

MEMORANDUM OF UNDERSTANDING

CEDAR FALLS COMMUNITY SCHOOL DISTRICT

and

AFSCME Iowa Council 61

The Cedar Falls Community School District ("District") and AFSCME Iowa Council 61 ("AFSCME") enter this Memorandum of Understanding ("MOU").

WHEREAS, the District and the Association are parties to a recently negotiated collective bargaining agreement ("CBA") effective July 1, 2022 and continuing through June 30, 2025; and

WHEREAS, Article 2.1 Base Wage and Article 2.4 Wage for current employees of the CBA and the related wage schedules specify the wage rates for the 2022-2023 contract year currently applicable to certain employee job classifications in the bargaining unit represented by the Association ("Current Wage Rate"); and

WHEREAS, in order to help the District recruit and retain employees, the District has proposed to replace the Current Wage Rate specified in the CBA, as detailed below, becoming effective on July 1, 2022.

THEREFORE, the parties agree the employee base wage rate for the 2022-2023 contract year ("New Wage Rate") will be as follows:

1. Effective July 1, 2022, the District will replace the Current Base Wage Rate by instead increasing the proposed 2022-23 wage rate for All Classification I and Classification II positions from \$0.50/hr. to \$1.00/hr.. **Article 2.1- Base Wage and Article 2.4 Wage Increase for Current Employees** applicable to the 2022-2023 contract year is included as Attachment A to this MOU.

2. The remaining Articles in the CBA remain unchanged by this MOU.

3. **Retention Payment.** A one- time retention payment of \$750 paid to all individuals employed on June 30, 2022 through June 15, 2023 who also sign a Letter of Assignment for the 2023-24 school year 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 not become

part of the ongoing base wage or hourly wage rate. The Retention Payment will not be an ongoing provision within the CBA.

4. Neither the wage adjustment nor the Retention Payment shall be the subject of any grievances and the Association waives its right to file any grievances regarding the implementation of this MOU. Furthermore, this MOU is non-precedent setting and shall not be relied upon by the Association in any grievance, arbitration, or other administrative proceeding as evidence of a past practice of the District.

For the District:

Date

For AFSCME:



4/20/2022

Date

ATTACHMENT A
ARTICLE 2 – BASE WAGE

2.1 Base Wage

2021-22

Classification II \$12.58

Classification I \$12.88

2022-23

Classification II \$13.58

Classification I \$13.88

2023-24

Classification II \$13.98

Classification I \$14.28

2024-25

Classification II \$14.28

Classification I \$14.58

2.4 Wage increase for current employees:

2022-23

\$1.00/hr.

2023-24

\$0.40/hr.

2024-25

\$0.30/hr.

