$ 1,510.00	\$86,690	\$310.00
K	\$86,192.71	\$ 1,510.00	\$87,703	\$310.00
K	\$86,812.17	\$ 1,510.00	\$88,322	\$310.00
K	\$90,604.27	\$ 1,510.00	\$92,114	\$310.00
K	\$91,100.95	\$ 1,510.00	\$92,611	\$310.00
K	\$91,186.78	\$ 1,510.00	\$92,697	\$310.00
K	\$94,083.27	\$ 1,510.00	\$95,593	\$310.00
K	\$94,314.02	\$ 1,510.00	\$95,824	\$310.00
K	\$94,636.27	\$ 1,510.00	\$96,146	\$310.00
K	\$97,111.28	\$ 1,510.00	\$98,621	\$310.00
K	\$97,139.99	\$ 1,510.00	\$98,650	\$310.00
K	\$97,409.21	\$ 1,510.00	\$98,919	\$310.00
K	\$97,440.82	\$ 1,510.00	\$98,951	\$310.00
K	\$98,842.90	\$ 1,510.00	\$100,353	\$310.00

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Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
L	\$74,159.54	\$ 1,510.00	\$75,670	\$310.00
L	\$74,642.87	\$ 1,510.00	\$76,153	\$310.00
L	\$74,883.52	\$ 1,510.00	\$76,394	\$310.00
L	\$75,136.18	\$ 1,510.00	\$76,646	\$310.00
L	\$75,217.01	\$ 1,510.00	\$76,727	\$310.00
L	\$75,301.18	\$ 1,510.00	\$76,811	\$310.00
L	\$75,713.21	\$ 1,510.00	\$77,223	\$310.00
L	\$75,995.31	\$ 1,510.00	\$77,505	\$310.00
L	\$76,063.11	\$ 1,510.00	\$77,573	\$310.00
L	\$76,754.78	\$ 1,510.00	\$78,265	\$310.00
L	\$77,162.61	\$ 1,510.00	\$78,673	\$310.00
L	\$77,178.67	\$ 1,510.00	\$78,689	\$310.00
L	\$77,910.11	\$ 1,510.00	\$79,420	\$310.00
L	\$78,182.58	\$ 1,510.00	\$79,693	\$310.00
L	\$78,966.74	\$ 1,510.00	\$80,477	\$310.00
L	\$79,124.68	\$ 1,510.00	\$80,635	\$310.00
L	\$79,295.60	\$ 1,510.00	\$80,806	\$310.00
L	\$79,742.60	\$ 1,510.00	\$81,253	\$310.00
L	\$81,794.87	\$ 1,510.00	\$83,305	\$310.00
L	\$82,097.07	\$ 1,510.00	\$83,607	\$310.00
L	\$84,403.35	\$ 1,510.00	\$85,913	\$310.00
L	\$85,522.68	\$ 1,510.00	\$87,033	\$310.00
L	\$85,992.87	\$ 1,510.00	\$87,503	\$310.00
L	\$86,450.89	\$ 1,510.00	\$87,961	\$310.00
L	\$88,310.17	\$ 1,510.00	\$89,820	\$310.00
L	\$88,509.34	\$ 1,510.00	\$90,019	\$310.00
L	\$89,615.31	\$ 1,510.00	\$91,125	\$310.00
L	\$89,635.96	\$ 1,510.00	\$91,146	\$310.00
L	\$90,848.33	\$ 1,510.00	\$92,358	\$310.00
L	\$94,088.68	\$ 1,510.00	\$95,599	\$310.00
L	\$95,097.56	\$ 1,510.00	\$96,608	\$310.00
L	\$97,300.59	\$ 1,510.00	\$98,811	\$310.00
L	\$99,964.90	\$ 1,510.00	\$101,475	\$310.00
L	\$100,189.20	\$ 1,510.00	\$101,699	\$310.00
L	\$100,373.07	\$ 1,510.00	\$101,883	\$310.00
L	\$100,531.14	\$ 1,510.00	\$102,041	\$310.00
L	\$102,573.94	\$ 1,510.00	\$104,084	\$310.00
Level	2016-17 Current Salary	Flat \$ Increase	2017-18 New Salary	Increase 17-18 After Flex Decrease
M	\$64,319.37	\$ 1,510.00	\$65,829	\$310.00
M	\$65,000.00	\$ 1,510.00	\$66,510	\$310.00
M	\$66,869.00	\$ 1,510.00	\$68,379	\$310.00
M	\$67,876.58	\$ 1,510.00	\$69,387	\$310.00

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M	\$67,876.91	\$	1,510.00	\$69,387	\$310.00
M	\$69,600.00	\$	1,510.00	\$71,110	\$310.00
M	\$69,600.00	\$	1,510.00	\$71,110	\$310.00
M	\$73,182.86	\$	1,510.00	\$74,693	\$310.00
M	\$76,266.64	\$	1,510.00	\$77,777	\$310.00
M	\$76,275.14	\$	1,510.00	\$77,785	\$310.00
M	\$80,070.22	\$	1,510.00	\$81,580	\$310.00
M	\$80,185.50	\$	1,510.00	\$81,696	\$310.00
M	\$81,489.71	\$	1,510.00	\$83,000	\$310.00
M	\$90,817.92	\$	1,510.00	\$92,328	\$310.00
M	\$92,376.38	\$	1,510.00	\$93,886	\$310.00
M	\$95,153.12	\$	1,510.00	\$96,663	\$310.00
M	\$106,394.06	\$	1,510.00	\$107,904	\$310.00
M	\$113,883.00	\$	1,510.00	\$115,393	\$310.00
M	\$121,226.58	\$	1,510.00	\$122,737	\$310.00
M	\$153,204.45	\$	1,510.00	\$154,714	\$310.00