

Proposed Agreement with Cedar Falls Education Support Professionals (CFESP)

Tentative agreement was reached on May 7, 2024 on a contract to cover a two year period

July 1, 2024 - June 30, 2026 on base wages and wages for returning employees. This tentative agreement has been ratified by CFESP.

Year One: 2024-25

Base Wage increase:

- Increase classifications Paraeducator I -Regular Program and Paraeducator II-Media **\$0.60/hr.**
- Increase classifications Secretary I and Secretary II **\$0.70/hr.**
- Increase classifications Paraeducator I – Special Education and Secretary III **\$0.80/hr.**

Wage increase for returning employees:

- Increase classifications Paraeducator I -Regular Program and Paraeducator II-Media **\$0.60/hr.**
- Increase classifications Secretary I and Secretary II **\$0.70/hr.**
- Increase classifications Paraeducator I – Special Education and Secretary III **\$0.80/hr.**

Year Two: 2025-26

Base Wage increase:

- Increase classifications Paraeducator I -Regular Program and Paraeducator II-Media **\$0.60/hr.**
- Increase classifications Secretary I and Secretary II **\$0.60/hr.**
- Increase classifications Paraeducator I – Special Education and Secretary III **\$0.60/hr.**

Wage increase for returning employees:

- **All classifications \$0.60/hr.**

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 **averaged over two years is 3.08%** . Employee contribution toward single insurance premium will increase by \$10.00/mo. from 85.00/mo. to \$95.00/mo. in year one .Insurance premium changes, if any, for year 2 (2025-26) will be determined when information is provided by ISEBA in the first quarter of 2025.The **Total package cost of settlement for year 1 plus year 2 will be \$358,824.79***