

**2018-2020**  
**(July 1, 2018 – June 30, 2020)**

**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, 2018, 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 a quarter percent (2.25%) increase to the current base. Effective July 1, 2019, 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%) increase to the current base.

**ARTICLE II – DURATION**

This agreement shall be effective July 1, 2018, and shall continue in effect until June 30, 2020.

**FOR THE UNION:**

Barbara J. Benedict  
Negotiations Committee Member

Diana J. Cook  
Negotiations Committee Member

**FOR THE BOARD OF EDUCATION:**

Janne Long  
Board President

Christine Barnes  
Superintendent

**APPENDIX A  
SALARY SCHEDULE**

<b>2018-2019 UE SALARY SCHEDULE</b>				
	<b>Group B-12</b>	<b>Group B-10</b>	<b>Group C-10</b>	<b>Group D**</b>
<b># of Days</b>	260	205	181	181
<b>Hrs/Day</b>	8	8	8	7
<b>Step</b>	<b>Secretaries</b>	<b>Secretaries</b>	<b>Clerk/ Typists</b>	<b>Teacher Associates</b>
1	12.33	12.35	11.57	11.31
2	12.46	12.48	11.70	11.43
3	12.59	12.61	11.84	11.56
4	12.73	12.75	11.97	11.68
5	12.86	12.88	12.11	11.80
6	12.99	13.02	12.24	11.93
7	13.13	13.15	12.37	12.05
8	13.26	13.28	12.51	12.18
9	13.40	13.42	12.64	12.30
10	13.53	13.55	12.77	12.42
11	13.66	13.68	12.91	12.55
12	13.80	13.82	13.04	12.67
13	13.93	13.95	13.18	12.79
14	14.07	14.09	13.31	12.92
15	14.20	14.22	13.44	13.04
16	14.60	14.62	13.84	13.44
17	14.74	14.76	13.97	13.57
18	14.88	14.90	14.10	13.70
19	15.02	15.04	14.23	13.83
20	15.16	15.18	14.36	13.96

