

**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN**  
**THE CREIGHTON EDUCATION ASSOCIATION**  
**AND**  
**THE CREIGHTON ELEMENTARY SCHOOL DISTRICT**  
**2025 - 2026**



**CREIGHTON**  
**EDUCATION**  
**ASSOCIATION**



**CREIGHTON**  
**SCHOOL DISTRICT**

## **TABLE OF CONTENTS**

---

### **ARTICLE I – RECOGNITION**

- A. AGREEMENT
- B. REPRESENTATION

### **ARTICLE II – NON-DISCRIMINATION.**

- A. NON-DISCRIMINATION
- B. ADA COMPLIANCE

### **ARTICLE III – BARGAINING RULES.**

- A. MEET AND CONFER

### **ARTICLE IV – GRIEVANCE PROCEDURE**

- A. DEFINITION
- B. GRIEVING PARTY
- C. TIME LIMITS AND PROCESS
- D. ARBITRATION OR MEDIATION

### **ARTICLE V – WORKING CONDITIONS AND HOURS**

- A. WORK TIME
- B. PREPARATION TIME
- C. CALENDAR
- D. COMMITTEE HOURS

### **ARTICLE VI – EMPLOYEE TRAINING.**

- A. HIGHLY QUALIFIED
- B. HARD TO FILL

### **ARTICLE VII – SALARIES AND COMPENSATION.**

- A. LONGEVITY
- B. PAY INCREASES AND BONUSES
- C. SPLIT CLASSES
- D. SPED EXTRA DUTY PAY
- E. COMPRESSION
- F. SALARY SCHEDULES
- G. RECRUITMENT AND RETENTION

**ARTICLE VIII – HEALTH BENEFITS**

- A. HEALTH BENEFITS

**ARTICLE IX – LEAVE TIME**

- A. LEAVE BANK

**ARTICLE X - STUDENT DISCIPLINE AND BEHAVIOR SUPPORT**

- A. TRAINING
- B. BEHAVIOR SUPPORT

**ARTICLE XI – SAFETY, FACILITIES, AND EQUIPMENT**

- A. SAFETY
- B. FACILITIES
- C. EQUIPMENT

**ARTICLE XII – REDUCTION-IN-FORCE AND RECALL PROCEDURES**

- A. REDUCTION-IN-FORCE
- B. REDUCTION-IN-FORCE PROCEDURES
- C. CERTIFIED STAFF REDUCTION-IN-FORCE GUIDELINES
- D. CLASSIFIED STAFF REDUCTION-IN-FORCE GUIDELINES
- E. APPLICATION FOR POSITION(S)
- F. RECALL RIGHTS FOR REDUCTION-IN-FORCE EMPLOYEES
- G. EMPLOYEES IN SPLIT ASSIGNMENT
- H. NON-DISCRIMINATION PROTECTIONS

**ARTICLE XIII – ENTIRETY CLAUSE**

**ARTICLE XIV – EVERGREEN CLAUSE**

- A. LENGTH OF TIME

**ARTICLE XV – TERMS OF AGREEMENT**

**APPENDIX A – MEET AND CONFER POLICY**

**APPENDIX B – SALARY SCHEDULES**

**APPENDIX C – UNUSED LEAVE**

**APPENDIX D - GRIEVANCE FORMS**

## **ARTICLE I – RECOGNITION**

### **A. AGREEMENT**

This Agreement is entered into effect on May 20th, 2025 by and between the Creighton Elementary School District Governing Board, hereinafter called the “Employer” or the “District” and the Creighton Education Association, hereinafter called the “Association.” This collective bargaining agreement shall be protected by the school board policy and may only be amended through the meet and confer process. If conflict exists between this Agreement and Board policy, Board policy shall govern. Unless expressly stated elsewhere in this Agreement, the following Articles shall be implemented in the 2025–2026 school year.

### **B. REPRESENTATION**

The Employer recognizes the Association as the exclusive representative for its members in all personnel matters.

## **ARTICLE II – NON-DISCRIMINATION**

### **A. NON-DISCRIMINATION**

The Employer agrees not to interfere, coerce, or restrain an employee’s right to join their union or participate in concerted union activities. The Association agrees to continue to admit persons to membership without regard to race, gender, sexual orientation, or any other protected class.

### **B. ADA COMPLIANCE**

The Employer and the Association recognize that employees with disabilities may require reasonable accommodations in accordance with the Americans with Disabilities Act (ADA).

## **ARTICLE III – BARGAINING RULES**

### **A. MEET AND CONFER**

- a. Annually, the Meet and Confer team will maintain a professional agreement as the format for the written, negotiated agreement that was bargained and will be voted on by the board.

i. District will ensure a printed copy of the document is posted at every site for communication purposes.

b. Recommendations will include items negotiated starting with the 2021-2022 school year when the current Meet and Confer policy was adopted.

c. Once a tentative agreement is reached, the Association shall take the agreement to its membership for a vote. Non-members will not be permitted to participate in this process. If the tentative agreement reaches a simple majority, then the Employer shall take the agreement to the governing board for ratification. Similarly, the Employer will be given the opportunity to review the agreement and seek legal counsel, if needed, before it is taken to the board for ratification.

## **ARTICLE IV – GRIEVANCE PROCEDURE**

### **A. DEFINITION**

A grievance is a complaint by a District employee alleging a violation or misinterpretation, as to the employee, of any District policy or regulation that directly and specifically governs the employee's terms and conditions of employment. The term grievance shall not apply to any matter for which the method of review is prescribed by law, or the Governing Board is without authority to act. Suspension or dismissal of employees is covered by statute and, therefore, is not a grievable matter. Assignment, reassignment, or transfer of an employee to another position or duties is not grievable beyond the Superintendent unless there is a reduction in compensation or the Superintendent requests that it go to the Board. A grievance may include a complaint about the violation of this agreement, unless exempted by Board Policy.

### **B. GRIEVING PARTY**

An employee shall have the right to file a grievance under this article. An association representative may also file a grievance on behalf of an employee.

### **C. TIME LIMITS AND PROCESS**

The grievance timeline and process shall be as provided in Governing Board Policy GBK, Staff Grievances, which may be amended by the Board at their discretion.

### **D. ARBITRATION OR MEDIATION**

At any time, the Employer and Association may mutually agree to resolve a conflict through mediation. At any time, the Employer and Association may also agree to arbitration or a hearing with an independent hearing officer. If a grievance goes to arbitration or a hearing officer, the Employer and Association shall have the right to

submit three arbitrator or hearing officer names to a list. The Employer and Association shall alternate in striking a name from the list until one remains. The arbitrator or hearing officer shall make a recommendation to the Governing Board as to the appropriate resolution. The Governing Board's decision is final. All costs for arbitration or hearing officer services shall be split evenly between the Employer and Association.

## **ARTICLE V – WORKING CONDITIONS AND HOURS**

Employees understand that emergencies or other extenuating circumstances may require the Employer to deviate from the items listed in A through E below. A committee will be formed to determine a uniform of method of compensation or remedies for deviations from items A through E below. For example, a teacher had to use their prep hour to cover a class, or if a teacher had to have more than the established student to teacher ratio.

### **A. WORK TIME**

Certified staff will be required to work up to 6 late nights a year as determined by the site supervisor.

### **B. PREPARATION TIME**

Certified staff will be given a minimum of 3, 30-minute preparation periods per instructional week that cannot be interrupted by any professional obligation.

### **C. CALENDAR**

- a. Full day Wednesdays, early release Fridays before break.
- b. Shift Parent/Teacher Conferences 2nd week of 2nd Quarter and 2nd week of 3rd Quarter.

### **D. COMMITTEE HOURS**

1st and 2nd year teachers are exempt from the required 15 hours for committees.

## **ARTICLE VI - EMPLOYEE TRAINING**

### **A. HIGHLY QUALIFIED**

The district will provide a free training to current employees to assist in filling highly qualified para-positions and those who complete the training will have their first test paid in full.

**B. HARD TO FILL**

The district will offer training to employees moving to hard to fill positions, offering additional compensation for additional responsibilities.

**C. PROFESSIONAL DEVELOPMENT**

The District will allow effective/highly effective teachers to pursue and fund their own professional development in lieu of district professional development as approved by their supervisor.

**ARTICLE VII —SALARIES AND COMPENSATION**

Employees understand that emergencies or other extenuating circumstances may require the Employer to deviate from the items listed in A through E below. A committee will be formed to determine a uniform of method of compensation or remedies for deviations from items A through E below. For example, a teacher had to use their prep hour to cover a class, or if a teacher had to have more than the established student to teacher ratio.

**A. LONGEVITY**

Longevity increments for classified and certified employees will align with administrator longevity (Revisit as necessary, while keeping all employee groups on the same scale).

**B. PAY INCREASES AND BONUSES**

- a. It is recommended the District will approve a 2% pay increase for all district employees.
- b. Psychologists will receive a base salary increase of \$15,000 in lieu of a \$15,000 market demand stipend, and psychologists will not be grouped with other certified staff for the purpose of negotiated raises.
- c. The District will implement the compensation and compression committee’s recommendation to apply a \$1/hour pay increase for Bus Drivers (including Transportation staff who also drive).
- d. To ensure parity with classified employee raises given for the 2024-2025 school year, contract substitutes will receive a 5% pay increase as well as a stipend of \$1,735.12 paid at the end of the 24-25 school year to people employed as contract substitutes for the entirety of the 2024-2025’ school year.

- i. For the purpose of future pay increases, contract substitutes will be considered classified staff unless expressly stated otherwise elsewhere in this agreement.
- e. Any pay increases are subject to the approval and discretion of the Governing Board. Failure of the Board to approve a salary increase shall not be a grievable matter.

**C. SPLIT CLASSES**

- a. District will compensate teachers for receiving extra students from split classes.
  - i. A committee will be formed to determine the process.

**D. SPECIAL EDUCATION CASE MANAGER EXTRA DUTY PAY**

- a. **Special Education** case managers will be compensated at the extra duty rate at up to 3 hours per IEP for taking on additional duties for vacancies or non-SPED certified teachers.

**E. COMPRESSION**

- a. District will research and allocate a certain amount of money to address compression based on years of service and job titles. Results to be presented to Meet and Confer annually.
- b. The District will investigate possible external consultants to identify breadth and depth of the compression issue.
- c. The District will implement the compensation and compression committee's recommendation to allocate \$20,000 to apply to compression as work is completed on facilities salary schedules during the FY 2025-26 school year.
- d. The District will implement the compensation and compression committee's recommendation to utilize \$171,000 to address teacher compression. The compensation and compression committee will determine the allotment of funds.

**F. SALARY SCHEDULES AND ADDENDUMS**

- a. The District will combine all salary schedules into one document, available on the District website.
- b. The District will add a statement to the salary schedule about how to read the salary schedule as a placement schedule and not a step schedule.

- c. The District will publish a list of available addendums and extra curricular stipends, including title, responsibilities, and levels before the start of each school year.
- d. The District will create and implement a district-wide system for applying for and assigning site level addendums and extra curricular stipends.
- e. The District will direct TRIAD to review addendum procedures with the intention of maintaining flexibility for staff regarding dates for extra days worked on Level IV and Level V addenda.

#### **G. RECRUITMENT AND RETENTION**

- a. The District will increase visibility/advertising of open positions including posting publicly at school campuses.
- b. The District will conduct stay interviews annually. Data will be collected, aggregated, and shared out with Meet and Confer and other stakeholders.
- c. The District will direct the communications department to publish staff attendance data each month and provide an incentive to the school with the best staff attendance at the end of each year.

### **ARTICLE VIII —HEALTH BENEFITS**

#### **A. HEALTH BENEFITS**

- a. The District will maintain current cost coverage for healthcare benefits for the 2025-2026 school year.
- b. The District will approve the healthcare plan as presented to meet and confer 24'-25,' including changing Dental to Cigna, remaining with UHC Vision, offering a second Tier of Delta Dental, and including optional products (Identity Protection, Colonial Life Group- Accident, Medical Bridge, Critical Illness/Cancer, and Pet Insurance).
- c. The district will communicate health care benefit information to all staff members during the month of April via all staff meeting.

## **ARTICLE IX — LEAVE TIME**

### **A. LEAVE BANK**

The district will form a committee to communicate and implement district governing board policy GCCG.

## **ARTICLE X - STUDENT DISCIPLINE AND BEHAVIOR SUPPORT**

### **A. TRAINING**

- a. The District will require sites to integrate between one to four hours, prior to the start of school during preservice, to develop common procedures including classroom management with grade level teams.
- b. The District will require sites to integrate time prior to the start of the school year and/or within the first two weeks of school, for SPED teachers and Gen Ed teachers to collaborate regarding shared students.
- c. The District will create/adopt a scope and sequence for yearly professional development centered around positive relationship building and classroom management techniques for year one and year two teachers as well as teachers requiring additional support.
- d. The District will provide an annual presentation explaining MTSS process and procedures.
- e. The District will provide an annual overview of crisis intervention and threat assessment procedures for all employees.
- f. The District will direct the Exceptional Student Services department to provide annual training for administrators and psychologists on threat assessment procedures.
- g. The district will require each site to develop, implement, and utilize a crisis team and communicate crisis expectations to all staff.
  - i. The crisis response team will include a full-time, highly qualified ESP.

### **B. BEHAVIOR SUPPORT**

- a. The District will update the Student Conduct and Discipline sections of the Parent-Student Handbook annually.

## **ARTICLE XI — SAFETY, FACILITIES, AND EQUIPMENT**

### **A. SAFETY**

- a. When an employee believes an unsafe condition exists, they will notify their direct supervisor who will address the safety concern within a reasonable length of time.

- b. The district will create parent/guardian conduct letters for families to sign/acknowledge. This standard letter from the district will be sent annually. The contents of this letter will include
  - i. Fair play expectations for students and adults
  - ii. Requirement for visitor ID with rationale

**B. FACILITIES**

- a. District employees will be made aware of and trained, via the annual staff acknowledgement form, on the facility repair request system and be directed to use it for the timely reporting of repairs.
- b. The district will conduct an annual review of locks on each site/campus to ensure proper operation and maintenance.

**C. EQUIPMENT**

- a. The district will explore the cost involved in providing equitable quality in sporting equipment and uniforms throughout the district for all schools.

**ARTICLE XII — REDUCTION IN FORCE AND RECALL PROCEDURES**

**A. REDUCTION-IN-FORCE**

- a. Reduction-in-Force” is defined as that situation in which, after all possible transfers have been affected, it is still necessary for the District to reduce the number of personnel.
- b. Valid circumstances for Reduction-in-Force:
  - i. Decrease in student enrollment.
  - ii. Decrease in local and/or non-local revenues over which the District has no control.
  - iii. Curriculum revision resulting in reduction of educational programs.
  - iv. Consolidation of the school district.

**B. REDUCTION-IN-FORCE PROCEDURES**

- a. The Districts shall identify, insofar as possible, the number of personnel who are planning to retire, resign prior to the following year, and campus, subject, and/or programs so affected.
- b. The District shall determine the campus(es), subject(s), and/or program(s) that will lose staff positions for the ensuing year. Any proposed reduction must be based upon a District-wide standardized registration procedure and historical enrollment projections.

- c. If such reduction is to exceed 1% of either certificated or classified personnel of the District, the CEA will be notified in writing.
- d. CEA and the District will staff a joint labor-management committee that will collaboratively review the reduction-in-force process and ensure fidelity. District administration will have the ultimate discretion for implementing a RIF process

### **C. CERTIFIED STAFF REDUCTION-IN-FORCE GUIDELINES**

- a. The following criteria may be used in descending order with decisions made at the first available indicator:
  - i. The teacher shall hold appropriately certified status and certificate(s) for the position(s).
  - ii. The overall years of professional experience as defined by total years of teaching experience at relevant grade levels (K-8) and subjects in other comparable accredited institutions and programs.
  - iii. Possession of multiple areas of appropriately certified endorsement.
  - iv. Advanced Degrees held and/or National Board Certificate.
  - v. College Classes or Professional Growth Credit hours earned and reported to human resources prior to notification of RIF.
  - vi. Teachers who have been given a preliminary RIF notice shall be given one (1) day to roll over into another content area in which they are qualified. The District will provide a list of available positions.
  - vii. Other areas of competency will be considered only if a teacher is in danger of being reduced-in-force in their current area.
  - viii. Teachers who roll into another area to avoid RIF must roll back into their original content areas in seniority order with RIFed teachers on the Recall List of that area as positions become available.
  - ix. A list of personnel who are to be laid off shall be presented to the Governing Board for its approval prior to May 1.
  - x. Any personnel affected by such Reduction-in-Force will receive written notice prior to April 15 and a list of personnel to be laid off will be sent to the CEA President or Designee at the same time.
- b. Protection for Certified Staff Awaiting Recall
  - i. District-wide lists of “Personnel on Lay-off awaiting Recall” shall have a preferred right of reappointment in the order of seniority in the event of an increase in the number of teachers or the re-establishment of services within a period of three (3) years.

- ii. A teacher active on the Recall List shall have a preferred right of reappointment in the order of seniority in the event of an increase in the number of teachers or the re-established of services within a period of three (3) years.
- iii. No new personnel, including part-time, interim, resident, or open-end contract personnel, shall be employed for a subject or service area or program until all personnel awaiting recall have been provided an opportunity to fill the open position for which they are qualified.
- iv. Upon re-employment, all rights related to salary and fringe benefits shall be restored. Seniority shall continue to accrue while their names are on the Recall List.
- v. A teacher awaiting recall who accepts a part-time assignment because no full-time assignment is available, shall be offered the first full-time position that becomes available before another teacher awaiting recall with less seniority.
- vi. A teacher awaiting recall who accepts an assignment split between two campuses because no full time assignment is available at one school, shall be offered the first full-time position that becomes available at a single school before another teacher awaiting recall with less seniority.

c. Requirements for Certified Staff Awaiting Recall

- i. Teachers on recall shall submit an address and telephone number to the District indicating where they can be reached during the summer recess (including address and telephone number where they can be reached should they leave town.) Teachers may authorize the District, in writing, to accept a position for them in their absence. The District shall supply forms for this purpose.
- ii. If a teacher on recall cannot be reached by telephone, a registered letter will be sent to the address submitted specifying a reasonable amount of time to respond.
- iii. If no address or telephone number is provided, or the teacher fails to respond within the reasonable time specified, the next one on recall will then be offered the position(s) available.

**C. CLASSIFIED STAFF REDUCTION-IN-FORCE GUIDELINES**

- a. The following criteria shall be in descending order with decisions made at the first available indicator:
  - i. Seniority within the district within their job title.

1. An employee who receives a preliminary notice of RIF may have their name placed on the seniority list of any job title that is comparable in general duties and requirements and which is at the same or lower grade or one (1) that he/she has held on a permanent basis as established by their current seniority date (no break in continuity date). To do this the employee must submit one (1) request to the District within two (2) work days after initial notification of the pending RIF. The request is final. Otherwise, the employee's seniority will be determined only in the current job title.

ii. Qualifications for the position as outlined in the job description.

1. Failure to meet all of the qualifications or to provide the information stated above will disqualify the employee from having his/her name placed on the requested job title seniority list.

iii. Employees to be terminated due to a reduction-in-force will receive written notice as early as possible (normally by April 15), and a list of personnel to be laid off will be sent to the CEA on the same date.

b. Protections for Classified Staff Awaiting Recall

i. No new personnel shall be employed on a permanent basis to any job title for which there are employees awaiting recall.

ii. Upon notification of RIF, affected employees remain officially as a RIF employee until recalled for a maximum time period of three (3) years.

iii. Recall and reemployment rights will be in effect for a period of six (6) months after the reduction-in-force. Recall rights will be extended in increments of six (6) months provided the employee contacts the Talent Division, in writing, before the end of each six (6) month period. The six (6) month extensions may be requested, and shall be granted upon request, up to a maximum of three (3) years.

iv. An employee terminated due to the reduction-in-force, whose name does not appear on another job title seniority list shall have a preferred right of recall to that single job title in the order of seniority.

1. Declining recall to that single job title waives all future recall rights.

v. Employees awaiting recall must leave with the District a telephone number and address where they may be reached. If contact by telephone cannot be made within two (2) work days, a certified letter will be sent indicating the employee must contact the Talent Division within five (5)

days of the date of delivery/attempted delivery of the certified letter by postal service. If there is no response, that employee will remain on recall status, but will be bypassed on the seniority list and the next senior employee will be contacted.

1. This bypassed employee remains the most senior on the list and is the first contacted at the next opening.

**D. APPLICATION FOR POSITION(S)**

- a. An employee terminated due to the reduction-in-force may apply for any advertised position for which they are qualified.
- b. An employee who has received a reduction in force notice will be eligible to apply for any position they are qualified for regardless of how long they have been an employee.

**E. RECALL RIGHTS FOR REDUCTION-IN-FORCE EMPLOYEES**

- a. Upon recall, all rights related to salary and fringe benefits shall be restored. Seniority shall accrue while awaiting recall.
- b. Once an employee has been recalled, no further recall consideration will be given and the employee's name will be removed from all job title recall lists.

**F. EMPLOYEES IN SPLIT ASSIGNMENT**

- a. Employees in a split assignment are those employees who hold more than one (1) job title simultaneously under contract and whose name appears on more than one (1) job title seniority list.
- b. When there is more than one (1) employee in a split assignment with the same job titles and same FTE division, the regular RIF procedures of this section will apply only to those specific positions.
- c. When there is no other employee in a split assignment with the same job titles and same FTE division, the regular RIF procedure of this section will apply only to the job title held longest of those job titles held simultaneously. No RIF or surplus rights are applicable to the other job title(s) held under these circumstances.
- d. An employee who was in a split assignment and terminated due to a reduction-in-force and awaiting recall, will have recall rights under the regular RIF procedure, only to the job title held the longest of those job titles held simultaneously.

**G. NON-DISCRIMINATION PROTECTIONS**

- a. The District may NOT consider the following when considering employees for RIF:
  - i. Race, color, national origin
  - ii. Sex, sexual orientation

- iii. Disability
- iv. Pregnancy
- v. Age
- vi. Religion
- vii. Employees currently on a Plan for Improvement are not eligible for Reduction-In-Force.

**ARTICLE XIII — ENTIRETY CLAUSE**

**A. ENTIRETY**

This document contains the entire agreement between the parties, and no other agreement, representation or understanding will be binding on the parties unless made in writing by mutual consent between the Employer and Association.

**ARTICLE XIV—EVERGREEN CLAUSE**

**A. LENGTH OF TIME**

This agreement shall be for 1 year commencing on June 4th, 2025 and ending June 4th, 2026. Thereafter, the terms of this agreement shall continuously renew for one (1) year terms unless the Employer and Association bargain changes. There shall be no obligation on either party to reopen negotiations while a contract is in effect, unless changes to working conditions occur. At that time either party may notify the other of its intent to meet and confer, which shall trigger mid-term bargaining and be governed by the ARTICLE II of this agreement.

**ARTICLE XV — TERMS OF AGREEMENT**

This agreement is signed on June 4th, 2025 for implementation on June 4th, 2026. This agreement is hereto binding between the Association and Employer.

CREIGHTON ELEMENTARY SCHOOL  
DISTRICT

By:   
\_\_\_\_\_  
**Superintendent**

CREIGHTON EDUCATION ASSOCIATION

By:   
\_\_\_\_\_  
**Union President**

## **APPENDIX A — MEET AND CONFER POLICY**

### **HB**

#### **Professional Relations**

A professional relationship exists between the Governing Board and the District's employees. The Governing Board recognizes that educators are professionals, they have specialized qualifications, and their recommendations for policy development are important to the academic success of students.

In order to promote a process that takes into account the experience and judgment of all parties sharing responsibility for learning within the Creighton School District, the Superintendent is authorized to establish a professional relations committee of recognized certificated personnel, educational support personal representatives and selected administrators acting on behalf of the Governing Board to participate in a negotiation process for the purpose of improving matters of mutual interest; employee salaries, conditions of employment, fringe benefits, and working/instructional conditions.

Nothing in the process shall abridge the Governing Board's legal responsibilities for establishing policies, rules, and regulations. Under law, the Governing Board has the final responsibility of establishing policies for the District.

#### **Professional Relations Committee**

##### **(referred hereafter as the Meet and Confer Team)**

The Governing Board and the Creighton Education Association (CEA), the recognized representative, agree that the educational welfare of the children of the District is paramount in the operation of the schools.

The Superintendent and CEA President will designate an equal number of representatives from the CEA and the District to serve as the Meet and Confer Team. The Meet and Confer Team will be comprised of Certificated, Classified and Administrative staff.

#### **Meet and Confer Procedures**

##### **(Interest-Based Negotiations)**

Both parties agree to meet and confer in good faith. The obligation of good faith does not compel either party to agree to or to make a concession on a specific issue.

An external facilitator may be selected by mutual agreement, to serve as a facilitator in the negotiation process.

Meet and Confer/Interest-Based Negotiations meetings will be open to anyone for observation only. Closed study sessions will be conducted by mutual agreement. Meet and Confer/Interest-Based Negotiations are not to take place during closed study sessions.

The Meet and Confer teams must be able to discuss proceedings freely with their constituents. Official releases or communications pertaining to the Meet and Confer proceeding will be jointly agreed upon by both spokespersons.

The first meeting will be held by November 1 between the Superintendent and CEA President with the intent to establish a calendar of meeting dates and discussion guidelines.

The Meet and Confer process will result in a written, negotiated agreement. If the parties agree to items during the Meet and Confer process that would require a change to existing Governing Board policy, such shall be submitted to the Governing Board for consideration. All negotiated agreements shall be available online as a staff resource.

### **Final Agreement**

The Meet and Confer Team shall communicate the tentative final agreements to District employees. The Creighton Education Association may hold a meeting for its members and nonmembers to present the tentative agreements on salaries and other conditions of employment and the date on which the final decision shall be reached prior to official Governing Board review and action.

### **HBR**

Members of the teams shall meet to determine the procedures and ground rules for the meetings. These are to include:

- A. Meeting days/dates,
- B. Meeting times/places,
- C. Meeting length,
- D. Caucus length,
- E. Agenda building.

Caucus may be declared at any time and each team shall have access to a telephone in a private area.

Written statements of concerns exchanged by the parties will be all inclusive and signed by the appropriate representative. Additional items will not be brought to the Meet and Confer table. All tentative agreements reached by the parties shall be jointly written by the appropriate representatives.

All materials developed by either team to support the Meet and Confer process will be supplied and exchanged. These materials may be exchanged up to three (3) days prior to the next meeting. Tentative agreement of individual items reached during Meet and Confer shall be reduced to writing, dated, and signed by both teams' representative spokespersons.

### **HC**

The scope of meet and confer shall include wages, salaries, salary schedules, hours of work, compensations relating to fringe benefits and conditions of work that are non-instructional in nature and of District-wide impact.

**APPENDIX B — SALARY SCHEDULES**  
**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**CREIGHTON EDUCATION ASSOCIATION AND THE**  
**CREIGHTON ELEMENTARY SCHOOL DISTRICT**



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**CERTIFIED TEACHER**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement							
Placement	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
Emergency Certified	\$48,776	\$50,042	\$51,307	\$52,573	\$53,417	\$54,471	\$55,526
<b>A</b>	\$50,000	\$51,113	\$52,379	\$53,644	\$54,488	\$55,542	\$56,597
<b>B</b>	\$50,835	\$52,125	\$53,415	\$54,707	\$55,567	\$56,643	\$57,718
<b>C</b>	\$51,141	\$52,431	\$53,721	\$55,013	\$55,873	\$56,949	\$58,024
<b>D</b>	\$51,447	\$52,737	\$54,027	\$55,319	\$56,179	\$57,255	\$58,330
<b>E</b>	\$51,753	\$53,043	\$54,333	\$55,625	\$56,485	\$57,561	\$58,636
<b>F</b>	\$52,059	\$53,349	\$54,639	\$55,931	\$56,791	\$57,867	\$58,942
<b>G</b>	\$52,365	\$53,655	\$54,945	\$56,237	\$57,097	\$58,173	\$59,248
<b>H</b>	\$52,674	\$53,964	\$54,254	\$56,546	\$57,406	\$58,482	\$59,557
<b>I</b>	\$52,983	\$54,273	\$55,563	\$56,855	\$57,715	\$58,791	\$59,866
<b>J</b>	\$53,292	\$54,582	\$54,872	\$57,164	\$58,024	\$59,100	\$60,175
<b>K</b>	\$53,601	\$54,891	\$56,181	\$57,473	\$58,333	\$59,409	\$60,484

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
NBPTS Certificate	\$1,000

Table 4 - Pay for Performance	
Up To	\$3,500

**Footnotes**

- New Employee Placement is based upon:
  - The earned degree.
  - Graduate credits earned after the conferring of last degree.
  - Years of like experience; not to exceed 10 years
  - If not appropriately certified placement Emergency Certified
  - Elementary, Electives, Lang Arts, Social Studies, TOA
- Compensation schedules are contingent upon funding.
- In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
- NBPTS Certificate indicates eligible staff members holding a National Board for Professional Teaching Standards Certificate.
- Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
- Longevity (Table 2) based on years of employment in the district.
- Mileage Allowance is district approved based on job requirement and supervisor approval.
- Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.

To be eligible for Pay for Performance the staff member must:

- Be employed at least 25% of the school year.
- Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
- Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
- Complete the work year.

**Work Year:**

Continuing Staff      208 days    (includes Holiday Pay)  
 New Staff                212 days    (includes Holiday Pay)

Partial years shall be prorated based upon days employed.

C42 - Teacher



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**CERTIFIED SPECIAL EDUCATION/SCIENCE/TECHNOLOGY**  
**DUAL LANGUAGE SPANISH/GIFTED/MATH TEACHER**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

**Table 1 - Placement**

Placement	BA	BA+18	BA+36/MA	BA+54/MA+15	MA+30	MA+45	MA+60
Emergency Certified	\$49,832	\$51,098	\$52,364	\$53,630	\$54,472	\$55,527	\$56,582
<b>A</b>	\$50,903	\$52,169	\$53,435	\$54,700	\$55,544	\$56,599	\$57,653
<b>B</b>	\$51,911	\$53,202	\$54,492	\$55,783	\$56,644	\$57,719	\$58,795
<b>C</b>	\$52,218	\$53,509	\$54,800	\$56,090	\$56,951	\$58,026	\$59,102
<b>D</b>	\$52,525	\$53,816	\$55,106	\$56,397	\$57,258	\$58,333	\$59,409
<b>E</b>	\$52,832	\$54,123	\$55,413	\$56,704	\$57,565	\$58,640	\$59,716
<b>F</b>	\$53,139	\$54,430	\$55,720	\$57,011	\$57,872	\$58,947	\$60,023
<b>G</b>	\$53,446	\$54,737	\$56,027	\$57,318	\$58,179	\$59,254	\$60,330
<b>H</b>	\$53,753	\$55,044	\$56,334	\$57,625	\$58,486	\$59,561	\$60,637
<b>I</b>	\$54,060	\$54,351	\$56,641	\$57,932	\$58,793	\$59,868	\$60,944
<b>J</b>	\$54,367	\$55,658	\$56,948	\$58,239	\$59,100	\$60,175	\$61,251
<b>K</b>	\$54,674	\$55,965	\$57,255	\$58,546	\$59,407	\$60,482	\$61,558

**Table 2 - Longevity**

3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

**Table 3 - Stipends**

Doctorate	\$1,000
NBPTS Certificate	\$1,000
Market Demand 1	\$4,500
Market Demand 2	\$7,500

**Table 4 - Pay for Performance**

Up to \$3,500
---------------

**Footnotes**

1. New Employee Placement is based upon:
    - a. The earned degree.
    - b. Graduate credits earned after the conferring of last degree.
    - c. Years of like experience; not to exceed 10 years
    - d. If not appropriately certified placement Emergency Certified
    - e. Special Education, Reading Intervention, Gifted, Technology, Math/Science 6 departmentalized, Math 7-8 and Science 7-8, Dual Language Spanish Classroom
  2. Compensation schedules are contingent upon funding.
  3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
  4. Market Demand 1 stipend is earned by certified Resource and Sped Preschool classrooms.
  5. Market Demand 2 stipend is earned by certified self-contained Teachers in designated PACE, RISE, STRIVE, STARS and PLACES classrooms.
  6. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
  7. Longevity (Table 2) based on years of employment in the district.
  8. NBPTS Certificate indicates eligible staff members holding a National Board for Professional Teaching Standards Certificate.
  9. Mileage Allowance is district approved based on job requirement and supervisor approval.
  10. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
- To be eligible for Pay for Performance the staff member must:
- a. Be employed at least 25% of the school year.
  - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
  - c. Comply with the provisions of A.R.S. §15-521 and have not been served notice of unprofessional conduct.
  - d. Complete the work year.
- Partial years shall be prorated based upon days employed.

C43 - Teacher Dual Language Spanish, Math  
 C43 - Gifted, Reading Inv., Sped, Technology

**Work Year:**

Continuing Staff 208 days (includes Holiday Pay)  
 New Staff 212 days (includes Holiday Pay)

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**

**CERTIFIED STAFF  
ADDENDUM COMPENSATION SCHEDULE  
2025-2026**

**A. PLACEMENT:**

Level placement for addendum compensation is contingent on a written proposal by a supervisor and submitted to the Superintendent's Cabinet for action. Determination of placement includes, but, is not limited to the following:

1. Degree and scope of responsibility for tasks that require additional time in excess of a professional day and contract year. (Base Contract)
2. Degree and scope of responsibility for development, organization, supervision, scheduling, budgeting, compliance, monitoring, reporting, program and staff evaluations of assigned support service area and/or educational program. (Position Description)
3. Accountability for effective and efficient operation of assigned support service area and/or educational program.

**B. LOCAL SITE FISCAL RESPONSIBILITY**

Each local site will be responsible for allocating funds from the local sources, which will financially support the addendum compensation placement.

**C. ADDENDUM COMPENSATION SCHEDULE**

Level I	\$1,125
Level II	\$1,800
Level III	\$3,600
Level IV	\$5,400/15 contract days
Level V	\$7,200/20 contract days



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**ADMINISTRATIVE**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement						
	D71	E81	E82	E83	E91	E92
A	\$78,532	\$83,898	\$88,117	\$92,487	\$98,163	\$105,253
B	\$79,829	\$87,638	\$92,057	\$96,630	\$102,568	\$109,987
C	\$81,127	\$91,380	\$95,996	\$100,772	\$106,974	\$114,721
D	\$82,424	\$95,121	\$99,937	\$104,914	\$111,380	\$119,456
E	\$83,722	\$98,861	\$103,877	\$109,056	\$115,785	\$124,191
F	\$85,019	\$102,603	\$107,816	\$113,198	\$120,191	\$128,926
G	\$86,322	\$106,348	\$111,758	\$117,344	\$124,598	\$133,662
H	\$87,619	\$110,089	\$115,699	\$121,486	\$129,003	\$138,397
I	\$88,916	\$113,830	\$119,639	\$125,628	\$133,409	\$143,132
J	\$90,214	\$117,571	\$123,578	\$129,771	\$137,814	\$147,866
K	\$91,511	\$121,313	\$127,518	\$133,912	\$142,221	\$152,601

Placement Categories	
LEVEL	POSITION
D71	Asst. Principal, Academic Services Coordinator
E81	Department Director
E82	Department Director, Senior
E82	Principal
E83	Academic Director
E83	Executive Director
E91	Asst. Supt of Business and Development
E92	Asst. Supt of Teaching and Learning

Administrative Longevity	
3 years	\$1,000.00
5 years	\$2,000.00
10 years	\$4,000.00
15 years	\$6,000.00

Table 2 - Stipends	
Principals Enrollment > 1,000	\$1,000
Doctorate	\$1,000
Mileage	
Level D71	\$1,069.50
Level E81	\$2,508.00
Level E82 - Finance/Technology	\$2,508.00
Level E82 - Principal	\$1,344.00
Level E83 - Academic Director	\$2,508.00
Level E83 - Executive Director	\$3,072.00
Level E91-E92	\$3,072.00
Community Relations	
Level E81, E82, E83	\$1,332.00
Level E83 - Human Resources	\$3,084.00
Level E91-E92	\$3,084.00
Merit Pay	
May be earned based on criteria below	

**Footnotes**

1. New Employee Placement is based upon up to 10 years of like or similar experience.
2. Continuing Administrators see formula sheet to calculate expected earnings for the upcoming school year.
  - a. Table 1 is for placement only
3. In addition to Table 1 salary, employees may qualify for earnings from Tables 2
4. Cellular Phone Allowance is district approved based on job requirement and supervisor approval.
5. Merit Pay is earned in the prior year and is determined by evaluation.

**Work Year**

- 11.5 month work calendar
- 12 month work calendar

Partial years shall be prorated by number of days employed by the District.

**D71 – Asst. Principal, Academic Services Coordinator**

**E81 - Child Nutrition, Community Education**

**E81 - Maintenance & Operation, Transportation**

**E82 - Bond Project, Finance, Technology**

**E83 - Academic - Curriculum and Instruction, Exceptional Student Service, Student Support & Inclusive Practices**

**E83 - Executive – Effective Schools/Communications, Human Resources**

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**

**ANCILLARY SALARY SCHEDULE**

**2025-2026**

**POSITION**

Substitute Teacher**	Daily	\$160.00
Substitute Nurse	Daily	\$160.00
Educational Support Personal Extra Pay	Hourly	Hourly or OT or Blended Rate
Assistant Principal - Beyond Contract	Daily	Daily Rate
Substitute Site Administrator (authorized)	Daily	Daily Rate
Contract Substitute (208 days)	Annual	\$38,936.10
Psychologist Intern	Annual	\$25,000.00
Certified Rate-Beyond Contract Community Education Instructor	Hourly	\$35.00
Translation Rate	Hourly	\$35.00
Summer Maintenance Work	Hourly	\$16.58
Activities/Clubs**	Per Season Yearly	\$1,000.00 \$1,600.00
Sports/Cheer**	Per Season	\$ 1,000.00

\*\*Prior authorization from Assistant Principal or Principal, and Assistant Superintendent approval required

\*\*Educational Support Person will receive \$20 per hour for Substitute Teacher coverage not to exceed \$160 per day

\*\*Educational Support Person will receive \$16.58 per hour not to exceed amount of stipend amount.

\*\*ESP that works more than 40 hour a week a blended rate will be applied



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**MANAGER, SUPERVISOR, AND COORDINATOR**  
**12 MONTH (CLASSIFIED) EXEMPT**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)

Table 1 - Placement					
	B25	C41	C43	C44	C45
A	\$47,472	\$49,629	\$55,422	\$59,620	\$64,428
B	\$47,707	\$49,876	\$55,698	\$59,917	\$64,749
C	\$49,778	\$52,131	\$56,689	\$61,754	\$66,752
D	\$51,849	\$54,387	\$57,680	\$63,592	\$68,754
E	\$53,918	\$56,643	\$58,671	\$65,430	\$70,757
F	\$55,989	\$58,898	\$59,662	\$67,268	\$72,760
G	\$58,059	\$61,153	\$60,653	\$69,105	\$74,762
H	\$60,132	\$63,411	\$61,646	\$70,948	\$76,776
I	\$62,203	\$65,667	\$62,637	\$72,785	\$78,768
J	\$64,272	\$67,923	\$63,628	\$74,623	\$80,771
K	\$66,343	\$70,178	\$64,619	\$76,461	\$82,774

Table 2 - Professional Growth	
15 credits	\$1,000
30 credits	\$2,000
45 credits	\$3,000
60 credits	\$4,000

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance	
Up to \$500.00	

Footnotes
-----------

- To find your Placement for use with Table 1 - Locate your position and note the level code above
 

LEVEL	POSITION
B25	Coordinator (Technology)
C41	Manager (School Site, Admin Office, CIA Office)
C43	Coordinator (Community Education Outreach, Fiscal, Employee Benefits, Maintenance and Operations, Transportation)
C43	Manager (Maintenance and Operations, Transportation, Asst. Superintendent Office)
C44	Manager (Data Processing, Executive Office, Family Resource, Fiscal Services, Human Resources, Payroll, Purchasing, Technology Prof Dev)
C45	Manager, Senior (Child Nutrition, Communication, Effective Schools, Network Admin, Technology)
- New Employee (Table 1 ) is based upon:
  - Relevant and related to position.
  - Previous related experience (not to exceed 10 years).
- Compensation schedules are contingent upon funding.
- In addition to Table 1 salary, employees may qualify for earnings from Tables 2 through 4
- Cellular Phone Allowance is district approved based on job requirement and supervisor approval.
- Mileage Allowance is district approved based on job requirement and supervisor approval.
- Professional Growth (Table 2) for the purposes of salary advancement is defined as any approved professional activities which will improve the employee's performance of duties and success in accomplishment of the District's Mission, Goals, and Objectives. These professional growth activities must be done on an employee's own time at their own expense. Exempt employees are eligible for a total of 60 credits of professional growth.
- Pay for Performance (Table 4) the staff member must:
  - Not be on a Performance Improvement Plan at the end of the school year.
  - Be employed at least 25% of the school year.
  - Complete the work year.

**Work Year:**

12 month work calendar

Partial years shall be prorated by number of days employed by the District.



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14  
 EDUCATIONAL SUPPORT PERSONNEL (ESP) - HOURLY  
 2025-2026 SALARY SCHEDULE PLACEMENT RANGE  
 (NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Category Placement											
	A	B	C	D	E	F	G	H	I	J	K
A12	\$16.91	\$17.00	\$17.05	\$17.12	\$17.17	\$17.23	\$17.28	\$17.34	\$17.39	\$17.45	\$17.50
A13	\$17.31	\$17.39	\$17.45	\$17.50	\$17.56	\$17.63	\$17.68	\$17.74	\$17.79	\$17.85	\$17.90
B21	\$17.70	\$17.78	\$17.84	\$17.89	\$17.95	\$18.00	\$18.06	\$18.12	\$18.18	\$18.24	\$18.29
B21.1	\$20.03	\$20.12	\$20.24	\$20.35	\$20.46	\$20.59	\$20.72	\$20.83	\$20.94	\$21.05	\$21.17
B22	\$18.59	\$18.69	\$18.75	\$18.80	\$18.86	\$18.91	\$18.97	\$19.02	\$19.08	\$19.14	\$19.20
B22.1	\$19.04	\$19.14	\$19.27	\$19.39	\$19.51	\$19.65	\$19.79	\$19.93	\$20.05	\$20.19	\$20.31
B22.2	\$19.16	\$19.25	\$19.31	\$19.36	\$19.42	\$19.47	\$19.53	\$19.58	\$19.65	\$19.70	\$19.76
B23	\$20.15	\$20.25	\$20.30	\$20.36	\$20.41	\$20.47	\$20.53	\$20.58	\$20.64	\$20.70	\$20.76
B23.1	\$20.74	\$20.84	\$20.96	\$21.09	\$21.22	\$21.34	\$21.47	\$21.61	\$21.74	\$21.86	\$21.98
B23.2	\$23.38	\$23.49	\$23.80	\$24.10	\$24.41	\$24.71	\$25.02	\$25.34	\$25.64	\$25.95	\$26.25
B24	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54
B24.1	\$23.17	\$23.29	\$23.42	\$23.56	\$23.69	\$23.83	\$23.97	\$24.10	\$24.24	\$24.38	\$24.51
B24.2	\$28.12	\$28.26	\$28.41	\$28.56	\$28.70	\$28.86	\$29.00	\$29.14	\$29.29	\$29.44	\$29.59
B31	\$20.93	\$21.03	\$21.09	\$21.14	\$21.21	\$21.26	\$21.32	\$21.37	\$21.43	\$21.48	\$21.54

Table 2 - Professional Growth	
15 credits	\$1,000
30 credits	\$2,000
45 credits	\$3,000
60 credits	\$4,000

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

**Footnotes**

1. To find your Category for use with Table 1 - Locate your position and note the level code above

LEVEL	POSITION	LEVEL	POSITION
A12	Child Nutrition Assistant	B22	Specialist - Health/Media
A12	Maintenance & Operations Worker	B22.1	Transportation Specialist
A12	Student Support Assistant - Schools	B22.2	Specialist - Instructional Support/PE - HQ
A12	Student Support Assistant - Transportation	B23	Fiscal Specialist
A13	Administrative Technician	B23	Instructional Support Specialist, Senior
A13	Child Nutrition Technician	B23	Mechanic
A13	Child Nutrition Delivery/Van Driver/Driver in Training	B23	Student Management Specialist, Senior
A13	Maintenance & Operations Technician	B23.1	Trades Specialist (Carpenter)
A13	Warehouse Technician	B23.2	Trades Specialist (Special System Technician)
B21	Child Nutrition Cooks/Bakers	B24	Human Resource, Specialist
B21	Maintenance & Operations Technician, Senior	B24	Fiscal Specialist, Senior
B21.1	Bus Driver	B24.1	Fiscal Specialist, Payroll
B22	Administrative Specialist	B24.1	Trades Specialist, Senior
B22	Community Ed Outreach Specialist	B24.2	Technology Specialist, Senior
B22	LPN - School Nurse	B31	Child Nutrition Supervisor
		B31	Maintenance & Operations Supervisor

2. New Employee (Table 1) is based upon:

- A. Relevant coursework.
- B. Previous related experience up to 10 years

3. Professional Growth (Table 2) for purposes of salary advancement is defined as approved professional activities which will improve the employee's performance of duties and success in the accomplishment of the District's Mission, Goals, and Objectives.

4. Longevity (Table 3) based on years of employment in district

5. Pay for Performance (Table 4):

- To be eligible for Pay for Performance the staff member must:
  - A. Not be on a performance improvement plan at the end of the school year.
  - B. Be employed at least 25% of the school year.
  - C. Complete the work year.

6. Mileage Allowance is district approved based on job requirement and supervisor approval.

7. Up to 10 bus drivers 12 month

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**

**MILEAGE SCHEDULE**  
**2025-2026**

<b>POSITION</b>		<b>AMOUNT</b>
Certified Occupational Therapist Assistant	Annual	\$500.00
Coordinator Community Education	Annual	\$500.00
Manager Administrative Office	Annual	\$500.00
Manager Family Resource	Annual	\$500.00
Occupational Therapist	Annual	\$500.00
Physical Therapist	Annual	\$500.00
Physical Therapist Assistant	Annual	\$500.00
Psychologist (Preschool)	Annual	\$500.00
Registered Nurse – Lead	Annual	\$500.00
Specialist – Assistive Technology	Annual	\$500.00
Specialist – Education & Outreach	Annual	\$500.00
Specialist Senior – Technology	Annual	\$500.00
Supervisor – Facilities	Annual	\$500.00
Teacher Elective – Band	Annual	\$500.00
Teacher - Gifted	Annual	\$500.00

\*\*Mileage Allowance is district approved based on job requirement and supervisor approval.

\*\*Employees who receive the mileage stipend will not be eligible for additional mileage reimbursement.

\*\*Stipend will be distributed across employees pay cycles.



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**SCHOOL PSYCHOLOGIST**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
**(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Placement		
	MA	MA+60
A	\$82,381	\$84,026
B	\$83,709	\$85,386
C	\$84,096	\$85,773
D	\$84,482	\$86,158
E	\$84,868	\$86,545
F	\$85,254	\$86,931
G	\$85,640	\$87,317
H	\$86,030	\$87,706
I	\$86,415	\$88,092
J	\$86,802	\$88,478
K	\$87,188	\$88,864

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
NCSP Certificate	\$1,000

Table 4 - Pay for Performance	
Up To	\$3,500

**Footnotes**

1. **New Employee Placement is based upon:**
  - a. The earned degree.
  - b. Graduate credits earned after the conferring of last degree.
  - c. Years of like experience; not to exceed 10 years
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
5. Longevity (Table 2) based on years of employment in the district.
6. NCSP Certificate indicates eligible staff members is Nationally Certified School Psychologist.
7. Mileage Allowance is district approved based on job requirement and supervisor approval.
8. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
9. To be eligible for Pay for Performance the staff member must:
  - a. Be employed at least 25% of the school year.
  - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
  - c. Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
  - d. Complete the work year.

**Work Year:**

Continuing Staff	208 days (includes Holiday Pay)
New Staff	212 days (includes Holiday Pay)

**C45 - School Psychologist**

Partial years shall be prorated based upon days employed.



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14**  
**REGISTERED NURSE, OCCUPATIONAL THERAPIST ASSISTANT and**  
**SPEECH LANGUAGE PATHOLOGIST ASSISTANT**  
**2025-2026 SALARY SCHEDULE PLACEMENT RANGE**  
**(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Placement		
	C41	C42
A	\$48,574	\$48,242
B	\$48,816	\$48,482
C	\$49,116	\$48,782
D	\$49,416	\$49,082
E	\$49,717	\$49,382
F	\$50,017	\$49,682
G	\$50,318	\$49,983
H	\$50,621	\$50,287
I	\$50,921	\$50,587
J	\$51,221	\$50,887
K	\$51,522	\$51,188

Table 2 - Professional Growth		
BA+ 18	MA+30	\$4,188
BA+36/MA	MA+45	\$5,140
BA+54/MA+15	MA+60	\$6,091

Table 3 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 4 - Pay for Performance
Up to \$500.00

Footnotes
-----------

1. New Employee Placement is based upon:
  - a. The earned degree.
  - b. Graduate credits earned after the conferring of last degree.
  - c. Years of like experience; not to exceed 10 yrs
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which will improve employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
5. Credits must have been earned within the previous ten (10) year period from the date of employment.
6. Mileage Allowance is district approved based on job requirement and supervisor approval.
7. To be eligible for Pay for Performance the staff member must:
  - a. Be employed at least 25% of the school year.
  - b. Receive a satisfactory evaluation or successfully complete a Performance
  - c. Complete the work year.

C41 - SLPA/COTA  
 C42 - Registered Nurse

Work Year: 205 days (includes Holiday Pay)  
 Partial years shall be prorated by number of days



**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14  
SPEECH THERAPIST, OCCUPATIONAL THERAPIST,  
PHYSICAL THERAPIST**

**2025-2026 SALARY SCHEDULE PLACEMENT RANGE  
(NOT A STEP SCHEDULE - FOR PLACEMENT ONLY)**

Table 1 - Placement					
C44	MA	MA+15	MA+30	MA+45	MA+60
A	\$62,357	\$64,001	\$65,097	\$66,468	\$67,838
B	\$63,591	\$65,268	\$66,387	\$67,784	\$69,182
C	\$63,927	\$65,604	\$66,723	\$68,121	\$69,518
D	\$64,264	\$65,941	\$67,059	\$68,457	\$69,855
E	\$64,601	\$66,278	\$67,395	\$68,794	\$70,191
F	\$64,937	\$66,613	\$67,732	\$69,129	\$70,528
G	\$65,273	\$66,950	\$68,069	\$69,466	\$70,863
H	\$65,610	\$67,287	\$68,406	\$69,804	\$71,201
I	\$66,681	\$68,358	\$69,476	\$70,875	\$72,272
J	\$67,008	\$68,685	\$69,803	\$71,201	\$72,599
K	\$67,628	\$69,305	\$70,424	\$71,821	\$73,220

C45	MA	MA+15	MA+30	MA+45	MA+60
A	\$63,885	\$65,529	\$66,625	\$67,996	\$69,367
B	\$65,149	\$66,826	\$67,945	\$69,343	\$70,740
C	\$65,537	\$67,214	\$68,332	\$69,730	\$71,128
D	\$65,925	\$67,601	\$68,719	\$70,117	\$71,515
E	\$66,311	\$67,988	\$69,107	\$70,504	\$71,902
F	\$69,699	\$68,376	\$69,494	\$70,892	\$72,289
G	\$67,085	\$68,762	\$69,881	\$71,279	\$72,676
H	\$67,473	\$69,150	\$70,268	\$71,666	\$73,064
I	\$67,861	\$69,536	\$70,655	\$72,053	\$73,451
J	\$68,247	\$69,924	\$71,043	\$72,440	\$73,838
K	\$68,635	\$70,312	\$71,430	\$72,828	\$74,225

Table 2 - Longevity	
3 Years	\$1,000
5 Years	\$2,000
10 Years	\$4,000
15 Years	\$6,000

Table 3 - Stipends	
Doctorate	\$1,000
BCS Certificate	\$1,000
NBCOT Certificate	\$1,000
Occupational/Physical	\$6,000
Speech with CCCs	\$20,000

Table 4 Pay for Performance	
Up To	\$3,500

**Footnotes**

1. New Employee Placement is based upon:
  - a. The earned degree.
  - b. Graduate credits earned after the conferring of last degree.
  - c. Years of like experience; not to exceed 10 years
2. Compensation schedules are contingent upon funding.
3. In addition to Table 1, employees may qualify for earnings from Tables 2 through 4 once proof of full certification is provided.
4. Professional Growth for the purposes of salary advancement is defined as any approved professional activities which improves employee performance of duties and lead to student academic achievement and success in the accomplishment of the District Mission, Goals, and Objectives.
5. Longevity (Table 2) based on years of employment in the district.
6. CCC-SLP Certificate indicates eligible staff members is Clinical Competence
7. BCS and NBCOT Certificate indicates eligible staff members is Board Certificated Specialist.
8. Mileage Allowance is district approved based on job Requirement and supervisor approval.
9. Pay for Performance is earned in the prior year and is determined by Classroom Site Fund Plan Rubric and Classroom Site Fund revenues.
 

To be eligible for Pay for Performance the staff member must:

  - a. Employed at least 25% of the school year.
  - b. Receive a satisfactory evaluation or successfully complete a Performance Improvement Plan.
  - c. Comply with the provisions of A.R.S. §15-521 and not have been served notice of unprofessional conduct.
  - d. Complete the work year.

C44 - SLP/OT/PT

Partial years shall be prorated based upon days employed.

**Work Year:**

Continuing Staff	208 days (includes Holiday Pay)
New Staff	212 days (includes Holiday Pay)

**Appendix C - UNUSED LEAVE**  
**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**CREIGHTON EDUCATION ASSOCIATION AND THE**  
**CREIGHTON ELEMENTARY SCHOOL DISTRICT**  
**GCQ-R**

Years	Percent of Last Contract Daily Rate of Pay
0 - 4	0%
5 - 9	25%
10-14	50%
15-19	75%
20+	100%

**APPENDIX D—GRIEVANCE FORMS**  
**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**CREIGHTON EDUCATION ASSOCIATION AND THE**  
**CREIGHTON ELEMENTARY SCHOOL DISTRICT**

**FORMAL GRIEVANCE PRESENTATION (LEVEL I)**

To be completed by grievant within five (5) days after the last informal conference but no later than fifteen (15) days after the employee knew or should have known of the act or omission giving rise to the grievance.

**Grievant** \_\_\_\_\_ **Date of last informal presentation** \_\_\_\_\_

**Workplace** \_\_\_\_\_ **Immediate supervisor** \_\_\_\_\_

**Assignment** \_\_\_\_\_

**Policy or regulation alleged to have been violated** \_\_\_\_\_

**Statement of grievance:**

**Action requested:**

**Date of formal presentation** \_\_\_\_\_

**(Signature of Grievant)**

**DECISION OF IMMEDIATE SUPERVISOR (LEVEL I)**

To be completed by the immediate supervisor within five (5) days after formal filing.

**Grievant** \_\_\_\_\_

**Date of formal grievance presentation** \_\_\_\_\_

**School** .....

**Immediate supervisor** \_\_\_\_\_

**Decision of immediate supervisor  
and reasons therefor:**

**Date of decision** \_\_\_\_\_  
**(Signature of immediate supervisor)**

Grievant's response [to be completed by the grievant within five (5) days after the decision]:

- I accept the above decision of the immediate supervisor.
  
- I hereby refer the above decision to the Superintendent,  
with reasons detailing nonacceptance at Level I and any  
relief sought (Level II).

**Date of response** \_\_\_\_\_  
**(Signature of grievant)**

**FORMAL GRIEVANCE PRESENTATION (LEVEL 11)**

**REFERRAL TO SUPERINTENDENT**

To be completed by grievant within five (5) days of immediate supervisor's response.

**Grievant** \_\_\_\_\_

**Date of formal presentation** \_\_\_\_\_

**Detail reasons for nonacceptance of grievance decisions and any relief sought:**

- The attached grievance is hereby referred to the Superintendent.

**Date of referral** \_\_\_\_\_

**(Signature of grievant)**

**DECISION OF SUPERINTENDENT (LEVEL 11}**

To be completed by the Superintendent within five (5) days.

**Grievant** \_\_\_\_\_

**Date of formal grievance presentation** \_\_\_\_\_ **Date appeal received by Superintendent** \_\_\_\_\_

**Date hearing held by Superintendent (optional)** \_\_\_\_\_

**Decision of Superintendent and reasons therefore:**

**Date of decision** \_\_\_\_\_

**(Signature of Superintendent)**

Grievant's response [to be completed by grievant within five (5) days after the decision]:

- I accept the above decision of the Superintendent.
  
- I hereby appeal to the Governing Board for a review of this grievance (Level III).

**Date of response** \_\_\_\_\_

**(Signature of grievant)**

**REVIEW BY GOVERNING BOARD (LEVEL 111)**

**Grievant** \_\_\_\_\_

**Date of formal grievance receipt** \_\_\_\_\_

- The attached grievance is hereby appealed to the Governing Board for a review.

**Detail reasons for nonacceptance of grievance decision at Level II and any relief sought:**

**Date appeal received by Governing Board** \_\_\_\_\_

**BOARD RESPONSE:**

- The Board affirms the Superintendent's response.
- Board rejects the Superintendent's response.
- Board modifies the Superintendent's response as follows: