

Proposed Agreement with Cedar Falls Education Support Professionals (CFESP)

Tentative agreement was reached on April 6, 2022 on a contract to cover a two year period

July 1, 2022 - June 30, 2024 on base wages and wages for returning employees. This tentative agreement has been ratified by CFESP.

Year One: 2022-23

Base Wage increase:

- Increase all classifications **\$1.00/hr.**

Wage increase for returning employees:

- **\$1.00/hour** for all classifications

Total dollar increase in base wages, FICA and IPERS is **7.63%**

Year Two: 2023-24

Base Wage increase:

- Increase all classifications **\$0.40/hr.**

Wage increase for returning employees:

- **\$0.40/hour** for all classifications

Total dollar increase in base wages, FICA and IPERS is 2.83%

Retention Payment

A one- time retention payment of **\$750** paid to all employees employed on June 30, 2022 through June 15, 2023 who also sign a Letter of Assignment for the 2023-24 and are on the payroll on September 15, 2023, payment to be made on September 30, 2023. **The retention payment will be funded with Elementary and Secondary Education Emergency Relief (ESSER) funds. This payment will become neither part of the ongoing hourly wage rate nor language within the collective bargaining agreement.**

Recommendation

We recommend acceptance of this tentative agreement.

Note:

*Insurance is an excluded subject of bargaining. The **total package settlement** i.e. base wages, wages, FICA, IPERS plus insurance is **6.42% in year one and 3.86% in year two** , an average total package settlement over two years*