

**2018-2019 Keokuk Education Association Initial Proposal
Presented to the Keokuk CSD Board of Directors
March 7, 2018**

The KEA proposes that the current contract language, as printed in the 2016-18 master contract, remains the same for all Articles and Schedules except as indicated.

This proposal is based on 185 days.

WAGES:

1. Propose \$1,940 increase on base (current base \$38,812). This represents a 5% salary increase.
2. Allow horizontal lane advancement.
3. Age the salary schedule.

LANGUAGE:

1. Remove Article III -- Dues Deduction
2. Remove Article XII -- Reduction or Realignment of Staff
3. Remove Article XIII -- Transfers
4. Remove B (Public Office) from Article XVI : Extended Leaves of Absence
5. Remove Article XVIII -- Employee Evaluation For the Improvement of Job Performance and any related schedules
6. Remove Article XXVI -- Insurances
7. Remove Article XXVII -- Payroll Deductions (A-C)
8. Rename Article XXIV -- Supplemental Pay to Schedule IV -- Extra Duty Pay

Labor Management Committee

The Association proposes to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make decisions regarding employment matters not referred to in the master contract and other matters mutually agreed upon.

Duration

This agreement shall be effective July 1, 2018, and shall continue in force and effect until June 30, 2023.