

Proposed Agreement with Teamsters Local 238

Cedar Falls Community School District
Contract Period: July 1, 2026 – June 30, 2027
Tentative Agreement Reached: March 26, 2026

A tentative agreement was reached on March 26, 2026 covering a one-year period from July 1, 2026 through June 30, 2027. This tentative agreement has been ratified by Teamsters Local 238 members and is presented here for Board acceptance.

TERMS OF TENTATIVE AGREEMENT

BASE WAGE INCREASE

- Increase all classifications by \$0.50/hour.

WAGE INCREASE FOR RETURNING EMPLOYEES

- Increase all classifications by \$0.50/hour.

LONGEVITY PAY

- \$0.15/hour for employees with 10-19 years of service.
- \$0.20/hour for employees with 20 or more years of service.

JOB CLASSIFICATION

- Change Groundskeeper from Classification III to Classification IV.
- Change Job Titles as follows:

Current Title	Proposed Title
Lead Custodian – Elementary	Lead Custodian I
Lead Custodian – Jr. High	Lead Custodian II
Lead Custodian – High School	Lead Custodian III
Head Custodian – Elementary	Head Custodian I
Head Custodian – Jr. High	Head Custodian II
Head Custodian – High School	Head Custodian III

Custodian/Groundskeeper	Custodian
Delivery Driver (with Groundskeeper reference)	Delivery Driver

FINANCIAL SUMMARY

Total dollar increase in base wages, FICA, and IPERS:
\$67,584.33

Insurance Note:

Insurance is an excluded subject of bargaining. Employee contribution toward single insurance premium will remain \$115/month.

Total package settlement (base wages, wages, FICA, IPERS, and insurance):
\$100,657

RECOMMENDATION

The administration recommends acceptance of this tentative agreement.

This agreement reflects a fair and fiscally responsible settlement that recognizes the contributions of Teamsters Local 238 bargaining unit members while maintaining the District's long-term financial sustainability.
