

MASTER CONTRACT BETWEEN
MUSCATINE COMMUNITY SCHOOL DISTRICT AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES LOCAL 1560
SECRETARIAL, CLERICAL, AIDE, AND PARAEDUCATOR
EMPLOYEES
2018-2019

ARTICLE I WAGES

All personnel shall be paid the wage of their designated classification as listed below:

SCAP

Base Wages 2018-2019

Year	Grade 1	Secretary Grade 2	CLERK/H.I. Grade 3	SPED/MEDIA Grade 4	BLDG AIDE Grade 5
1	16.39	15.92	15.49	15.32	15.18

Classifications

<u>Pay Grades</u>	<u>Letters</u>	<u>Classification Titles</u>
1	A	Administrative Services
2	B	Secretary
3	C	Clerk
3	D	Hearing Interpreter
4	E	Special Education Aide
4	F	Media Aide
5	G	Building Aide

Year 1 - date of hire to end of first fiscal year

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.

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.

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 1, and June 15. The district reserves the right to limit this

plan 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
beginning on 7-1-06).

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.

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