
AGREEMENT

between

Cedar Rapids Organization of Teacher Associates
(CROTA)

and the

Cedar Rapids Community School District

Cedar Rapids, Iowa

July 1, 2018 through June 30, 2023
(2020-2021)

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**ARTICLE I
RECOGNITION AND DEFINITIONS**

A. UNIT

The Cedar Rapids Community School District hereby recognizes the Cedar Rapids Organization of Teacher Associates as the certified exclusive bargaining representative for all personnel employed by the school district as set forth in the PERB certification instrument (Case #2322) issued by the PERB on January 20, 1983.

The unit described in the above certification is as follows:

INCLUDED: All teacher associates.

EXCLUDED: All professional and administrative staff: Classroom teachers, media specialist, counselors, nurses, project leaders, area chairpersons, special projects personnel, therapists, clinicians, superintendent, assistant superintendents, principals, associate principals, directors, coordinators, secretarial and clerical staff and all other persons excluded by Section 4 of the Act.

B. DEFINITIONS

1. The term, "school district," as used in this Agreement, shall mean the Cedar Rapids Community Schools, in the County of Linn, State of Iowa, its Board of Directors, or its duly authorized representatives.
2. The term, "Organization," as used in this Agreement, shall mean the Cedar Rapids Organization of Teacher Associates, or its duly authorized representatives.
3. The term, "employee," as used in this Agreement, shall mean all persons described in the bargaining unit as set forth in Section A of this Article.
4. The term "FTE or full time equivalent" as used in this Agreement shall mean the ratio of the total number of hours worked compared to a 40-hour work week. For example, a 1.0 FTE is equal to 40 hours/week and a 0.75 FTE is equal to 30 hours/week.

**ARTICLE II
WORK YEAR, WORK WEEK AND WORKDAY**

A. WORK YEAR

Employees shall be employed for a maximum of one hundred eighty-one (181) days (one hundred eighty (180) school days and one (1) day of pre-service). This day will be the last teacher pre-service day unless there is a mutual agreement between the employee and the building administrator for an alternate teacher pre-service day. A day is defined as the employee's normal workday hours or FTE. Employees may be invited to attend any part of the teacher pre-service activities but not to exceed eight (8) hours during those days. Additional days beyond the one hundred eighty-one (181) maximum shall be approved by the responsible administrator. At the start of the school year, on either the first or second professional development day, new employees shall be released for two (2) hours to attend a back-to-school orientation including highlights and review of any changes to the Collective Bargaining Agreement. Current employees are encouraged to attend this two (2) hour session as well. The exact day will be determined collaboratively by Human Resources and the CROTA President.

B. WORK WEEK

The regular work week shall consist of five (5) workdays, Monday through Friday. Nothing herein shall preclude employees agreeing to work some other regular work week schedule provided such alternate regular work week schedule shall not include Sunday. Alternative schedules not voluntarily agreed to may be posted and filled through normal hiring procedures as specified in the teacher associate handbook.

C. WORKDAY

The number of student contact days shall match the school district calendar. Additional days, up to the yearly maximum of 181 days shall be offered as professional learning days.

Except in cases of emergency, it shall be the objective of the school district to provide employees with a thirty (30) minute unpaid duty-free lunch period during each scheduled workday.

Except in cases of emergency, it shall be the objective of the school district to provide employees who work eight (8) hours per day with one fifteen (15) minute break in the morning and one in the afternoon. Additionally, it shall be the objective of the school district, except in cases of emergency, to provide employees who work at least four (4) hours per day, but less than eight (8) hours per day with one fifteen (15) minute break per day. The responsible administrator shall designate all break times.

The specific work hours for each employee may vary according to the needs of the school district. Employee work hours shall be established by the responsible administrator. It is the goal of the Association and the school district to stabilize staffing in the school district to obtain enough hours/assignments to maintain paid benefits. One of the ways the parties agree to work together toward this goal over a multiyear time, is to establish a set number of employee positions which are designated full time in each building. Employees who are assigned these full-time positions shall be assigned hours to make up the full-time status based on building needs. Full time, for purposes of this section, shall mean at least thirty (30) hours per week. Nothing in this section neither guarantees, nor precludes the employee from obtaining additional assignments.

D. PROFESSIONAL DEVELOPMENT

During school district in-service or early release days, employees shall attend specifically assigned school district provided in-service courses. (However, at least two weeks' notice shall be provided if in-service is assigned.) If there is no assigned in-service, the employee, with the approval of their responsible administrator, may.

- Take the remaining time unpaid or use available leave time.
- Perform additional assigned duties
- Attend other school district provided in-service classes.
(If the in-service is provided by the school district in person, the employee may exceed their normal workday hours on that day only.)

It is not the intent of this provision to permit employees to work more than eight hours or to receive overtime pay.

E. INCLEMENT WEATHER

When inclement weather necessitates a delay in the normal beginning time, teacher associates start time shall be equally delayed. Teacher Associates shall be compensated for their full normal daily hours if they report at the delayed start time. In the event the teacher associate cannot safely arrive before the delayed start time, they may use emergency leave for the time missed. In the event school dismisses early as a result of inclement weather or any other emergency, teacher associates shall be dismissed as soon as their responsibility for students is completed, as determined by the Principal, Supervisor or Designee and they shall be compensated for their full normal daily hours.

Teacher Associates can utilize up to three days of their available emergency leave or personal day for inclement weather days resulting in school cancellation.

Allegations of abuse related to attendance and punctuality on late start and early dismissal days shall be referred to the District Resolution Team for investigation and disposition.

ARTICLE III BASIC COMPENSATION

A. RATES OF PAY

The starting wage for employees is \$12.20/hour. The Paraeducator Hiring Guide is attached and specific starting wage for each educational lane.

B. PAY INCREASES

Employees will receive annual increases equal to the amount of the negotiated increase. Employees who attain additional education from their current lane placement on the Hiring Guide will receive additional compensation equivalent to 3% for each lane moved.

C. OVERTIME COMPENSATION

Time and one-half shall be paid for all work performed more than forty (40) hours in one regular workweek. No overtime work shall be performed without the prior approval of

the responsible administrator. Nothing herein shall preclude employees volunteering to work unreimbursed at special events outside their normal working hours.

D. HIRING AND PLACEMENT OF EMPLOYEES

Employees will be initially placed on the Hiring Guide corresponding to their educational attainment, except additional credit may be given for recent comparable experiences, at the discretion of the Human Resources Department. All new employees shall serve a three (3) month probationary period commencing with the last date of hire as an employee.

E. METHOD OF PAYMENT

Pay days shall be established by the payroll department prior to the beginning of each work year. Normally, pay days shall be every other Friday, except when such Friday falls on a holiday, in which case the pay day shall be on the last previous working day.

F. SUBSTITUTE PAY

Employees who are qualified and accept an assignment to substitute teach in the school district will be compensated substitute teacher wages in lieu of their normal hourly rate of pay, or may retain their normal employee pay, whichever is greater.

G. EARLY LEARNING EMPLOYEES

Early learning employees will be paid their scheduled hours on their personal days, emergency leave days, and holidays, not their FTE.

**ARTICLE IV
HOLIDAYS**

Employees shall be granted the following holidays with pay.

Labor Day
Day before Thanksgiving
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day (exchanged for Veteran's Day)
Christmas Day
Two Assigned Winter Break Floating Holidays – see Para Calendar
New Year's Eve Day (exchange for President's Day)
New Year's Day
Spring Break
Two Assigned Spring Break Floating Holidays – see Para Calendar
Memorial Day

If the holiday falls on Saturday, time off with pay shall be granted on the preceding Friday. If the holiday falls on Sunday, time off with pay shall be granted on the following Monday. Notwithstanding any other provision of this Section, if any holiday shall fall on a day when students are present, the school district may designate an alternate date on which such holiday shall be observed by giving thirty (30) calendar days' notice thereof.

An employee may be granted leave or vacation on the workday prior to or subsequent to the holiday without loss of pay on the holiday, provided the employee has received prior approval of the responsible administrator. The approval must be requested at least four (4) calendar days prior to the holiday. Any unexcused absences on a day, before or after a holiday, shall cause a forfeiture of pay for both the day of the unexcused absence and the holiday.

**ARTICLE V
SAFETY PROVISIONS**

Employees shall promptly bring to the attention of the appropriate administrator any conditions known to them which could result in unsafe or hazardous conditions for employees and such conditions shall be promptly reviewed by the designated administrator.

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

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

**ARTICLE VI
LEAVES OF ABSENCE**

Both the Association and the District recognize the importance of employees being in the classroom to assist with the instruction of students. Both parties will make every effort to minimize absenteeism.

A. PERSONAL ILLNESS

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

At the beginning of employment	10 days (pro-rated)
The second year of employment	11 days
The third year of employment	12 days
The fourth year of employment	13 days
The fifth year of employment	14 days
The sixth year of employment and each subsequent year	15 days

Personal illness leave shall be pro-rated, depending on the number of hours per day the employee works. Personal illness leave may be accumulated to a maximum of one hundred eighty (180) days.

Employees who exhaust all accumulated leaves and who remain unable to work due to serious illness, may be granted an additional leave of absence as an accommodation.

Adoption Leave:

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

Maternity Leave:

At least six (6) weeks or until released by a health care provider, personal illness leave shall be granted for maternity leaves. Additional leave may be granted for complications of the pregnancy or delivery and if additional time is recommended by a health care provider, for concerns related to the mother's health.

Paternity Leave:

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

District Resolution Team:

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

B. ILLNESS IN THE FAMILY

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

The District may require a statement from a health care provider as proof of illness.

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

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

C. BEREAVEMENT

In the event of death in the immediate family, an employee shall be granted a leave of absence up to five (5) days at the time of such death. The leave granted shall be without loss of salary or deduction from other leave, it shall not be cumulative.

The immediate family shall mean father, mother, son, daughter, husband, wife, brother, sister, mother-in-law, father-in-law, or grandchild. In case of death of other relatives, up to two (2) days of absence with full pay shall be granted. Other relatives shall be construed to mean son-in-law, daughter-in-law, grandmother, grandfather, sister-in-law, brother-in-law, aunt, or uncle.

The death of some other person may warrant the same treatment as listed for one of the above categories. Such cases will be considered on an individual basis. Additionally, based on travel distance, the death of some other relative may warrant up to three (3) days of leave. Such cases will be considered on an individual basis by the responsible administrator. The amount of leave allowed for the death of some other person and/or relative is subject to the discretion of the responsible administrator and the granting or withholding of such leave shall not be precedential nor subject to grievance, complaint or appeal procedures.

Bereavement leave may be used on an intermittent basis. Days not used at the time of the death of a family member may be requested at a later date for purposes related to estate issues. For estate issues that may necessitate additional leave, requests may be made through the District Resolution Team.

The amount of leave allowed under this provision is subject to the discretion of the responsible administrator.

D. EMERGENCY

An employee may be granted emergency leave of no more than two (2) days per year without loss of pay or deduction from other leaves. Emergency leave shall not be cumulative but may be used in conjunction with other leaves.

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

The written request, to the employee's responsible administrator, shall state the reason for the proposed leave. If the nature of the situation makes it impossible to submit a written request, an oral request shall be submitted and then confirmed in writing within three (3) days after returning to work.

If emergency leave is not approved, the employee may appeal to the District Resolution Team. Emergency leave may be used in one (1) hour increments.

E. PERSONAL LEAVE

Each employee may be granted personal leave of no more than one (1) day per year. Leave requests for personal leave shall be requested at least three (3) employee working days in advance of such leave unless the time requirement is waived or modified by the responsible administrator. Such leave shall be without loss of salary or deduction of other leave. Any such unused leave shall accumulate up to a maximum of five (5) days. Absent unusual circumstances personal leave shall not be granted during the first ten (10) or last five (5) employee working days in any school year or on a day immediately preceding or following a school holiday or school vacation period.

F. ORGANIZATIONAL

The District shall grant a leave of absence without loss of pay to an employee for the purpose of carrying out organization business. Evidence of organization approval shall be submitted to the District. Application for such leave shall be submitted to the Human Resources Office at least one week in advance of the proposed date of usage. In no event shall the total number of days granted hereunder exceed ten (10) days.

G. RELIGIOUS OBSERVANCE

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

H. MILITARY LEAVE

Military leave shall be granted in accordance with applicable federal and state laws.

I. JURY DUTY

An employee called for jury duty shall continue to receive full salary compensation less the amount of money paid for such service. The employee must submit the jury duty form provided by the court to the Superintendent or designee. When a juror is not required to do full-time jury duty, the employee is expected to return to work.

J. PRO RATA

When leaves are authorized with pay, employees that work less than forty (40) hours per week shall be compensated at their regular rate based upon their FTE (Full-time equivalency).

K. GENERAL LEAVE

An employee may apply for a general leave of absence without pay or benefits. A leave of absence may be granted for reasons as deemed appropriate by the Superintendent or designee. The granting or withholding of leave requests submitted after February 1 shall not be precedential nor subject to any grievance, complaint, or appeal procedures.

L. ADDITIONAL LEAVE OF ABSENCE DAYS

Employees may be granted additional leave by the District Resolution Team. Applications for resolution time are available from the Human Resources office at the ELSC. Up to twenty-five (25) days annually, per employee, may be granted for the following purposes:

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

The District Resolution Team shall have the authority to extend leave of absence days beyond the twenty-five (25) days specified above in unique and unusual situations.

M. DECISIONS OF THE DISTRICT RESOLUTION TEAM

Leave decisions made by the District Resolution Team shall not be subject to any grievance procedures. Appeals shall be processed using the District complaint procedure in Board policy. Decisions of the District Resolution Team shall be deemed to have satisfied the immediate supervisor levels of that procedure.

**ARTICLE VII
GRIEVANCE PROCEDURE**

A. DEFINITIONS

1. Grievance: A grievance shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.
2. Grievant: A "grievant" is the person(s) or the Organization making the allegation.
3. Day: As used herein, "day" shall mean employee working day. The time limits provided herein may be extended by mutual agreement.

B. PROCEDURES

Level 1: Informal: An employee shall first discuss the allegation with the principal or responsible administrator with the object of resolving the matter informally.

Level 2: Principal or immediate supervisor (formal). If the grievance cannot be resolved informally, the grievant may file the grievance in writing, with the building principal or immediate supervisor. The written grievance shall state the nature of the grievance the specific provisions of the Agreement allegedly violated, and the relief requested. The filing of the formal, written grievance at level two must be within twenty (20) days from the date of occurrence of the event giving rise to the grievance or from the date when the grievant could reasonably have become aware of such occurrence. The building principal or immediate supervisor shall make a decision on the grievance and communicate it in writing to the employee and the Organization within ten (10) days after receipt of the grievance, provided at the request of the building principal or immediate supervisor, a meeting shall be held with the grievant to discuss such grievance, in which event the building principal or immediate supervisor shall have additional time to respond. Such additional time shall not exceed fifteen (15) days from receipt of the grievance or ten (10) days from the date of the meeting, if held, whichever shall be the lesser.

District Resolution Team: If the matter cannot be resolved with the principal or responsible administrator, the employee with contact the District Resolution Team Facilitator. The matter will be discussed at the first possible District Resolution Team meeting.

Level 3: In the event a grievance has not been satisfactorily resolved at the second level, the grievant may file, within ten (10) days of the principal's or immediate supervisor's written decision at the second level a copy of the grievance with the superintendent or designee. Within ten (10) days after such written grievance is filed, the grievant and the superintendent or designee shall meet to consider the grievance. The superintendent or designee shall file an answer within ten (10) days of such meeting and communicate it in writing to the employee and the Organization.

Level 4: If the grievance is not resolved satisfactorily at level three, the grievance may be submitted to impartial, binding arbitration. To enter such arbitration, the Organization shall submit a written request on behalf of the Organization and the grieving employee(s) to the superintendent within twenty-five (25) days from receipt of the level three answer. The arbitrator shall be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator, within seven (7) days the American Arbitration Association shall be requested to provide a panel of at least seven (7) arbitrators, from which a selection shall be made in accordance with its practices.

The cost for the services of the arbitrator, and the cost of the hearing room shall be borne equally by the school district and the Organization. Expenses relating to either party's representatives or witnesses, and other expenses incurred by either party in presenting its case shall be borne by

each party. A transcript or recording shall be made of the hearing at the request of either party; however, the party requesting the copy of the transcript or recording shall pay for such copy.

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

C. GROUP GRIEVANCE

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

D. REPRESENTATION

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

E. MISCELLANEOUS

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

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

Any investigation or the processing of any grievance shall be conducted so as to result in a minimum of interference with or interruption of the work activities of the grieving employee, provided the foregoing shall not be applicable to any grievance meeting called pursuant to Section B of this Article or to any other grievance-related activity prescribed by the school district.

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

If the Organization or any employee files any grievance or complaint in any forum other than under the grievance procedure of this Agreement, then the school district shall not

be required to process the same claim or sets of facts through the grievance procedure.

**ARTICLE VIII
MISCELLANEOUS**

A. At the start of the school year and at the beginning of each semesters, or as mutually agreed, the CROTA President will be invited to participate in the new employee orientation.

B. NOTICES

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

1. If by Organization, to school district at: Superintendent's Office
2500 Edgewood Road N.W.
Cedar Rapids, Iowa 52405
2. If by school district, to Organization at: Cedar Rapids Organization
of Teacher Associates
4211 Glass Road NE, Suite E-1
Cedar Rapids, Iowa 52402

**ARTICLE IX
COMPLIANCE CLAUSES AND DURATION**

A. SEVERABILITY

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

B. FINALITY

The parties acknowledge that during negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the school District and the Organization for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. The foregoing shall not, however, preclude the parties mutually agreeing to an amendment of this Agreement, nor preclude any party from proposing the negotiation of any item for the purpose of such amendment.

C. TERM

This Agreement shall be effective as of July 1, 2018, and shall continue in effect through June 30, 2023 with a reopener to negotiate base wages in 2019-20, 2020-21, 2021-22, and 2022-23.

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

There will be a 1.87% across the board increase to current base wages for the 2020-2021 contract which will result in a starting wage of \$12.20/hour.

D. SIGNATURE CLAUSES

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives, and their signatures placed thereon, all in June 2020.

CEDAR RAPIDS ORGANIZATION
OF TEACHER ASSOCIATES

CEDAR RAPIDS COMMUNITY
SCHOOL DISTRICT

By s/i Kandy Bekeris June 29, 2020
Union Representative & Date

By 
President, Board of Directors & Date

By s/i Linda Noggle June 29, 2020
Executive Director, Talent Management & Date

Para Educator Hiring Guide
2020-2021
Cedar Rapids Organization of Teacher Associates

Credited Years	A High School - Work Keys	B Generalist Certification	C Specialist Certification	D AA in any field	E AA in Education	F BA in any field	G Certified Teacher
	\$12.20	\$12.57	\$12.93	\$13.30	\$13.65	\$14.14	\$14.60
1-3	\$12.45	\$12.82	\$13.18	\$13.56	\$13.93	\$14.34	\$14.89
4-6	\$12.69	\$13.06	\$13.44	\$13.83	\$14.19	\$14.61	\$15.19
7-9	\$12.94	\$13.33	\$13.70	\$14.10	\$14.47	\$14.90	\$15.50