

AGREEMENT

BETWEEN THE

**WATERLOO COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS**

AND THE

**WATERLOO
EDUCATIONAL SUPPORT
PERSONNEL
(WESP)**

JULY 1, 2018 THROUGH JUNE 30, 2020

NONDISCRIMINATION

It is the policy of the Waterloo Community School District not to illegally discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district Equity/Affirmative Action Officer, Dr. Beverly Smith, Associate Superintendent for Human Resources/Equity, 1516 Washington Street, 319-433-1800, smithb@waterlooschools.org.

DURATION

IN WITNESS WHEREOF of the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, all on the 30th day of April, 2018.

**WATERLOO EDUCATIONAL
SUPPORT PERSONNEL**



Its President



Its Chief Negotiator

**BOARD OF EDUCATION OF
THE WATERLOO COMMUNITY
SCHOOL DISTRICT**



Its President



Its Chief Negotiator

WAGES AND SALARIES

D. PAYMENT

Each employee shall be paid in twelve (12) equal installments on the fifteenth (15th) of each month via direct deposit of their paychecks. When a pay date falls on or during a school holiday or weekend, each employee shall be paid on the last previous working day via direct deposit of their paychecks.

**WESP WAGES
2018-2019**

Step 01	\$11.83
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2019-2020 – 40¢ across the board increase