

EMPLOYMENT AGREEMENT

BETWEEN

**KEOKUK COMMUNITY
SCHOOL DISTRICT**

AND

**LOCAL 2005
AMERICAN FEDERATION OF
STATE, COUNTY, AND
MUNICIPAL EMPLOYEES,
AFL-CIO**

JULY 1, 2020 – JUNE 30, 2023

ARTICLE I – WAGES

Employees hired after July 1, 2009 shall be compensated in accordance with the wage schedule titled "New Hires Base Pay Rates" attached to this agreement and marked Appendix A.

Effective July 1, 2020, each eligible employee will receive a \$0.45 per hour increase to the employee's current hourly rate. Effective July 1, 2021, each eligible employee will receive a two and a half percent (2.50%) increase to the employee's 2020-2021 hourly rate. Effective July 1, 2022, each eligible employee will receive a two and a quarter percent (2.25%) increase to the employee's 2021-2022 hourly rate.

ARTICLE II – DURATION

This agreement shall be effective July 1, 2020, and shall continue in effect until June 30, 2023.


ARTICLE III – METHOD OF PAYMENT

Each employee shall be paid in twelve (12) equal installments via direct deposit. Payment of wages for those employees that less than 12 month employees will be the first of each month, starting September 1st, with the exception of the remainder of the contract paid out on June 30th. Twelve month employees are paid the first of each month starting the 1st of the month following employment.

FOR THE UNION:

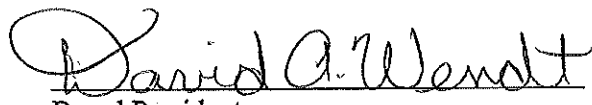


AFSCME Union Representative

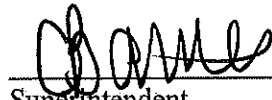


AFSCME President

FOR THE BOARD OF EDUCATION:



Board President



Superintendent

**APPENDIX A
NEW HIRE PAY RATES**

Base Pay Rates – 2020-2021

Custodians	Maintenance	Bus Driver/Custodian	Server	Cook
\$11.00	\$16.00	\$14.80	\$9.00	\$10.00

Activity Runs are: \$11.00 per hour

Base Pay Rates – 2021-2022

Custodians	Maintenance	Bus Driver/Custodian	Server	Cook
\$11.22	\$16.32	\$15.10	\$9.18	\$10.20

Activity Runs are: \$11.22 per hour

Base Pay Rates – 2022-2023

Custodians	Maintenance	Bus Driver/Custodian	Server	Cook
\$11.39	\$16.56	\$15.32	\$9.32	\$10.35

Activity Runs are: \$11.39 per hour

