

Proposed Agreement with Cedar Falls Education Association

Cedar Falls Community School District

Contract Period: July 1, 2026 – June 30, 2027

Tentative Agreement Reached: April 22, 2026

A tentative agreement was reached on April 22, 2026 covering a one-year period from July 1, 2026 through June 30, 2027. This tentative agreement has been ratified by Cedar Falls Education Association members and is presented here for Board acceptance.

TERMS OF TENTATIVE AGREEMENT

BASE SALARY SCHEDULE INCREASE

- **\$641** increase to the Basic Salary Schedule BA step 1 base wage generator; the 2026-2027 generator shall be **\$38,960**
- Step advancement and lane changes for employees who meet requirements

EXTRA-CURRICULAR ATHLETICS & ACTIVITIES

- Base wage generator for the Extra-Curricular Activities/Athletics: **\$38,546**
- Additions/Changes to Appendix B - Extra-Curricular Activities/Wage Schedule
 - Add North Cedar OPUS/Chorus at 4%
 - Change Head Drama: Production (Full Academic Year) to Head Drama: Production (Fall) at 5.5% and Head Drama: Production (Spring) at 5.5%
 - Change Assistant Drama: Production (Full Academic Year) to Assistant Drama: Production (Fall) at 3.5% and Assistant Drama: Production (Spring) at 3.5%

DEPARTMENT CHAIR

- Base wage generator for Department Chairs: **\$38,066**
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FINANCIAL SUMMARY

Total dollar increase in base wages:

\$965,599

Insurance Note:

Insurance is an excluded subject of bargaining. Employee contribution toward single insurance premium will remain \$170/month.

Total package settlement (base wages, wages, FICA, IPERS, and insurance):

\$1,328,329

RECOMMENDATION

The administration recommends acceptance of this tentative agreement.

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