

Initial Proposal
From AFSCME Local 2005 Keokuk Schools Support Staff
To
Keokuk CSD
March 1, 2018

The Union proposes a three year agreement, depending on Management's proposal. Unless specified below, we propose the remainder of the agreement remain status quo. (Except appropriate date changes.)

ARTICLE XIII: WAGES

SECTION 1 - WAGE SCHEDULE

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. All employees will receive a one dollar per hour (\$1.00) increase of their 2017-2018 hourly rate for the 2018-2019 contract year; a ^{three}~~two~~ and one-quarter percent (3.25%) increase of their 2019-2020 hourly rate for the 2020-2021 contract year; and a ^{three}~~two~~ percent (3.00%) increase of their 2020-2021 hourly rate for the 2021-2022 contract year.