

2021-2023
(July 1, 2020 – June 30, 2023)

AGREEMENT BETWEEN

THE KEOKUK BOARD OF
EDUCATION

AND THE

UNITED ELECTRICAL,
RADIO,
AND MACHINE WORKERS
OF AMERICA

UE LOCAL 893, SUB LOCAL 98

ARTICLE I – COMPENSATION

The salary schedule of employees is shown in Appendix A, which is incorporated as a part of this agreement. The annual rates of pay shown in the salary schedule are based on full-time employment in the specified positions. Part-time positions shall have salaries pro-rated based upon both days and hours per day. The salary classifications defined in this agreement are for the current staff only. If and when the Board develops new positions, salaries shall be set in relationship to the required duties of the new position by the board

Effective July 1, 2020, each eligible employee will move a step on the salary schedule in their respective lane should that apply to their placement on the salary schedule and will receive a two and sixty percent (2.60 %) increase to the current base.

Effective July 1, 2021, all employees will move a step on the salary schedule in their respective lane that apply to their placement on the salary schedule and will receive a two percent (2.00 %) increase to the 2020-2021 base.

Effective July 1, 2022, all employees will move a step on the salary schedule in their respective lane that apply to their placement on the salary schedule and will receive a two percent (2.00 %) increase to the 2021-2022 base.

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:

Barbara J. Benedict
Negotiations Committee Member

[Signature]
Negotiations Committee Member

FOR THE BOARD OF EDUCATION:

David A. Wendt
Board President

[Signature]
Superintendent

**APPENDIX A
SALARY SCHEDULE**

2020-2021 UE SALARY SCHEDULE				
	Group B-12	Group B-10	Group C-10	Group D**
# of Days	260	196	174/181	174
Hrs/Day	8	8	8	7
Step	Secretaries	Secretaries	Clerk/ Media Clerk	Teacher Associates
1	12.91	12.93	12.11	11.84
2	13.04	13.06	12.24	11.96
3	13.17	13.19	12.38	12.09
4	13.31	13.33	12.51	12.21
5	13.44	13.46	12.65	12.33
6	13.57	13.60	12.78	12.46
7	13.71	13.73	12.91	12.58
8	13.84	13.86	13.05	12.71
9	13.98	14.00	13.18	12.83
10	14.11	14.13	13.31	12.95
11	14.24	14.26	13.45	13.08
12	14.38	14.40	13.58	13.20
13	14.51	14.53	13.72	13.32
14	14.65	14.67	13.85	13.45
15	14.78	14.80	13.98	13.57
16	15.18	15.20	14.38	13.97
17	15.32	15.34	14.51	14.10
18	15.46	15.48	14.64	14.23
19	15.60	15.62	14.77	14.36
20	15.74	15.76	14.90	14.49

