

An Agreement
between
The Board of Education
of the
Cedar Falls Community School District
and
The Cedar Falls Education Association

July 1, 2024 - June 30, 2025

Cedar Falls, IA

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PREAMBLE

Whereas the Board of Education of the Cedar Falls Community School District and the Cedar Falls Education Association have negotiated in good faith and have reached certain understandings which they desire to confirm in writing, it is agreed as follows:

ARTICLE 1 - RECOGNITION

(1.1) **Unit:** The Board hereby recognizes the Cedar Falls Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 26) issued by the PERB on the 17th day of April, 1975, as amended, and recertified on the 7th day of November 2018. The unit described in the above certification is as follows:

All regular program and special education teachers, guidance counselors, educational media personnel, nurses, department chairpersons, and special resource staff; excluding superintendent, director of business affairs, director of elementary education, director of secondary education, director of human resources, principals, associate principals, coordinator of technology & media services, classified hourly personnel and all other persons excluded by Section 4 of the Act.

(1.2) The term "Board," as used in this agreement, shall mean the Board of Education of the Cedar Falls Community School District or its duly authorized representatives.

(1.3) The term "employee," as used in this agreement, shall mean all licensed employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

(1.4) The term "Association," as used in this agreement, shall mean the Cedar Falls Education Association or its duly authorized representatives.

ARTICLE 2 - BASE WAGE

(2.1.1) **Base Wage** is defined as the minimum (bottom) pay for a job classification, category, or title, exclusive of any and all additional pay. The **2024-2025** base wage generator, BA step 1, is **\$37,839**. The generator is the figure which is used to calculate the base wage for the first row of each lane in the schedule.

(2.1.2) The **Base Wage Schedule** is the tabular representation of the total number of lanes and rows. With the exception of the wages in row 1, the lanes, the rows, the wage for each cell in the schedule, and whether or not to retain a schedule are permissive subjects of bargaining. The Base Wage Schedule is referenced as Appendix A.

(2.2) **Total Salary:** Total Salary is a permissive subject of bargaining. Each employee shall receive total salary comprised as follows: Base Wage plus Teacher Salary Supplement (TSS) funds. TSS Funds are a permissive subject of bargaining. The method of calculation and distribution of TSS funds is determined solely by the District and is documented in the District Employee Handbook, along with the Total Salary Schedule; neither the District Employee Handbook nor the Total Salary Schedule are a part or an extension of this Collective Bargaining Agreement.

(2.3) **Credit for Experience:** New employees with zero (0), one (1), or two (2) years of teaching experience at the time of employment shall be placed at step 3 on the Total Salary Schedule. Credit for formal teaching experience and/or relevant applicable work experience may be allowed upon initial employment or return to the District from a non-leave status, to a maximum of twenty (20) years. Other adjustments to experience credit may be made for experience directly related to the employee's teaching assignment, at the time of initial employment or return to the District from a non-leave status, by the appropriate director. New employees, at the time of employment, shall not be contracted for a salary greater than that of a presently employed teacher whose training and experience are evaluated as being equal. Credit for such experience shall not exceed Step 21 on the Total Salary Schedule. The minimum period of service to qualify for one (1) full year of teaching experience credit shall be ninety-four (94) service days in a paid status under an Iowa Code Chapter 279 contract of employment or equivalent contract issued by another state.

(2.4) **Method of Payment:** All payments shall be made via Automated Clearing House (ACH) by the last business day of the month.

(2.5) **Educational Lanes:** Employees on the regular salary schedule who qualify to be moved from one educational lane to a higher educational lane shall be moved to the appropriate step of the appropriate lane. Employees must file official documentation of additional educational credit with the superintendent no later than September 15, for pay adjustments for the entire school year, or no later than February 15, for pay adjustments in an amount equal to one-half of the increase allowed if received by September 15. Such documentation must show that the educational credit was awarded for graduate study through an accredited and recognized institution, and that the credit was awarded as part of (1) the employee's program of studies for an advanced degree, (2) advanced study in the employee's teaching area, or (3) study approved as qualifying credit by the appropriate director.

ARTICLE 3 - WAGES for EXTRA-CURRICULAR ATHLETICS/ACTIVITIES, DEPARTMENT CHAIRS and OTHER ASSIGNMENTS

(3.1.1) **Base Wage** is defined as the minimum (bottom) pay for a job classification, category, or title, exclusive of additional pay. The base wage generator is the figure which is used to calculate the base wage for each lane in the wage schedule.

(3.1.2) The **2024-25 base wage generator for Extra Curricular Activities/Athletics is \$37,425**, the schedule is referenced as Appendix B: Extra Curricular Activities and Athletics Wage Schedule.

(3.1.3) The **2024-25 base wage generator for Department Chairs is \$36,945** the schedule is referenced as Appendix C: Department Chair Wage Schedule.

ARTICLE 4 - SERVICE YEAR

(4.1) The basic service year for all returning employees shall include one hundred eighty seven (187) days, including not more than one hundred eighty (180) days of school. Additional days will be scheduled for new employees during the first year of employment; such days shall be considered part of the basic service year during the initial year of employment.

ARTICLE 5 - LEAVES OF ABSENCE

(5.1) **Hardship Option – Personal Leave:** Employees who experience extreme hardship circumstances (serious illness, injury, medical trauma, substantial property loss), personally or within the immediate family (defined as spouse, parent (including step relationships), or child (including, step, adopted, and legal guardian), and who have exhausted all applicable leave-of-absence time available to them, may apply for personal leave time to be donated by other covered employees. The request, with information pertaining to the need, will be made to the Director of Human Resources (or designee) and to a panel of five persons (director of human resources or designee, two other administrators, and two teachers appointed by the Association). The panel will consider each request and determine if the situation merits approval for donated personal leave. Approved requests, with all appropriate factors relating to the need, will then be communicated by the CFEA to employees covered by this Agreement. Willing employees may donate personal leave credited to them by completing a form available from each site office and the Association office. These non-returnable donations may be in one-half day or full day amounts, and may not exceed two days annually. Donated days may be specified for use by a specific individual, in the event that more than one employee has qualified for donation, or the days may be available for use as needed by those who have qualified. All information on the origin of donated days will be kept confidential. The Association will be kept informed by the director of human resources (or designee), as to the amount of time donated and the leave status of the employees who have qualified for donated days. If donated personal leave days are not sufficient to meet the needs of the affected employee(s) after the first request for donations, additional requests for days may be communicated by the CFEA. Forms for donation of personal leave days should be sent to the personnel office within ten (10) working days after each request. A maximum of three requests for donation of personal leave days may be made per hardship occurrence.

(5.2.1) **Leave for Religious Observance:** If an employee has religious affiliation which requires the observance of a religious holiday which falls on a working day, said employee shall be granted leave for such observance. Said leave will be with pay, and in no case shall total usage of said leave exceed two (2) days per school year. Arrangements must be made with the building principal at least three (3) school days prior to such leave.

(5.2.2) For each day absent, the employee will perform one (1) day of duties assigned by the principal. Any such compensatory work day or days shall be scheduled for a time during a normal school vacation or within one (1) week of the close of the school year. Failure to complete the one (1) or two (2) days of compensatory work shall cause pay for the number of days to be deducted from the employee's July salary check of that year.

(5.2.3) Any employee utilizing this leave shall be responsible for contacting the building principal to make arrangements for the scheduling of the compensatory day(s) of work.

(5.3.1) **Conference Leave:** An employee appointed by the appropriate director to represent an area of service or instruction, or the school district, will be granted leave with pay to attend educational conferences or conventions. All approved costs will be borne by the District.

(5.3.2) An employee approved by the appropriate director to attend an educational conference or convention directly or closely related to the employee's area of service shall be eligible for leave with pay. In such instances, the District shall provide a substitute, if necessary, and may partially or wholly reimburse the employee for approved expenses (depending upon such factors as the nature of the conference, the number of persons attending, and the costs related to the attendance).

(5.3.3) An employee who is an officer or participant of a curriculum specialty event, conference, or convention may attend with pay if approved by the appropriate director. In such instances, the District shall pay for the cost of any required substitute, but will not reimburse the employee for any conference convention related expenses.

(5.3.4) Requests for approval of leaves described in paragraphs two and three of this provision must be made to the appropriate director at least two (2) weeks before the beginning of the leave.

(5.4) **Consultive Work Leave:** Consultive work leave approved by the appropriate director may be granted to a maximum of five (5) days during the academic year to perform services for another school district or a commercial agency, without pay. If the requested consultive service has a direct benefit to the school district, such as an exchange of consultants, the appropriate director will determine if the leave will be with pay or without pay.

(5.5.1) **Extended Leave:** All requests for extended leave shall be submitted to the superintendent of schools for disposition at the appropriate level. Extended leave of absence without pay may be granted under the following provisions:

(5.5.2) Extended leave without pay may be granted to an employee elected to major office (president, vice president, or president-elect) in the Iowa State Education Association or the National Education Association. Such leave shall be for a maximum of one(1) school year.

(5.5.3) Extended leave without pay may be granted for the purpose of caring for a member of the immediate family i.e. spouse, parent(including step relationships), son or daughter (including step, adoptive, foster, or legal guardian relationships) with a serious health condition. The maximum period of time for such leave shall be one (1) calendar year.

(5.5.4) Extended leave without pay for a maximum of one (1) school year may be granted to an employee for the purpose of further study in an area related to the employee's professional duties. To qualify for this provision, an employee must have been employed for five (5) consecutive years in the Cedar Falls Community School District, and the proposed study must be in an accredited college or university.

(5.6.1.a) Extended leave for special teaching opportunity, without pay and for a period of time not to exceed one(1) school year, may be granted to an employee who has completed at least five(5) consecutive years of teaching in the Cedar Falls Schools for the purpose of formal teaching in another country.

(5.6.1.b) Prior to departing on any such leave, the employee shall be responsible for meeting with his or her principal and the appropriate director for the purpose of determining whether or not a one (1) step

advancement on the salary schedule will be allowed for formal teaching experience to be gained during the leave. The employee shall be notified after the meeting of the preliminary decision regarding the granting of one (1) step advancement on the salary schedule for the formal teaching experience to be gained when, and if, the employee returns to active teaching in the Cedar Falls Schools.

(5.6.1.c) Following the successful completion of any such teaching experience, as described above, the returning employee shall be responsible for documenting the outside teaching experience. Such documentation shall show the type of experience, its duration, and evidence of success in the assignment. Advancement of one (1) step on the salary schedule for the formal teaching experience gained shall be accomplished only after these conditions have been filled.

(5.7) Extended leave without pay for a maximum of one (1) school year may be granted to an employee for the purpose of leave while recovering from a serious illness or injury. Situations requiring more than this may be approved by the administration. Such leave will become available at the close of the school year in which the employee's personal sick leave becomes exhausted.

(5.8) All employees utilizing extended leaves of absence under numbers 5.5.2 through 5.6.1.c above will, upon their timely return to the District, be placed on the salary schedule at the step next above that at which they were placed during their last year of work in the District. Sick leave accrued prior to departure shall be preserved for employee usage upon return from any extended leave.

(5.9) An employee returning from extended leave under the provisions of numbers 5.5.2 through 5.6.1.c above, will be re-employed in the employee's former position, if that position is available. If that position is not available, then the employee will be re-employed in a position for which he or she is qualified.

(5.10) **Association Leave:** Twelve days of time per contract year will be available to employees selected by the Association for the purpose of conducting Association business. This time will be at regular pay for each selected employee, and the Association will reimburse the employer for each day of substitute costs at the basic daily sub rate for the year. In the event that additional time is needed, that time may be used and reimbursed in the same manner if the request for such additional time has been approved by the superintendent of schools.

ARTICLE 6 - SICK LEAVE BANK

(6.1) **Definition:** There will be established a sick leave bank, or reservoir, to be used by any employee who chooses to participate.

(6.2) Use of sick leave bank days will commence on the ninety-sixth (96th) contract day of sickness or injury of the eligible employee and will continue for up to an additional one hundred (100) contract days. The bank year will be the contract days of a given school year.

(6.3) **Participation:** Participation in the bank system will be on a voluntary basis and contributions will be made in the form of one (1) day of sick leave from the current year's allocation of fifteen(15) or twenty (20) days, as appropriate. The days contributed to the bank become the property of the bank and are non-returnable to the employee. Employees who wish to enroll must submit two (2) completed application forms (see Appendix B) to the business office on or before September 15 of the year of the initial enrollment. This sick leave bank application will continue from year to year unless revoked in writing by the employee before September 15 of the school year in which the revocation is to be effective. The director of business affairs will sign the forms and return one (1) copy to the employee.

(6.4) **Unused Days in Bank:** Assets of the bank will not be carried over from year to year in excess of 200 days. The following year's bank will consist of the days carried over plus all contributed days for that year's participation.

(6.5) **Use of Bank Leave Days:** Use of bank leave days will be based on a daily use basis, e.g., everyone eligible will draw each day until total bank leave days have been exhausted.

ARTICLE 7 - ASSOCIATION COMMUNICATION

(7.1) The Association shall be entitled to hold a reasonable number of meetings on school property before or after school hours, provided such meetings in no way interfere with any aspect of the instructional program or a previously scheduled event. Each meeting will be scheduled with the appropriate administrator.

(7.2) Elementary teachers serving on the Executive Board and/or the Representative Assembly of the Association will be able to leave their elementary buildings fifteen (15) minutes prior to the close of the official teaching day for the express purpose of attending such monthly meetings. Such early departure shall not exceed one (1) day per month for elementary teachers serving in one of the groups or two (2) days per month for elementary teachers serving in both groups. The Association will provide each principal, prior to the beginning of the school year, a list of the monthly scheduled meetings and a listing of members of the Executive Board and the Representative Assembly of the Association. Elementary teachers who have completed student supervision duties may depart their buildings fifteen (15) minutes prior to the close of the official teaching day for the purpose of attending three (3) regularly scheduled Association meetings, provided that the meetings do not fall on Mondays or days of scheduled elementary planning time.

(7.3) The Association shall pay for the reasonable costs of all materials and supplies used by the Association. If overtime custodial services are required as a direct result of Association use of facilities, the Association will pay for the total cost of said services.

(7.4) The Association shall be entitled to post appropriate materials on employee bulletin boards in teachers' lounges and workrooms. All Association materials posted shall be initialed by an Association official home-based in the building.

(7.5) The District shall make available to the Association, upon its request, public records which are relevant to collective bargaining negotiations or necessary for the processing of a grievance, to the extent such material is reasonably obtainable. Copies of confidential and privileged memoranda, information and correspondence between the District and its attorneys or similar advisors shall not be furnished to the Association unless specifically authorized by the superintendent of schools.

ARTICLE 8 - GRIEVANCE PROCEDURE

(8.1) **Definitions:** Grievance: A grievance is a claim that there has been a violation, misinterpretation, or misapplication of a provision of this Agreement.

(8.2) **Aggrieved Person:** An aggrieved person is the person who filed the grievance. If a grievance represents a person or persons in addition to the aggrieved person, such person or persons shall sign a

petition which shall be attached to the grievance form. The petition shall state that the grievance filed by the aggrieved person represents also the person or persons whose signature(s) appear on the petition.

(8.3) **Party in Interest:** A party in interest is the person or persons who might be required to take action, or against whom action might be taken in order to resolve the grievance.

(8.4) **Time Limits:** The number of days indicated at each level should be considered as a maximum and every reasonable effort should be made to comply with the limits. The time limits specified may, however, be extended by mutual agreement, emergency, and/or an absence of a party in interest at a time when action is required.

(8.5) **Year-End Grievance:** In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to the aggrieved person, the time limits set forth herein shall be reduced so that the grievance procedure may be completed prior to the end of the school year or within a maximum of thirty (30) days thereafter.

(8.6) **Level I - Principal (Informal):** If an employee feels that a violation, misinterpretation, or misapplication of some provision of this Agreement has occurred, he or she shall first discuss the matter with the building principal.

(8.7.1) **Level II - Principal (Formal):** If, as a result of the informal discussion with the principal at Level One a grievance still exists, the aggrieved person may invoke the formal grievance procedure through the Association on the form set forth in Appendix C, Grievance Form. The grievance form shall be available from the teacher rights chairperson and said form shall be signed by the aggrieved person and shall be certified by the teacher rights chairperson of the Association. Two copies of the grievance form shall be delivered to the principal. Both copies shall be signed and dated by the principal, and one copy shall be returned to the aggrieved person. The principal shall indicate his/her disposition of the grievance in writing within ten (10) school days of the presentation of the formal grievance and shall furnish a copy thereof to the aggrieved person and the Association.

(8.7.2) If the aggrieved person or the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within ten (10) school days, the grievance shall be transmitted to Level Three.

(8.7.3) If the grievance involves more than one building, it may be filed with the superintendent or his/her designee, after carrying out the informal discussion specified in Level One with the superintendent or designee. Any grievance filed directly with the superintendent must be a grievance that does not, in any way, involve a building principal or principals.

(8.7.4) Any formal grievance must be filed within twenty (20) school days of the event or condition giving rise to the grievance.

(8.8.1) **Level III - Superintendent of Schools or Designee:** The superintendent of schools, or the superintendent's designated representative, shall consider any formal grievance submitted within ten (10) days of the disposition at Level Two, may conduct hearings, and shall respond in writing within ten (10) school days of receipt of the grievance. The decision of the Superintendent or designee shall be final and binding.

ARTICLE 9 - DURATION

The Agreement shall be effective as of July 1, 2024, and shall remain in full force and effect until June 30, 2025.

ARTICLE 10 – SIGNATURE CLAUSE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents and attested to by their respective Chief Negotiators.

CFEA


BOARD OF EDUCATION, CEDAR FALLS
COMMUNITY SCHOOL DISTRICT



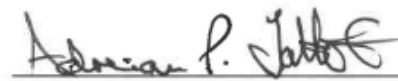
President



President



Chief Negotiator



Chief Negotiator

Dated this 26th day of JUNE 2024

Dated this 26th day of JUNE 2024

**Cedar Falls Community School District
2024-25 Teacher Salary Schedule
Basic Salary Schedule**

Step	BA	BA15	BA30	MA	MA15	MA30	MA45
1	37,839	39,281	40,722	42,524	43,966	45,407	46,849
2	39,191	40,632	42,074	43,966	45,407	46,849	48,290
3	40,542	41,983	43,425	45,407	46,849	48,290	49,732
4	41,894	43,334	44,777	46,849	48,290	49,732	51,173
5	43,245	44,686	46,128	48,290	49,732	51,173	52,615
6	44,596	46,038	47,479	49,732	51,173	52,615	54,057
7	45,948	47,389	48,831	51,173	52,615	54,057	55,498
8	47,300	48,740	50,183	52,615	54,057	55,498	56,940
9	48,651	50,092	51,534	54,057	55,498	56,940	58,381
10	50,003	51,443	52,886	55,498	56,940	58,381	59,823
11	51,354	52,795	54,237	56,940	58,381	59,823	61,264
12	52,705	54,147	55,588	58,381	59,823	61,264	62,706
13	53,210	55,498	56,940	59,823	61,264	62,706	64,147
14	53,714	56,849	58,291	61,264	62,706	64,147	65,589
15	54,219	58,201	59,643	62,706	64,147	65,589	67,031
16	54,723	58,726	60,995	64,147	65,589	67,031	68,472
17	55,228	59,250	61,540	65,589	67,031	68,472	69,914
18	55,732	59,775	62,084	67,031	68,472	69,914	71,355
19	56,237	60,300	62,630	68,472	69,914	71,355	72,797
20	56,742	60,825	63,174	69,914	71,355	72,797	74,238
21	57,247	61,349	63,720	70,483	71,945	73,408	74,869
22	57,750	61,875	64,265	71,055	72,536	74,017	75,499
23	58,254	62,399	64,809	71,624	73,126	74,629	76,130
24	58,759	62,924	65,355	72,194	73,716	75,239	76,761
25	59,264	63,448	65,899	72,765	74,307	75,849	77,391
26	59,768	63,973	66,444	73,335	74,897	76,460	78,021
27	60,273	64,498	66,989	73,905	75,487	77,070	78,652
28	60,778	65,022	67,533	74,476	76,077	77,682	79,283
29	61,282	65,547	68,079	75,045	76,668	78,292	79,914
30	61,786	66,072	68,624	75,615	77,258	78,902	80,545
31	62,291	66,597	69,169	76,186	77,848	79,513	81,176
32	62,796	67,121	69,713	76,755	78,439	80,122	81,807
33	63,301	67,646	70,259	77,326	79,029	80,733	82,438
34	63,805	68,171	70,804	77,896	79,619	81,345	83,067
35	64,309	68,696	71,348	78,466	80,210	81,954	83,698
36	64,814	69,221	71,893	79,036	80,800	82,565	84,329
37	65,319	69,746	72,437	79,607	81,390	83,175	84,960
38	65,823	70,270	72,983	80,176	81,981	83,786	85,590

APPENDIX B

EXTRA-CURRICULAR ACTIVITES/ATHLETICS WAGE SCHEDULE FOR 2024-25

2024-25 Base Wage Generator: \$37,425

Note: all percentages indicate the total amount for the school year unless otherwise indicated.

ASSIGNMENT	CLASSIFICATION	BASE WAGE (%)
ATHLETICS		
HIGH SCHOOL		
HEAD		
Head Varsity Football Head Varsity Wrestling Head Varsity Basketball		25
Head Varsity Volleyball		19
Head Varsity Softball Head Varsity Swimming Head Varsity Baseball Head Varsity Track Head Varsity Soccer		17
Head Varsity Tennis		14.5
Head Varsity Cross Country Head Co-Ed. Bowling Head Football 10 th Gr/JV1 Head Basketball 10 th Gr/JV1		13
Head Varsity Golf		12.5
Head Soccer 10 th Gr/JV1 Head Softball 10 th Gr/JV1 Head Baseball 10 th Gr/JV1 Head Volleyball 10 th Gr/JV1		11
Head Varsity Bowling		10
ASSISTANT		
Assistant Varsity Football Assistant Varsity Wrestling Assistant Varsity Basketball		13
Assistant Varsity Softball Assistant Varsity Baseball Assistant Varsity Soccer Assistant Varsity Volleyball		11
Assistant Varsity Swimming Assistant Varsity Track Assistant Football 10 th Gr/JV1 Assistant Volleyball 10 th Gr/JV1 Assistant Basketball 10 th Gr/JV1		10
Assistant Co-Ed. Bowling Assistant Soccer 10 th Gr/JV1 Assistant Softball 10 th Gr/JV1 Assistant Baseball 10 th Gr/JV1		9
Assistant Varsity Cross Country		7.5
Assistant Varsity Bowling		7
Assistant Varsity Golf Assistant Varsity Tennis		5

JR. HIGH SCHOOL	HEAD	
Head 9 th Gr/JV2: Head Football Head Basketball Head Volleyball		10
Head 9 th Gr/JV2 : Head Baseball Head Soccer Head Softball		9
Head 8 th -7 th Grade: Head Wrestling		8
8 th Grade : Head Football Head Basketball Head Volleyball 7 th Grade: Head Football Head Basketball Head Volleyball Head Jr. High Track		8
8 th -7 th Grade: Head Cross Country		6
	ASSISTANT	
9 th Grade/JV2: Assistant Football Assistant Basketball Assistant Volleyball		7
9 th Grade/JV2: Assistant Baseball Assistant Softball Assistant Soccer 8 th Grade : Assistant Football Assistant Basketball Assistant Volleyball 7 th Grade: Assistant Football Assistant Basketball Assistant Volleyball 8 th -7 th Grade: Assistant Wrestling Assistant Track		6
Assistant 8 th -7 th Grade Cross Country		4
ACTIVITIES		

HIGH SCHOOL	HEAD	
Head Band: Director		17.5
Orchestra: Sr High plus 2 Jr. Highs Sr High plus 1 Jr. High Sr High plus Elementaries		14 13 11.5
Head Cheer Leaders Head Vocal		13
Newspaper		12
Head Speech		11.5
Head Drama: Production (Full academic year) Head Robotics		11
Head Yearbook High School Choir Pianist		8.5
Head FIRST Tech. Challenge Head Rocket Club		7.5
Weight Room Coordinator Head Student Senate		7
Color Guard Coordinator		6.5
Head Dance		6
Head Trap Shooting		5.5
Senior Leadership Junior Leadership Head E-sports: Fall Spring		5 5 5 5
Career & Technical Student Orgs DECA; Business Professional of America[BPA]; Family, Career and Community Leaders of America[FCCLA]; Future Business Leaders of America[FBLA]; Future Health Professionals[HOSA] Skills USA Technology Student Organization[TSA] National FFA Organization (FFA) Head Marching Band Percussion Coordinator Head Science Club Assistant Rocket Club		4.5 4.5 4.5 4.5
Head E-Sports: Winter		4.0
Special Olympics: Fall Bowling Winter Basketball Spring Track & Field Weight Room Coach: Fall Winter Spring Summer Intramurals Sophomore Leadership		3 3 3 3 3 3 3 3 3

		3
Drama: Costuming: Fall Spring		2.5 2.5
Marching Band: Pit Percussion Coach		1.5
	ASSISTANT	
Assistant Cheerleaders		8
Assistant Robotics		7.5
Assistant Speech		7.5
Assistant Drama: Production (Full Academic Year)		6.5
Assistant FIRST Tech. Challenge		6
Assistant Trap Shooting		4
Assistant Drama -Technician: Fall Spring		3.5 3.5
Assistant Drama - Vocal Supp.: Fall Spring		3.5 3.5
Assistant Drama - Instrumental:: Fall Spring		3.5 3.5
Assistant E-Sports Fall Spring		3.5 3.5
Assistant Dance		3
Assistant E-Sports - Winter		2.5
Jr. HIGH	HEAD	
Orchestra: supports Either 2 Jr. Highs Or 1 Jr. High plus multiple elementaries		9
Head Band Head Vocal		8
Orchestra: supports 1 Jr. High plus 1 elementary		7
Head Drama: Fall Spring Head Cheerleaders: Fall Spring		6 6 6 6
Intramurals		3
	ASSISTANT	

Assistant FIRST Tech. Challenge		6
Assistant Cheerleaders:		
Fall		3.5
Spring		3.5
Assistant Drama:		
Fall		3
Spring		3
ELEMENTARY		
Band		6.5
FIRST Lego League-District Coordinator		6.0
Vocal		5
Orchestra- multiple elementary		
Safety Patrol		3
Student Council		
FIRST Lego League- Building Coordinator		2

APPENDIX C

Cedar Falls Community School District

2024-2025

DEPARTMENT CHAIRPERSON WAGE SCHEDULE

2024-25 Generator Base: \$36,945

16%	10-12 English 10-12 Mathematics 10-12 Science 10-12 Social Studies 10-12 Special Education
14%	9-12 World Languages
12%	7-12 Business Education 10-12 Industrial Technology 10-12 Physical Education
8.5%	10-12 Counseling 10-12 Family & Consumer Science 7-9 English 7-9 Mathematics 7-9 Science 7-9 Social Studies 7-9 Special Education 7-9 Physical Education K-6 Physical Education K-6 Special Education
8%	7-12 Music K-6 Music
7%	10-12 Art
6%	K-6 Art
5%	7-9 Counseling 7-9 Family & Consumer Science 7-9 Industrial Technology K-12 TAG 7-12 Library-Media PK-6 Library-Media K-6 Counseling
3%	7-9 Art

OTHER ASSIGNMENTS

3%	Employment Equity Advisor Program Equity Advisor
2.5%	Vocational Education Coordinator

APPENDIX D

CEDAR FALLS COMMUNITY SCHOOLS

CFEA Employees Online Sick Leave Bank Application

Definition: There will be established a sick leave bank, or reservoir, to be used by any employee who chooses to participate.

Use of sick leave bank days will commence on the ninety-sixth (96th) contract day of sickness or injury of the eligible employee and will continue for up to an additional one hundred (100) contract days. The bank year will be the contract days of a given school year.

Participation: Participation in the bank system will be on a voluntary basis and contributions will be made in the form of one (1) day of sick leave from the current year's allocation of fifteen(15) or twenty (20) days, as appropriate. The days contributed to the bank become the property of the bank and are non-returnable to the employee. Employees who wish to enroll must submit two (2) completed application forms (see Appendix B) to the business office on or before September 15 of the year of the initial enrollment. This sick leave bank application will continue from year to year unless revoked in writing by the employee before September 15 of the school year in which the revocation is to be effective. The director of business affairs will sign the forms and return one (1) copy to the employee.

Unused Days in Bank: Assets of the bank will not be carried over from year to year in excess of 200 days. The following year's bank will consist of the days carried over plus all contributed days for that year's participation.

Use of Bank Leave Days: Use of bank leave days will be based on a daily use basis, e.g., everyone eligible will draw each day until total bank leave days have been exhausted.

FULL NAME:

First Name	Middle	Last Name
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TODAY'S DATE: _____

Choose "Yes" if you wish to authorize the District to donate one (1) day of your personal sick leave annually to the CFEA Employee Sick Leave Bank. Choose "No" if you do not wish to contribute to the Sick Leave Bank.

___ Yes ___ No

SIGNATURE:

APPENDIX E

**GRIEVANCE FORM
CEDAR FALLS COMMUNITY SCHOOL DISTRICT
(Submit to Principal in Duplicate)**

Building _____
Assignment _____
Name of aggrieved person _____
Date filed with principal _____
Certification by Teacher Rights chairperson _____
Principal's signature _____

Level II

- A. Date cause of grievance occurred _____
*B. Statement of grievance _____
C. Provision of the Agreement alleged to have been violated, misinterpreted, or misapplied _____

- D. Relief sought _____

Date Signature

- E. Disposition by principal _____

Date Signature

Level III

F. Signature of aggrieved person _____

G. Date received by superintendent or designee _____

H. Disposition _____

Date

Signature

*Additional pages may be attached to include information regarding B, C, D, E, H.