

COLLECTIVE BARGAINING AGREEMENT

Between

Board of Education of Creston
Community Consolidated School District #161

And

Creston Education Association, IEA-NEA

July 01, 2022 – June 30, 2026

TABLE OF CONTENTS

Section 1 - RECOGNITION

1. CEA Recognition page 3

Section 2 – ASSOCIATION RIGHTS

1. Use of Facilities and Equipment page 3
1. Dues Deduction page 3
1. Documentation Availability page 4

Section 3 – BOARD RIGHTS

5. Board Rights page 4

Section 4 – WORKING CONDITIONS

6. Teacher Work Hours page 4
1. Planning Time page 4
1. Dress Code page 4

Section 5 - VACANCIES

- 9.. Vacancy Listing page 5

Section 6 - COMPENSATION

10. Salary page 5
11. Payroll page 5
12. Extra Duty/Extra Curricular Assignments page 6
13. Health Insurance page 6
14. Retirement page 6
15. Reopener Clause page 7

Section 7 - LEAVES

16. Sick Leave page 7
17. Sick Bank page 7
18. Personal days page 7
19. Part-Time Teachers page 8

Section 8 – PROFESSIONAL DEVELOPMENT

20. Continuing Education page 8
21. Curriculum Planning and In-Service Days page 8

Section 9 – TEACHER EVALUATION

22. Evaluations page 8

Section 10 – PROFESSIONAL CONDUCT

23. Teacher Discipline page 9

Section 11 – GRIEVANCE PROCEDURE

24. Grievance Procedure page 9

Section 12 – BREAKING THE CONTRACT

25. Buy Out page 10

Section 13 – SALARY SCHEDULE & STIPENDS

26. Extra-Duty Stipends page 10
27. Salary Schedules page 11

SECTION 1 – RECOGNITIONS

1. CEA RECOGNITION

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

SECTION 2 – ASSOCIATION RIGHTS

2. USE OF FACILITIES AND EQUIPMENT

The Association shall have the right to hold formal membership meetings outside the normal teacher day or after 3:00 p.m. on school property; provided such meetings in no way interfere with any aspect of the total educational/instructional and extra-curricular program of the school district. Notification for such use shall be submitted to the Superintendent at least seventy-two (72) hours in advance of the time of intended use. During bargaining years the Association may hold 2 meetings at 2:30 to discuss what salary and contract changes they are looking to propose for changes.

Association members, with permission of the Superintendent, may use School District equipment such as computers, computer printers, copiers and other duplication or printing equipment for Association business, during non-school hours on school premises provided such equipment is not being used for school purposes at the time. The Association shall pay the cost of all materials and supplies used.

3. DUES DEDUCTION

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

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

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

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

4. DOCUMENT AVAILABILITY

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

SECTION 3 – BOARD RIGHTS

5. BOARD RIGHTS

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

SECTION 4 – WORKING CONDITIONS

6. TEACHER WORK HOURS

- A. All teachers will begin the teaching day by being on duty at least thirty(30) minutes before class begins.
- B. Teachers shall remain on duty a minimum of thirty (30) minutes beyond regular dismissal time. On Fridays, before school holidays, or on days of special functions, teachers need not remain the full thirty (30) minutes.
- C. All teacher are expected to be in attendance for an early dismissal (1:00 PM) on the third Thursday of each month for school improvement, collaborative and curriculum planning or professional development.
- D. During inclement weather, when students are sent home early, teachers may also leave early.

7. PLANNING TIME

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

8. DRESS CODE

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

SECTION 5 - VACANCIES, TRANSFERS, AND ASSIGNMENTS

9. VACANCY LISTING

Whenever a vacancy for a teacher position occurs the Superintendent shall promptly cause such vacancy to be listed with the IASA Job Bank of Education's on-line listing of teacher vacancies. Administration will notify the Union President with an email of the job opening.

SECTION 6 - COMPENSATION

10. SALARY

SEE SALARY SCHEDULE.

A. Teacher Salary Schedule - The Board and Association shall negotiate a compensation agreement including base wages and pay for extra duties. A copy of the current salary schedule is included in Section 13 of the Agreement. A copy of the current Extra Duty Stipends is included in Section 13 of the Agreement.

B. The salary schedule allows for a horizontal movement in blocks of nine (9) credit hours for a Bachelor's Degree and blocks of nine (9) credit hours for a Master's Degree. Having reached the final step in a particular lane, teachers will continue to receive that salary until such time as their position improves through horizontal movement. To receive credit on the salary schedule, the teacher must report via official transcripts hours earned by September 1st each year.

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

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

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

F. Longevity Stipends - The following longevity stipends will be paid annually to certified staff for In-District service (See Section 13) at the following levels: year 6-10 at \$400 each year, years 11-15 at \$800 each year, years 16-20 at \$1200 each year, and years 21-25 at \$1600 each year.

11. PAYROLL

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

12. EXTRA DUTY/EXTRA CURRICULAR ASSIGNMENTS

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

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

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

13. HEALTH REIMBURSEMENT ARRANGEMENT

A. The Creston Qualified Small Employer Health Reimbursement Arrangement (the "Plan") was established to provide eligible employees ("Employees") under the collective bargaining agreement with Creston Educational Association of Creston Community Consolidated School District #161 ("Employer" and "Plan Administrator") with the opportunity to receive reimbursement of individual health insurance policy premiums of an employee up to a maximum amount of \$5000.00 yearly by the employer or as required by law. The Plan is offered as a means for reimbursing employees for their purchase of individual health insurance coverage. A Participant must be enrolled in the Plan as a condition of participation in this Plan.

B. Part-time certified teachers are eligible to receive an insurance reimbursement based on a percentage of the "up to a maximum net amount of \$5,000.00" figure based on their instruction time.

C. All Eligible staff members will need to enroll in the plan, submit an insurance premium and provide evidence of payment in order to receive benefits.

14. RETIREMENT

A teacher with fifteen (15) or more years of full time service to the District who is eligible to receive a Teachers' Retirement System annuity may, during the life of this Agreement, elect to retire at the end of either the 2022-23, 2023-24, 2024-25, 2025-26 or 2026-27 school term and receive from the Board an additional salary increase for his/her last one (1) or two (2) or three (3) school terms of employment. To be eligible for this salary increase, the teacher must submit to the superintendent an irrevocable written letter of retirement by March 1st of the year prior to the final year before retirement for a one (1) year notice, or by March 1st of the year two (2) years prior to the final year before retirement for a two (2) year notice or by March 1st of the year three (3) years prior to the final year before retirement for a three (3) year notice.

The salary increases shall be in an amount such that the teacher's "TRS creditable earnings" are increased by the TRS legal limit, currently six (6) percent over the teacher's prior year's TRS creditable earnings for the actual teaching salary, provided that the increase to the teacher's TRS creditable earnings for each of the teacher's last three (3) school terms of employment does not exceed a six (6) percent increase over the teacher's prior years' TRS

creditable earnings. This limit includes the teacher's regular teaching salary, as well as any compensation for extracurricular or other extra duties.

In the event that a teacher has submitted his/her irrevocable letter of retirement, the teacher may withdraw the request within ninety (90) days or in extenuating circumstances at Board discretion without setting precedent. If the withdrawal is granted by the Board, the teacher will be required to reimburse the District all amounts received under this section in excess of what the teacher would otherwise have received in salary increase(s).

15. REOPENER CLAUSE

The Board and Association agree that should any of the following events occur by June 30, 2022, there is no agreement on salaries for the 2022-2023 school year, and salary shall be renegotiated by the Board and Association:

- A. Pension shift: any legislatively mandated increase in the Board's required employer contributions to TRS or increase in the employee contributions that the Board picks up on behalf of the employee;
- B. Property tax freeze: any freeze or reduction in property tax revenue as a result of newly enacted legislation; or
- C. State aid: any decrease in general state aid of 10% or more than the 2021-2022 allocation.

SECTION 7 - LEAVES

16. SICK LEAVE

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

Sick days may be used for loss of immediate family members, to attend or to make arrangements for appropriate services, arrange for medical or nursing care or for other persons the Superintendent may designate for individual teachers in his sole discretion.

Uncompensated sick days may continue to accumulate thereafter to a maximum of three hundred forty (340) days total.

17. SICK BANK

When a teacher is unable to work due to a personal catastrophic illness or injury and has exhausted all available paid and other leave to which he/she is entitled, teachers may share sick or personal days with other teachers with permission from the sick bank committee (consisting of at least the superintendent and a teacher), but shall not exceed five (5) days received per school year per teacher. A member shall not be eligible to draw from sick or personal leave until the member has depleted all accumulated sick, personal or other leave.

18. PERSONAL DAYS

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

All personal leaves must be requested as soon as possible and no later than at least seventy-two (72) hours before the absence is to begin, except in extreme emergencies. Only one teacher may take personal days on the Friday before or the Monday after a school break period, winter, spring, or summer pending Superintendent approval and ability to obtain of a substitute teacher.

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

19. PART-TIME TEACHERS

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

SECTION 8 – PROFESSIONAL DEVELOPMENT

20. CONTINUING EDUCATION

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

The Master’s Reimbursement Program:

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

21. CURRICULUM PLANNING AND IN-SERVICE DAYS

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

SECTION 9 – TEACHER EVALUATION

22. EVALUATIONS

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

SECTION 10 – PROFESSIONAL CONDUCT

23. TEACHER DISCIPLINE

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

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

SECTION 11 – GRIEVANCE PROCEDURE

24. GRIEVANCE PROCEDURE

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

Step 1

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

Step 2

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

Step 3

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

Step 4

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

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

SECTION 12- BREAKING THE CONTRACT

25. CONTRACT BUYOUT

A teacher resignation must be submitted 7 days prior to the 1st teacher workday. If a teacher breaks the contract to take a position at another school district the teacher will pay a \$1,200 buyout penalty to help offset the cost the district will incur.

SECTION 13 – SALARY SCHEDULE & STIPENDS

26. EXTRA-DUTY STIPEND SCHEDULE

Boys' Basketball Coach	\$1200
Girls' Basketball Coach	\$1200
Volleyball Coach	\$800
Cheerleading Coach	\$1200
Track Coach	\$600
Lead Teacher or Dean of Students	\$800
Athletic Coordinator	\$500
Speech	\$400
Chess	\$400

27. SALARY SCHEDULES ATTACHED.

This Collective Bargaining Agreement shall be effective for the 2022-2023 school year through the 2025-2026 school year. This Agreement shall terminate on June 30, 2026.

This Agreement is adopted the 28th of March, 2022.

IN WITNESS THEREOF:

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

For the Creston Education Association:

President, Board of Education

President, CEA

Secretary, Board of Education

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS + 18	MS +27	MS +36
1	\$36,500	\$37,100	\$37,700	\$38,300	\$38,900	\$41,500	\$42,100	\$42,700	\$43,300	\$43,900
2	\$37,048	\$37,657	\$38,266	\$38,875	\$39,484	\$42,123	\$42,732	\$43,341	\$43,950	\$44,559
3	\$37,603	\$38,221	\$38,839	\$39,458	\$40,076	\$42,754	\$43,372	\$43,991	\$44,609	\$45,227
4	\$38,167	\$38,795	\$39,422	\$40,049	\$40,677	\$43,396	\$44,023	\$44,650	\$45,278	\$45,905
5	\$38,740	\$39,377	\$40,013	\$40,650	\$41,287	\$44,047	\$44,683	\$45,320	\$45,957	\$46,594
6	\$39,321	\$39,967	\$40,614	\$41,260	\$41,906	\$44,707	\$45,354	\$46,000	\$46,646	\$47,293
7	\$39,911	\$40,567	\$41,223	\$41,879	\$42,535	\$45,378	\$46,034	\$46,690	\$47,346	\$48,002
8	\$40,509	\$41,175	\$41,841	\$42,507	\$43,173	\$46,059	\$46,724	\$47,390	\$48,056	\$48,722
9	\$41,117	\$41,793	\$42,469	\$43,145	\$43,821	\$46,749	\$47,425	\$48,101	\$48,777	\$49,453
10	\$41,734	\$42,420	\$43,106	\$43,792	\$44,478	\$47,451	\$48,137	\$48,823	\$49,509	\$50,195
11		\$43,056	\$43,752	\$44,449	\$45,145	\$48,162	\$48,859	\$49,555	\$50,251	\$50,948
12		\$43,702	\$44,409	\$45,115	\$45,822	\$48,885	\$49,592	\$50,298	\$51,005	\$51,712
13			\$45,075	\$45,792	\$46,510	\$49,618	\$50,336	\$51,053	\$51,770	\$52,488
14			\$45,751	\$46,479	\$47,207	\$50,362	\$51,091	\$51,819	\$52,547	\$53,275
15				\$47,176	\$47,915	\$51,118	\$51,857	\$52,596	\$53,335	\$54,074
16				\$47,884	\$48,634	\$51,885	\$52,635	\$53,385	\$54,135	\$54,885
17					\$49,364	\$52,663	\$53,424	\$54,186	\$54,947	\$55,708
18					\$50,104	\$53,453	\$54,226	\$54,998	\$55,771	\$56,544
19					\$50,856	\$54,255	\$55,039	\$55,823	\$56,608	\$57,392
20					\$51,618	\$55,068	\$55,865	\$56,661	\$57,457	\$58,253
21						\$55,894	\$56,703	\$57,511	\$58,319	\$59,127
22						\$56,733	\$57,553	\$58,373	\$59,194	\$60,014
23										
24										
25										

2022-2023 Salary Schedule w/out TRS

In-District Longevity Bonus

6-10 Years = \$2,000 (\$400/year)
 11-15 Years = \$4,000 (\$800/year)
 16-20 Years = \$6,000 (\$1200/year)
 21-25 Years = \$8,000 (\$1600/year)

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS + 18	MS +27	MS +36
1	\$39,785	\$40,439	\$41,093	\$41,747	\$42,401	\$45,235	\$45,889	\$46,543	\$47,197	\$47,851
2	\$40,382	\$41,046	\$41,709	\$42,373	\$43,037	\$45,914	\$46,577	\$47,241	\$47,905	\$48,569
3	\$40,988	\$41,661	\$42,335	\$43,009	\$43,683	\$46,602	\$47,276	\$47,950	\$48,624	\$49,297
4	\$41,602	\$42,286	\$42,970	\$43,654	\$44,338	\$47,301	\$47,985	\$48,669	\$49,353	\$50,037
5	\$42,226	\$42,920	\$43,615	\$44,309	\$45,003	\$48,011	\$48,705	\$49,399	\$50,093	\$50,787
6	\$42,860	\$43,564	\$44,269	\$44,973	\$45,678	\$48,731	\$49,435	\$50,140	\$50,845	\$51,549
7	\$43,503	\$44,218	\$44,933	\$45,648	\$46,363	\$49,462	\$50,177	\$50,892	\$51,607	\$52,322
8	\$44,155	\$44,881	\$45,607	\$46,333	\$47,059	\$50,204	\$50,930	\$51,656	\$52,381	\$53,107
9	\$44,818	\$45,554	\$46,291	\$47,028	\$47,764	\$50,957	\$51,694	\$52,430	\$53,167	\$53,904
10	\$45,490	\$46,238	\$46,985	\$47,733	\$48,481	\$51,721	\$52,469	\$53,217	\$53,965	\$54,712
11		\$46,931	\$47,690	\$48,449	\$49,208	\$52,497	\$53,256	\$54,015	\$54,774	\$55,533
12			\$48,405	\$49,176	\$49,946	\$53,285	\$54,055	\$54,825	\$55,596	\$56,366
13			\$49,132	\$49,913	\$50,695	\$54,084	\$54,866	\$55,648	\$56,430	\$57,212
14			\$49,869	\$50,662	\$51,456	\$54,895	\$55,689	\$56,482	\$57,276	\$58,070
15				\$51,422	\$52,228	\$55,718	\$56,524	\$57,330	\$58,135	\$58,941
16				\$52,193	\$53,011	\$56,554	\$57,372	\$58,190	\$59,007	\$59,825
17					\$53,806	\$57,403	\$58,232	\$59,062	\$59,892	\$60,722
18					\$54,613	\$58,264	\$59,106	\$59,948	\$60,791	\$61,633
19					\$55,433	\$59,138	\$59,993	\$60,848	\$61,703	\$62,558
20					\$56,264	\$60,025	\$60,892	\$61,760	\$62,628	\$63,496
21						\$60,925	\$61,806	\$62,687	\$63,568	\$64,448
22						\$61,839	\$62,733	\$63,627	\$64,521	\$65,415
23										
24										
25										

2022-2023 Salary Schedule w/ TRS

In-District Longevity Bonus
6-10 Years = (\$436/year)
11-15 Years = (\$872/year)
16-20 Years = (\$1308/year)
21-25 Years = (\$1744/year)

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS +18	MS +27	MS +36
1	\$37,200	\$37,800	\$38,400	\$39,000	\$39,600	\$42,200	\$42,800	\$43,400	\$44,000	\$44,600
2	\$37,758	\$38,367	\$38,976	\$39,585	\$40,194	\$42,833	\$43,442	\$44,051	\$44,660	\$45,269
3	\$38,324	\$38,943	\$39,561	\$40,179	\$40,797	\$43,475	\$44,094	\$44,712	\$45,330	\$45,948
4	\$38,899	\$39,527	\$40,154	\$40,781	\$41,409	\$44,128	\$44,755	\$45,382	\$46,010	\$46,637
5	\$39,483	\$40,120	\$40,756	\$41,393	\$42,030	\$44,790	\$45,426	\$46,063	\$46,700	\$47,337
6	\$40,075	\$40,721	\$41,368	\$42,014	\$42,660	\$45,461	\$46,108	\$46,754	\$47,400	\$48,047
7	\$40,676	\$41,332	\$41,988	\$42,644	\$43,300	\$46,143	\$46,799	\$47,455	\$48,112	\$48,768
8	\$41,286	\$41,952	\$42,618	\$43,284	\$43,950	\$46,835	\$47,501	\$48,167	\$48,833	\$49,499
9	\$41,906	\$42,581	\$43,257	\$43,933	\$44,609	\$47,538	\$48,214	\$48,890	\$49,566	\$50,242
10	\$42,534	\$43,220	\$43,906	\$44,592	\$45,278	\$48,251	\$48,937	\$49,623	\$50,309	\$50,995
11		\$43,868	\$44,565	\$45,261	\$45,957	\$48,975	\$49,671	\$50,367	\$51,064	\$51,760
12			\$45,233	\$45,940	\$46,647	\$49,709	\$50,416	\$51,123	\$51,830	\$52,537
13				\$45,912	\$46,629	\$47,346	\$50,455	\$51,172	\$51,890	\$52,607
14			\$46,600	\$47,329	\$48,057	\$51,212	\$51,940	\$52,668	\$53,396	\$54,124
15				\$48,038	\$48,778	\$51,980	\$52,719	\$53,458	\$54,197	\$54,936
16				\$48,759	\$49,509	\$52,760	\$53,510	\$54,260	\$55,010	\$55,760
17					\$50,252	\$53,551	\$54,313	\$55,074	\$55,835	\$56,597
18					\$51,006	\$54,354	\$55,127	\$55,900	\$56,673	\$57,446
19					\$51,771	\$55,170	\$55,954	\$56,739	\$57,523	\$58,307
20					\$52,547	\$55,997	\$56,793	\$57,590	\$58,386	\$59,182
21						\$56,837	\$57,645	\$58,454	\$59,262	\$60,070
22						\$57,690	\$58,510	\$59,330	\$60,151	\$60,971
23										
24										
25										

In-District Longevity Bonus

6-10 Years = \$2,000 (\$400/year)

11-15 Years = \$4,000 (\$800/year)

16-20 Years = \$6,000 (\$1200/year)

21-25 Years = \$8,000 (\$1600/year)

2023-2024 Salary Schedule w/out TRS

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS +18	MS +27	MS +36
1	\$40,548	\$41,202	\$41,856	\$42,510	\$43,164	\$45,998	\$46,652	\$47,306	\$47,960	\$48,614
2	\$41,156	\$41,820	\$42,484	\$43,148	\$43,811	\$46,688	\$47,352	\$48,016	\$48,679	\$49,343
3	\$41,774	\$42,447	\$43,121	\$43,795	\$44,469	\$47,388	\$48,062	\$48,736	\$49,410	\$50,083
4	\$42,400	\$43,084	\$43,768	\$44,452	\$45,136	\$48,099	\$48,783	\$49,467	\$50,151	\$50,835
5	\$43,036	\$43,730	\$44,424	\$45,119	\$45,813	\$48,821	\$49,515	\$50,209	\$50,903	\$51,597
6	\$43,682	\$44,386	\$45,091	\$45,795	\$46,500	\$49,553	\$50,257	\$50,962	\$51,667	\$52,371
7	\$44,337	\$45,052	\$45,767	\$46,482	\$47,197	\$50,296	\$51,011	\$51,726	\$52,442	\$53,157
8	\$45,002	\$45,728	\$46,454	\$47,180	\$47,905	\$51,051	\$51,776	\$52,502	\$53,228	\$53,954
9	\$45,677	\$46,414	\$47,150	\$47,887	\$48,624	\$51,816	\$52,553	\$53,290	\$54,027	\$54,763
10	\$46,362	\$47,110	\$47,858	\$48,606	\$49,353	\$52,594	\$53,341	\$54,089	\$54,837	\$55,585
11		\$47,817	\$48,576	\$49,335	\$50,094	\$53,383	\$54,142	\$54,901	\$55,660	\$56,419
12		\$48,534	\$49,304	\$50,075	\$50,845	\$54,183	\$54,954	\$55,724	\$56,494	\$57,265
13			\$50,044	\$50,826	\$51,608	\$54,996	\$55,778	\$56,560	\$57,342	\$58,124
14			\$50,794	\$51,588	\$52,382	\$55,821	\$56,615	\$57,408	\$58,202	\$58,996
15				\$52,362	\$53,168	\$56,658	\$57,464	\$58,269	\$59,075	\$59,881
16				\$53,147	\$53,965	\$57,508	\$58,326	\$59,143	\$59,961	\$60,779
17					\$54,774	\$58,371	\$59,201	\$60,031	\$60,861	\$61,690
18					\$55,596	\$59,246	\$60,089	\$60,931	\$61,773	\$62,616
19					\$56,430	\$60,135	\$60,990	\$61,845	\$62,700	\$63,555
20					\$57,277	\$61,037	\$61,905	\$62,773	\$63,641	\$64,508
21						\$61,953	\$62,833	\$63,714	\$64,595	\$65,476
22						\$62,882	\$63,776	\$64,670	\$65,564	\$66,458
23										
24										
25										

2023-2024 Salary Schedule w/TRS

In-District Longevity Bonus

6-10 Years = (\$436/year)
11-15 Years = (\$872/year)
16-20 Years = (\$1308/year)
21-25 Years = (\$1744/year)

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS + 18	MS +27	MS +36
1	\$37,900	\$38,500	\$39,100	\$39,700	\$40,300	\$42,900	\$43,500	\$44,100	\$44,700	\$45,300
2	\$38,469	\$39,078	\$39,687	\$40,296	\$40,905	\$43,544	\$44,153	\$44,762	\$45,371	\$45,980
3	\$39,046	\$39,664	\$40,282	\$40,900	\$41,518	\$44,197	\$44,815	\$45,433	\$46,051	\$46,669
4	\$39,631	\$40,259	\$40,886	\$41,513	\$42,141	\$44,860	\$45,487	\$46,114	\$46,742	\$47,369
5	\$40,226	\$40,862	\$41,499	\$42,136	\$42,773	\$45,532	\$46,169	\$46,806	\$47,443	\$48,080
6	\$40,829	\$41,475	\$42,122	\$42,768	\$43,415	\$46,215	\$46,862	\$47,508	\$48,155	\$48,801
7	\$41,441	\$42,098	\$42,754	\$43,410	\$44,066	\$46,909	\$47,565	\$48,221	\$48,877	\$49,533
8	\$42,063	\$42,729	\$43,395	\$44,061	\$44,727	\$47,612	\$48,278	\$48,944	\$49,610	\$50,276
9	\$42,694	\$43,370	\$44,046	\$44,722	\$45,398	\$48,327	\$49,002	\$49,678	\$50,354	\$51,030
10	\$43,334	\$44,021	\$44,707	\$45,393	\$46,079	\$49,051	\$49,737	\$50,423	\$51,110	\$51,796
11		\$44,681	\$45,377	\$46,073	\$46,770	\$49,787	\$50,484	\$51,180	\$51,876	\$52,572
12		\$45,351	\$46,058	\$46,765	\$47,471	\$50,534	\$51,241	\$51,948	\$52,654	\$53,361
13			\$46,749	\$47,466	\$48,183	\$51,292	\$52,009	\$52,727	\$53,444	\$54,162
14			\$47,450	\$48,178	\$48,906	\$52,061	\$52,790	\$53,518	\$54,246	\$54,974
15				\$48,901	\$49,640	\$52,842	\$53,581	\$54,320	\$55,059	\$55,799
16				\$49,634	\$50,384	\$53,635	\$54,385	\$55,135	\$55,885	\$56,636
17					\$51,140	\$54,439	\$55,201	\$55,962	\$56,724	\$57,485
18					\$51,907	\$55,256	\$56,029	\$56,802	\$57,575	\$58,347
19					\$52,686	\$56,085	\$56,869	\$57,654	\$58,438	\$59,223
20					\$53,476	\$56,926	\$57,722	\$58,519	\$59,315	\$60,111
21						\$57,780	\$58,588	\$59,396	\$60,204	\$61,013
22						\$58,647	\$59,467	\$60,287	\$61,107	\$61,928
23										
24										
25										

2024-2025 Salary Schedule w/out TRS

In-District Longevity Bonus
 6-10 Years = \$2,000 (\$400/year)
 11-15 Years = \$4,000 (\$800/year)
 16-20 Years = \$6,000 (\$1200/year)
 21-25 Years = \$8,000 (\$1600/year)

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS + 18	MS +27	MS +36
1	\$41,311	\$41,965	\$42,619	\$43,273	\$43,927	\$46,761	\$47,415	\$48,069	\$48,723	\$49,377
2	\$41,931	\$42,594	\$43,258	\$43,922	\$44,586	\$47,462	\$48,126	\$48,790	\$49,454	\$50,118
3	\$42,560	\$43,233	\$43,907	\$44,581	\$45,255	\$48,174	\$48,848	\$49,522	\$50,196	\$50,869
4	\$43,198	\$43,882	\$44,566	\$45,250	\$45,934	\$48,897	\$49,581	\$50,265	\$50,949	\$51,632
5	\$43,846	\$44,540	\$45,234	\$45,928	\$46,623	\$49,630	\$50,325	\$51,019	\$51,713	\$52,407
6	\$44,504	\$45,208	\$45,913	\$46,617	\$47,322	\$50,375	\$51,079	\$51,784	\$52,489	\$53,193
7	\$45,171	\$45,886	\$46,601	\$47,317	\$48,032	\$51,131	\$51,846	\$52,561	\$53,276	\$53,991
8	\$45,849	\$46,575	\$47,300	\$48,026	\$48,752	\$51,897	\$52,623	\$53,349	\$54,075	\$54,801
9	\$46,537	\$47,273	\$48,010	\$48,747	\$49,483	\$52,676	\$53,413	\$54,149	\$54,886	\$55,623
10	\$47,235	\$47,982	\$48,730	\$49,478	\$50,226	\$53,466	\$54,214	\$54,962	\$55,709	\$56,457
11		\$48,702	\$49,461	\$50,220	\$50,979	\$54,268	\$55,027	\$55,786	\$56,545	\$57,304
12		\$49,433	\$50,203	\$50,973	\$51,744	\$55,082	\$55,852	\$56,623	\$57,393	\$58,164
13			\$50,956	\$51,738	\$52,520	\$55,908	\$56,690	\$57,472	\$58,254	\$59,036
14			\$51,720	\$52,514	\$53,308	\$56,747	\$57,541	\$58,334	\$59,128	\$59,922
15				\$53,302	\$54,107	\$57,598	\$58,404	\$59,209	\$60,015	\$60,820
16				\$54,101	\$54,919	\$58,462	\$59,280	\$60,097	\$60,915	\$61,733
17					\$55,743	\$59,339	\$60,169	\$60,999	\$61,829	\$62,659
18					\$56,579	\$60,229	\$61,071	\$61,914	\$62,756	\$63,599
19					\$57,428	\$61,133	\$61,988	\$62,843	\$63,698	\$64,553
20					\$58,289	\$62,050	\$62,917	\$63,785	\$64,653	\$65,521
21						\$62,980	\$63,861	\$64,742	\$65,623	\$66,504
22						\$63,925	\$64,819	\$65,713	\$66,607	\$67,501
23										
24										
25										

2024-2025 Salary Schedule w/TRS

In-District Longevity Bonus
 6-10 Years = (\$436/year)
 11-15 Years = (\$872/year)
 16-20 Years = (\$1308/year)
 21-25 Years = (\$1744/year)

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS + 18	MS +27	MS +36
1	\$38,600	\$39,200	\$39,800	\$40,400	\$41,000	\$43,600	\$44,200	\$44,800	\$45,400	\$46,000
2	\$39,179	\$39,788	\$40,397	\$41,006	\$41,615	\$44,254	\$44,863	\$45,472	\$46,081	\$46,690
3	\$39,767	\$40,385	\$41,003	\$41,621	\$42,239	\$44,918	\$45,536	\$46,154	\$46,772	\$47,390
4	\$40,363	\$40,991	\$41,618	\$42,245	\$42,873	\$45,592	\$46,219	\$46,846	\$47,474	\$48,101
5	\$40,969	\$41,605	\$42,242	\$42,879	\$43,516	\$46,275	\$46,912	\$47,549	\$48,186	\$48,823
6	\$41,583	\$42,230	\$42,876	\$43,522	\$44,169	\$46,970	\$47,616	\$48,262	\$48,909	\$49,555
7	\$42,207	\$42,863	\$43,519	\$44,175	\$44,831	\$47,674	\$48,330	\$48,986	\$49,642	\$50,298
8	\$42,840	\$43,506	\$44,172	\$44,838	\$45,504	\$48,389	\$49,055	\$49,721	\$50,387	\$51,053
9	\$43,483	\$44,159	\$44,834	\$45,510	\$46,186	\$49,115	\$49,791	\$50,467	\$51,143	\$51,819
10	\$44,135	\$44,821	\$45,507	\$46,193	\$46,879	\$49,852	\$50,538	\$51,224	\$51,910	\$52,596
11		\$45,493	\$46,190	\$46,886	\$47,582	\$50,600	\$51,296	\$51,992	\$52,689	\$53,385
12		\$46,176	\$46,882	\$47,589	\$48,296	\$51,359	\$52,065	\$52,772	\$53,479	\$54,186
13			\$47,586	\$48,303	\$49,020	\$52,129	\$52,846	\$53,564	\$54,281	\$54,998
14			\$48,299	\$49,028	\$49,756	\$52,911	\$53,639	\$54,367	\$55,095	\$55,823
15				\$49,763	\$50,502	\$53,705	\$54,444	\$55,183	\$55,922	\$56,661
16				\$50,509	\$51,260	\$54,510	\$55,260	\$56,010	\$56,761	\$57,511
17					\$52,028	\$55,328	\$56,089	\$56,851	\$57,612	\$58,373
18					\$52,809	\$56,158	\$56,930	\$57,703	\$58,476	\$59,249
19					\$53,601	\$57,000	\$57,784	\$58,569	\$59,353	\$60,138
20					\$54,405	\$57,855	\$58,651	\$59,447	\$60,244	\$61,040
21						\$58,723	\$59,531	\$60,339	\$61,147	\$61,955
22						\$59,604	\$60,424	\$61,244	\$62,064	\$62,885
23										
24										
25										

2025-2026 Salary Schedule w/out TRS

6-10 Years = \$2,000 (\$400/year)
 11-15 Years = \$4,000 (\$800/year)
 16-20 Years = \$6,000 (\$1200/year)
 21-25 Years = \$8,000 (\$1600/year)

In-District Longevity Bonus

Years	BS	BS +9	BS +18	BS +27	BS +36	MS	MS +9	MS + 18	MS +27	MS +36
1	\$42,074	\$42,728	\$43,382	\$44,036	\$44,690	\$47,524	\$48,178	\$48,832	\$49,486	\$50,140
2	\$42,705	\$43,369	\$44,033	\$44,697	\$45,360	\$48,237	\$48,901	\$49,564	\$50,228	\$50,892
3	\$43,346	\$44,019	\$44,693	\$45,367	\$46,041	\$48,960	\$49,634	\$50,308	\$50,982	\$51,655
4	\$43,996	\$44,680	\$45,364	\$46,047	\$46,731	\$49,695	\$50,379	\$51,063	\$51,746	\$52,430
5	\$44,656	\$45,350	\$46,044	\$46,738	\$47,432	\$50,440	\$51,134	\$51,829	\$52,523	\$53,217
6	\$45,326	\$46,030	\$46,735	\$47,439	\$48,144	\$51,197	\$51,901	\$52,606	\$53,310	\$54,015
7	\$46,006	\$46,721	\$47,436	\$48,151	\$48,866	\$51,965	\$52,680	\$53,395	\$54,110	\$54,825
8	\$46,696	\$47,421	\$48,147	\$48,873	\$49,599	\$52,744	\$53,470	\$54,196	\$54,922	\$55,648
9	\$47,396	\$48,133	\$48,870	\$49,606	\$50,343	\$53,535	\$54,272	\$55,009	\$55,746	\$56,482
10	\$48,107	\$48,855	\$49,603	\$50,350	\$51,098	\$54,338	\$55,086	\$55,834	\$56,582	\$57,330
11		\$49,588	\$50,347	\$51,106	\$51,865	\$55,154	\$55,913	\$56,672	\$57,431	\$58,190
12			\$51,102	\$51,872	\$52,643	\$55,981	\$56,751	\$57,522	\$58,292	\$59,062
13			\$51,868	\$52,650	\$53,432	\$56,821	\$57,602	\$58,384	\$59,166	\$59,948
14			\$52,646	\$53,440	\$54,242	\$57,673	\$58,467	\$59,260	\$60,054	\$60,848
15				\$54,242	\$55,047	\$58,538	\$59,344	\$60,149	\$60,955	\$61,760
16				\$55,055	\$55,873	\$59,416	\$60,234	\$61,051	\$61,869	\$62,687
17					\$56,711	\$60,307	\$61,137	\$61,967	\$62,797	\$63,627
18					\$57,562	\$61,212	\$62,054	\$62,897	\$63,739	\$64,581
19					\$58,425	\$62,130	\$62,985	\$63,840	\$64,695	\$65,550
20					\$59,301	\$63,062	\$63,930	\$64,798	\$65,665	\$66,533
21						\$64,008	\$64,889	\$65,770	\$66,650	\$67,531
22						\$64,968	\$65,862	\$66,756	\$67,650	\$68,544
23										
24										
25										

2025-2026 Salary Schedule w/TRS

21-25 Years = (\$1744/year)

16-20 Years = (\$1308/year)

11-15 Years = (\$872/year)

6-10 Years = (\$436/year)


In-District Longevity Bonus

This Collective Bargaining Agreement shall be effective for the 2022-2023 school year through the 2025-2026 school year. This Agreement shall terminate on June 30, 2026.

This Agreement is adopted the 28th of March, 2022.


IN WITNESS THEREOF:

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



President, Board of Education

For the Creston Education Association:



President, CEA



Secretary, Board of Education