

**MASTER CONTRACT BETWEEN  
MUSCATINE COMMUNITY SCHOOL DISTRICT AND  
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL  
EMPLOYEES LOCAL 1560  
FOOD AND NUTRITION WORKERS  
2018-2019**

**ARTICLE I            WAGES**

Employees shall be paid twice a month on the 1st and 15th, or the last working day prior to those dates providing the paycheck is not presented for payment prior to the 1st or 15th.

All overtime, deductions, etc., are included with the days worked as follows:

1st of month to 15th of month – paid on the 1st of the following month  
16th of month to 31st of month – paid on the 15th of the following month

Nine (9) month employees will have their payroll checks delivered to the employee's place of employment during the school year or they may choose to receive it at the Administrative office. Nine (9) month employees desiring to receive their checks during June, July, and August by mail will have their envelope deposited in the US mail the night prior to the scheduled pay date or they may choose to receive it at the Administrative Office. Twelve (12) month employees will have their check delivered to the employee's building. The business office cannot be responsible for any delays in the delivery by mail if the employee's check is not received the following day.

Employees may elect to have their paychecks submitted by electronic fund transfer to a single bank account at a single bank of their choice. This practice shall be without charge to the employee so long as the cost per transaction does not exceed the cost of a first class postage stamp. Those who choose electronic fund transfer and nine (9) month employees will have their pay stubs delivered to the employee's place of employment during the school year or they may choose to receive it at the Administrative Office. Twelve (12) month employees will have their pay stubs delivered to the employees' building. Nine (9) month employees will receive their pay stubs by mail during June, July, and August unless they choose to receive them at the Administrative Office. The business office cannot be responsible for any delays in the delivery by mail if the employee's pay stub is not received the following day.

Employees receiving electronic fund transfers may opt out of receiving their pay stub in hard copy format, and instead receive access to the information via the employee's online portal page.

Employees working less than a twelve (12) month basis and who have completed their second school year of employment may elect to receive their wages paid on a twelve (12) month basis. Persons utilizing the twelve (12) month pay system will have their twenty-four (24) pays adjusted each August 15, December 15, and June 15. The district reserves the right to limit this service to employees who have stable hours and complete all paperwork on a timely basis. (Example: An employee who starts employment 3/1/05 can start twelve (12) month pay 7-1-06).

**Food Nutrition Workers  
Certified Rates 2018-2019**

	<b>Head Cooks</b>	<b>Delivery Cooks Bakers Head Cashiers</b>	<b>Sub Delivery Food Worker III</b>	<b>Cashiers Food Worker II</b>	<b>Food Worker I</b>	<b>Head Delivery/ Warehouse</b>
<b>Hire</b>	13.23	11.36	10.32	10.03	10.00	15.85

**ARTICLE II          DURATION**

This agreement shall be in effect from July 1, 2018 through June 30, 2019.

In witness thereof, the parties hereto have set their hands this \_\_\_ day of July, 2018.

  
For the District

  
For AFSCME Council 61