

The Board of Directors of the Cedar Falls Community School District in the County of Black Hawk, State of Iowa, met in special session virtually at the James L. Robinson Administrative Center, 1002 West First Street, Cedar Falls Iowa pursuant to the laws and rules of said Board by electronic means at 12:00 p.m. The meeting was called to order by the President and the roll being called there were present Lowell Stutzman in the chair, and the following named Directors: Nate Gruber, Jenny Leeper, R.J. Meyer, Jeff Orvis, Bett Peterson and Megan Witt by electronic means. Others in attendance were: Dr. Andrew Pattee, Superintendent, Pam Zeigler, Associate Superintendent of Instruction/Learning, Denelle Gonnerman, Chief Financial Officer, and Dr. Adrian Talbot, Executive Director of Human Resources.

President Hassman stated that a governmental body may conduct a meeting by electronic means only in circumstances where such a meeting in person is impossible or impractical and only if the governmental body provides public access to the conversation of the meeting to the extent reasonably possible. The place of the meeting is the place in which the communication originates and the minutes of the meeting shall include a statement explaining why the meeting in person was impossible or impractical as pursuant to Iowa Code 21.8. The reason for the meeting being held by electronic means: Due to proximity of the members.

Item No. 1 – Approval of the Following Consent Agenda Items:

Director Meyer moved and Director Leeper seconded the motion that the Board approve the following Human Resource Report as presented

Human Resource Report
May 28, 2024

New Contracts - Recommended for Approval

Teacher:

Justin Miller	Holmes	Student Success Coach	MA30	20	SOSY 2024-25	\$77,516*
Molly Lassen	Southdale	Special Education	BA	9	SOSY 2024-25	\$53,313*

Employment with the Cedar Falls Community School District is contingent upon acceptable verification of employment, licensure, reference, education, criminal background, child and adult abuse registry, release from current contract (if applicable), and other pre-employment checks deemed necessary; projected start date of employment and salary may be revised accordingly.

NOTE: Salary amounts are projections based on placement on the 2022-23 CFEA Total Salary Schedule; actual salary will be finalized once the 2023-24 schedule is determined through collective bargaining.

Directors voting in favor of the motion: Gruber, Leeper, Meyer, Orvis, Peterson, Witt and Stutzman. Those voting “no” none. Motion carried.

Item No. 2 – Approval of 2024-2025 CFEA Contract

Dr. Talbot reviewed the tentative agreement reached on May 16, 2023 between the District and the Cedar Falls Education Association for a one-year period July 1, 2024 to June 30, 2025. This tentative agreement has been ratified by the Cedar Falls Education Association members. Director Gruber moved and Director Orvis seconded the motion to approve the proposed 2024-2025 Cedar Falls Education Association collective bargaining contract as presented. Directors voting in favor of the motion: Gruber, Leeper, Meyer, Orvis, Peterson, Witt and Stutzman. Those voting “no” none. Motion carried.

Economics are as follows:

- \$550 increase to the 2023-2024 Basic Salary Schedule BA step 1 base wage generator
- Step advancement
- Lane changes for employees that meet the requirements
- The base wage generator for Extra Curricula Athletics and Activities Schedule: \$37,425
The percentage applied to the generator for the following activities assignments shall be:
 - Co-Ed Bowling – Head 13%
 - Co-Ed Bowling Assistant 9%
 - First Lego League District Coordinator 6%
 - Rocket Club-Assistant 4.5%
 - Science Club 4.5%
- The base wage generator for the Department Chairs Schedule: \$36,945

Recommendation:

The total salary increases, including lane advancement where applicable, FICA and IPERS is 2.99%. We recommend acceptance of this tentative agreement.

Note: Insurance is an excluded subject of bargaining. The employee contribution to premium for single coverage on the \$750 deductible health insurance plan will increase \$13 month from \$147/ a month to \$160.00/month. The total package settlement including, FICA, IPERS and insurance is 4.50%. The total cost of the settlement is \$1,739,878.

Item No. 2 – Approval of 2024-2025 Teamsters Local 138 Contract

Dr. Talbot reviewed the tentative agreement between the District and the Teamsters Local 138 for a one-year period July 1, 2024 to June 30, 2025. This tentative agreement has been ratified by the Teamsters Local 138. Director Peterson moved and Director Meyer seconded the motion to approve the proposed 2024-2025 Teamsters collective bargaining contract as presented. Directors voting in favor of the motion: Gruber, Leeper, Meyer, Orvis, Peterson, Witt and Stutzman. Those voting “no” none. Motion carried.

Base Wage Increase:

- Increase all classifications I-VII \$0.45/hr
- Increase all classifications V-VII \$0.55/hr

Wage Increase for returning employees:

- Increase all classifications I-VII \$0.45/hr
- Increase all classifications V-VII \$0.55/hr

The total salary increases, FICA and IPERS is 3.22%.

Job Classification

Change Head Grounds Keeper from class V-A to class VI

New Job: Site Head Grounds Keeper/Lead Custodian-High School, class VA

We recommend acceptance of this tentative agreement

Note: Insurance is an excluded subject of bargaining. The employee contribution to premium for single coverage on the \$750 deductible health insurance plan will increase \$5.00 month from \$110/ a month to \$115.00/month. The total package settlement including, FICA, IPERS and insurance is 2.87%. The total cost of the settlement is \$80,173.

Item No. 3 – Adjournment

Director Peterson moved and Director Meyer seconded the motion to adjourn. Directors voting in favor of the motion: Gruber, Leeper, Meyer, Orvis, Peterson, Witt and Stutzman. Those voting “no” none. Motion carried. The meeting was adjourned at 12:23 p.m.

Secretary

President