

The Board of Directors of the Cedar Falls Community School District in the County of Black Hawk, State of Iowa, met in regular session pursuant to the laws and rules of said Board at the Cedar Falls Community Center, 528 Main Street, Cedar Falls, Iowa, at 5:30 p.m. The meeting was called to order by the President and the roll being called there were present Jeff Hassman in the chair, and the following named Directors: Brenda Fite, Susie Hines, R.J. Meyer, Jenny Leeper, Lowell Stutzman, and Nate Gruber. 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 and Janelle Darst, Communications Director. Also, in attendance: Kathy Butler, Kristi Lienhard, Jana Speck, Kayleen Tierney, and Lori Wiley.

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

Director Hines moved and Director Fite seconded the motion to approve the following consent agenda:

1. The agenda for the May 9, 2022 Board agenda as presented
2. Approval of the April 11, 2022 Board of Education meeting minutes
3. Approval of the bills as presented for payment as reviewed by the designated Board member, Director Meyer
4. Approval of Human Resource Report
5. Approval of open enrollment requests
6. 2022-2023 Student Accident Insurance
7. Quarterly Transportation Report
8. Agreements:
 - River Hills FY23 Lease Agreement
 - 2022-2023 Activity Sharing Agreements
 - MercyOne Waterloo Nursing Contract Agreement

Open Enrollment Report

May 9, 2022

	Tamiya Maxine Stewart	10 th Grade
	Current resident district:	Cedar Falls
	District requested:	CAM – IA Connections Academy
	Effective date:	2021-2022
	Faith Lynn Rogers	7 th Grade
	Current resident district:	Waterloo
	District requested:	Cedar Falls
	Effective date:	2021-2022 – C
	Hunter Joseph Rogers	3 rd Grade
	Current resident district:	Waterloo
	District requested:	Cedar Falls
	Effective date:	2021-2022 – C
2022-2023	Charles Dillard IV	Kindergarten
	Current resident district:	Cedar Falls
	District requested:	Waterloo
	Effective date:	2022-2023
	Adam Michael Nissen	7 th Grade
	Current resident district:	Cedar Falls
	District requested:	Janesville
	Effective date:	2022-2023
	Harper Heaton	1 st Grade
	Current resident district:	Waterloo
	District requested:	Cedar Falls
	Effective date:	2022-2023
	*Connor Lennon King	4 th Grade
	Current resident district:	Waterloo
	District requested:	Cedar Falls
	Effective date:	2022-2023

*This will be denied

Human Resources Report
May 9, 2022
2021-22 School Year

New Contracts* - Recommended for Approval

Teacher:

Hannah Coates	Senior High	Spanish	BA 3	SOSY 2022-23	\$42,578*
Mindy Fisher	Hansen	Special Edu.	MA 14	SOSY 2022-23	\$62,918*
Holly Henriksen	Senior High	French	BA 3	SOSY 2022-23	\$42,578*
Natalia Johnson	Cedar Heights	Art	BA 3	SOSY 2022-23	\$42,578*
Alexis Pender	Cedar Heights	Fourth Grade	BA 3	SOSY 2022-23	\$42,578*

**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 2021-22 CFEA Total Salary Schedule; actual salary will be finalized once the 2022-23 schedule is determined through collective bargaining.

Resignations - Recommended for Approval

All resignations will be effective End of School Year (EOSY) 2021-22 unless otherwise noted.

Teacher:

Christy Amundson	Hansen	Third Grade	EOSY 2021-22
Deborah Bowling	Aldrich	Third Grade	EOSY 2021-22
Amelia Buskohl	Peet JH	Science	EOSY 2021-22
Sydney Butler	Holmes JH	Health/Physical Ed	EOSY 2021-22
Mekayla Cannon	Holmes JH	Family & Consumer Science	EOSY 2021-22
Joseph Carney	Elementary	Instructional Coach	EOSY 2021-22
Coryn Clasen	Cedar Heights	Special Education	EOSY 2021-22
Christiana Junge	Aldrich	Special Education	EOSY 2021-22
Andrea Werner	Hansen	Special Education	EOSY 2021-22

Pursuant to Iowa Code 279.19A, 8(b) termination of or resignation from a contract with a teacher constitutes an automatic termination of or resignation from an extracurricular contract in effect between the teacher and the Board.

'EOSY': End of School Year is the final day of teacher service, as determined by the official school calendar. In the event the school year is extended due to weather make up days, or other unanticipated causes, the Superintendent may, at his sole discretion, approve an employee request to terminate employment prior to the end of the school year if the request had been previously approved by the Board to take effect at the end of the school year.

Directors voting in favor of the motion: Fite, Gruber, Hassman, Hines, Leeper, Meyer and Stutzman. Those voting "no" none. Motion carried.

Item No. 2 – Public Comment

No public comment.

Item No. 3 – Communications

Molly Boevers Student Board Liaison reported on the following:

- Honors and awards night
- Teacher appreciation notes
- Blood drive for student senate
- Staff appreciation breakfast
- IHSMA large group festival
- AP testing
- Seniors last full week of school
- Update spring sports

President Hassman and the Board thanked Molly for her service and presented her with a plaque.

Dr. Pattee introduced Cedar Falls students Sriya Kalala and Mira Keeran. Ms. Kalala and Ms. Keeran presented on their non-profit organization “Club Kids for a Cause Inc.” that raises funds for cancer through one tennis tournament at a time. Club Kids for a Cause Inc. was cofounded in 2018 by Cedar Falls students Sid Kalala and Krisha Keeran. Proceeds through 2022 have totaled \$30,000 and have been donated to cancer charities families affected by cancer. The Board thanked the students for their presentation and dedication.

Dr. Pattee introduced Nancy Blow, Executive Director of the Iowa Association School Business Officials (IASBO). Ms. Blow presented the Professional Leadership award to Mrs. Denelle Gonnerman. The Professional Leadership award is the highest honor bestowed upon a member by the IASBO. Ms. Blow stated that Denelle has been nominated by her peers and exemplifies this award, as it is based on the leadership she has shown in the schools, community, and her profession. President Hassman and the Board congratulated Mrs. Gonnerman and thanked her for her dedication and service. Mrs. Gonnerman thanked the staff, Administration, Board of Education and her family for all their support.

Janelle Darst reported on the following District news activities:

- Cedar Falls High School ranked as Best in Schools by US News and World Report
- Gold Star Teachers: Lori Engel, Hilary LaMasters and Nick Rhoads
- Congratulations to National Merit Scholarship Finalist
- DECA program finalist
- CAPS Industries Open House for Habitat for Humanity
- CFHS Fishing State Champions
- CFHS Trapshooting
- Hearst Center art exhibition
- The Wellmark Foundation Large Match grant: Matching the next \$100,000 donated to the new pool and Tiger Performance Center
- Partnership with Black Hawk Soil and Water Conservation District (SWCD)
- One Team One Dream fund raising for the new pool and Tiger Performance Center
- New CFHS website
- School Board Recognition Month
- Equity Website

Item No. 4 – School Board Recognition

Dr. Pattee reported that May is school Board appreciation month and presented board members a certificate of recognition thanking the board for their dedication, leadership and passion ensuring student focus and achievement.

Item No. 5 – Approval of Depository Banks and Maximum Deposit Resolutions

Mrs. Gonnerman recommended the following depository banks and maximum deposit resolutions for fiscal year 2022 due to the Bond proceeds. Director Gruber moved and Director Hines seconded the motion to approve the fiscal year 2022 Depository Banks and maximum deposit resolutions for the Cedar Falls Community School District as presented: Directors voting in favor of the motion Fite, Gruber, Hassman, Hines, Leeper, Meyer and Stutzman. Those voting “no” none. Motion carried.

Cedar Falls Community School District
Depository Banks and Maximum Deposit Limits

<u>Financial Institution</u>	<u>2021-22</u>	<u>2020-21</u>
Bank Iowa	\$20,000,000	\$20,000,000
Collins Community Credit Union	\$50,000,000	\$20,000,000
Community Bank and Trust	\$20,000,000	\$20,000,000
Dupaco Credit Union	\$20,000,000	\$20,000,000
Farmers State Bank	\$50,000,000	\$35,000,000
First National Bank of Cedar Falls	\$20,000,000	\$20,000,000
Great Western Bank	\$20,000,000	\$20,000,000
PMA/Iowa Schools Joint Investment Trust (ISJIT)	\$75,000,000	\$25,000,000
Lincoln Savings Bank	\$30,000,000	\$30,000,000
Regions Bank	\$35,000,000	\$35,000,000
US Bank Iowa, NA	\$20,000,000	\$20,000,000
Veridian Credit Union	\$20,000,000	\$20,000,000
Wells Fargo, Iowa, NA	\$20,000,000	\$20,000,000

Item No. 6 – Proposed List of 2022 Graduates

Dr. Pattee reviewed the list of proposed graduates for the 2021-2022 school year. The following is a preliminary list of candidates for graduation. Director Meyer moved and Director Leeper seconded the motion to approve awarding diplomas to the Cedar Falls High School graduating class of 2022 contingent upon satisfactory completion of graduation requirements as attested to by the High School principal. Directors voting in favor of the motion: Fite, Gruber, Hassman, Hines, Leeper, Meyer and Stutzman. Those voting “no” none. Motion carried.

Please see next page.

Board of Education Minutes
May 9, 2022
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Zayn Freeman Abbas
Katrina Malinda Abben
McKenzie Ruth Adair
Caleb Dean Adams
Spencer Avery Adams
Adil Muhammad Afzal
Kennedy Grace Aikey
Sarah Marie Albaugh
Falah Salah Alshekhahmed
Markus Ryan Ambrose, Jr.
Mason Nicholas Ambrose
Morgan Elizabeth Ames
Malina Marie Amjadi
Elizabeth Jane Amundson
Elise Breanna Andersen
Nolan Michael Andersen
Emma Lorraine Angen
Haris Arnaut
Alayna Kay Asby
Adil Ashar
Sidney Tsuneharu Atkins
Isaiah Eric Augé
Luis Bacho Avila
Bryan Owen Bailey
Imani Bailey **
Josiah Andrew Bailey
Elma Bajrektarevic
Amelia Dee Balong
Tionie Rose Banks
Samuel Lee Bare
Ryley Joseph Barnett
Gemini G Barron
Jace Michael Barry
Christian James Becker
Mackenzie O'Ryan Becthold
Koda Willam Beland
Emari Martell Bennett
Elizabeth Jean Bentley
Rebekah Jean Bentley
Aidan James Bergman
August Mercedes Ryanne
Bergmeier
Carson James Berry
Grace Ann Bobeldyk
Molly Susan Boevers
Chardinae Denice Bolds
Emma Lake Bonjour
Bryden Lee Borcharding
Macy Grace Borglum
Samuel Elliott Bowman
Macy Kathleen Bradfield
Chayton Xander Bridgeman
Myah Jo Brinker
Alivia Rene Bronner
Alyssa Selene Brooks
Aaron Jeffery Raymond Brost
Dezmond James Brunning
Austin James Bumgarner
Joshua Samuel Burjes
Benjamin Logan Burleson
Brayden Paul Burnett
Yonas Henry Bursch
Maria Ann Calderwood-
Garrido
Drew Richard Campbell
Kyle John Campbell
Treyton DeShane Campbell

Kara Grace Cantrall
Aaron David Carlson
Isabella Renae Carrillo
Koro Michelle Castillo
Madeline Grace Castings
Emma Noel Cawelti
Landon Michael Cayler
Meghan Joy Chagdes
Owen Lee Christopher
Lucas Michael Clancy Brown
Jasiah Leo Clark
Jonathan H. Clark
Olivia Jewel Clausen
An'Quaivon Antonio Collins-
Timberlake
Gabriel Alexander Combs
Dylan Michael Compagnone
Lyle Monroe Conditt
Cecelia Ann Conlin
Marcus Anthony Connelly
Noah Joesph Coonradt
Brenan John Corkery
Deenna Mikelle Counsell
Cassidy Joy Craig
Sean Michael Crane
Madison Rose Cremeans
Carson Jacob Cross
Charis Melissa Crozier
Alexander Michael
Cunningham
Adrianna Lynn Dabney
Drew Allen Danielson
Alivia Lynn Davidson
Amelia Marie Davis
Jakobi Keith Davis
Mason Christopher Davis
Lincoln Alejandro Dean
Connor Ray DeGroote
Emma Kiah DeGroote
Kaleah Louise De Jong
Madison Marie Dengler
Owen James Denholm
Kyrah BreAnn DeSerano
Cameron Shawn Desnoyers-
Mundt
Alexis Merie DeVenney
Reece Anthony DeVenney
Jaxin Russel Donohue
Alexia Elizabeth Madison
Downs
William David Doyle
Kunyu Du
Audrey Layne Ehler
Alaina Grace Eick
Mason James Eldridge
Luke Carey Eller
Kylie Elser
Tyler James Emkes
Tellshyiah Rene Lynn Engle
Carter Jacob Ernst
Elena Dolores Escalada
Caleb Thomas Eskelson
Braeden Paul Farmer
Anthony James Feist
Maxwell Jeremy Connor Feist
Ryan Christopher Finck
Taryn Mikaylee Fittro
Jaycob Jordan Fitzpatrick
Allison Ann Fixen
Evan Nicholas Flaherty
Avery June Fleshner
Emily Michelle Fleshner

Eli Matthew Flikkema
Cooper James Fort
Harrison Murphy Foss
Grace Marie Frericks
Tad Kelwin Friis
Carter Joseph Frost
Graham Scott Fry
Emma Clark Fuchtman
Rebecca Jayne Funk
Reece Thomas Gallagher
Isaiah Patrick Galle
Ellen Marie Gerdes
Riley Jean Gesell
Tanya Sanjay Gill
McKenna Sue Gloede
Alexa Renee Gordon
Paige Allison Grainger
Isabella Grace Green
Emma Hailey Gross
Ethan Matthew Gruening
Xander Lawrence Gruver
Abigail Ann Guernsey
Kambry Lynn Guetzlaff
Samantha Riley Gunderson
Sarah Kathryn Guthrie
Isaac Michael Habinck
Aidan Nicholas Hall
Luke Alexander Hand
Aaron James Hansen
Ethan John Hansen
Jaxon Michael Hansen
Sydney Calais Hansen
Aden Joseph Hanson
Max Bradley Hanson
Seth Alan Hanson
Ashton McThaniel Harkrider
Bailey Jean Hartwig
Gabriel Michael Hayes
Marissa Madeline Held
Sydney Kay Herzmann
Klaertje Kiyora Hesselink
William Ryan Hintzman
Samantha Jade Hitlan
Conner James Hobson
Emily Jo Hochgesang
Madeline Olivia Hoelscher
Jordan David Hoepfner
Kelsey Ann Hoepfner
Haleigh Kay Holbert
Alex Michael Horstman
Anthony Dean Huegerich
Sydney Tatum Hughes
Ashtyn John Humpal
Taylor Elizabeth Hunt
Kayla Marie Hurley
Matthew Jacob Iehl
Shamir Ilyas
Dominick Francis Jackson
Heaven Syncere Jackson
Conner Dean Jacobson
Hunter Douglas Jacobson
Caeden John Janssen
Jackson Ray Jarchow
Isaiah Ethan Jennings
Sam Michael Jermier
Bradin Michael Jeys
Isabella Joan Johnson
Lucas William Johnson
Marissa Nicole Johnson
Shawntelly Cortez Johnson
Vance Phillip Johnson
Lauren Marie Jonas

Savannah Renee Jones
Carter Lyle Juhl
Lucas Asher Keagle
Mira Keeran
Peyton Noel Kellum
Ella Grace Kemp
Audrienne Maia Kennedy
Makayla Sue Kinder
Abigail Grace King
Jaden Lee King
Joe Lalan Kliever
Cadence Michele Knock
Madelyn Marie Knock
Brady Marshall Knox
Jaden Julianna Koskie
Brenda Koumondji
Jaden James Kramer
Lilian Ray Kramme
Calyn Ranei Krecklow
Jaydee Renae Kroeger
Jacob Lee Kucko
Jhandu M. Kyler-Panhwar
Santana Marie Lander
Seara Story Dawn Lander
Molli Christine Larson
Ashton Dylan Lee Lawrence
Xavier James Leedom
Emma Rose Lewis
Heaven Elizabeth Lickness
Jens Holm Lildholdt *
Olivia Danae Limkemann
Morgan Mounce Linck
Anthony David Lindgren
Alena Malea Litzel
Isabella Magdalena Lorenz
Deonte M Luckett
Jeffrey Jahava Lugalia
Bertha Charles Lugege *
Kyle Jay Lukensmeyer
Abigail Elizabeth Luvert
William David Lynch
Ahmad Lavern Madlock
Kendall Joy Mallaro
Tanner Scott Mallinger
Jeremiah Tyree Mangum
Gavin Michael Mapes
Ryan Michael Marten
Diego Martin *
Kendall Margaret Maslak
Marissa Ann Mayer
Connor William McCartan
Victoria Rose McCraney
Jamie Lee McDowell
Madelyne Ann McFarland
Madden Gerald McFarlane
Ande Ray McMorris
Alex Gordon Meeter
Jada Ruby Meier
Donald Merlin Melton
Justin Thomas Metcalf, Jr.
Alison Paige Meyer
Jacob Ervin Michael
Gabriel James Middleton
Dorian Sage Miller
Ethan David Miller
Gavin James Miller
Gage Patrick Mills
Jay Joseph Minard
Joshua Levin Mitchell
Dakota James Moeller

Andrew Edward Morlan
Isaac Michael Morlan
Mackenzie K. Mulanax
Lillian Jane Munnik
Gavin Anthony Mussman
Brandon Harvey Nannenga
Zoey Golden Neessen
Keith Roderick Nelson, Jr.
Aiden Jeffery Nielsen
Lani Elizabeth Nielsen
Nolan Boyd North
Galen Finch O'Brien-Carlstein
Trey Richard Oberheu
Andrew Thomas Olson
Gavin Arthur Parziale
Claudia Charlotte Patterson
Anthony Christian Paulson
Ashton Bond Penrod
Jace Lee Perkins
Cameron Michael Peters-
Sharp
Emma Jo Pettit
Benjamin Isaiah Phillips
Jack Warren Pieters
Simon Edward Plassman
Jackson Wallace Plummer
Olivia Natalie Poe
Greyson Scott Porter
Truman Wayne Posey
Ella Grace Potter
Sofia Angelique Potter
Tristen Daniel Promer
Isaac Caleb Purdy
Caleb Joshua Raisty
Angela Elysebeth Randall
Cyrah Lee Rasmussen
Tyler Jaxson Raubs
Harrison Kurt Redfern
Ryan James Reinhardt
Hanna Josephine Reints
Sydney Elizabeth Remmert
Marley Solanne Richter
Joseph James Ridder
Jefferson Isaac Roberts-Dobie
Marissa Michele Xiaomei
Robisky
Kaitlyn Ilene Rodgers
Efren Rodriguez
EmmaJean Louise Roling
Gabriel Kenneth Rosckes
Grant Andrew Roth
Joseph Robert Roussel
Isaac Christopher Rouw +
Jobon Rubon
Yasmine Esparanza Rue
Benjamin Marcus Rumsey
Jordan Ryan Rundel
Olivia Mae Runkle
Breezy Anne Ryan
Nathan Wade Saathoff
Leonie Sabanagic
Sulayman Muhammad Saeed
Anna Joy Sandvold
Chase Erik Sannes
Sameer Sarwar
Erii Sawada *
Caroline Nora Schafer
Kaitlyn Kenzie Schellhorn

Evan John Schenkelberg
Andrew Michael Schipper
Jake Ryan Schmadeke
Emma Kathleen Schmidt
Jacob Kent Schmidt
Kayla Rose Schmitz
Chester Thomas Schofield
Kendra Lynn Schoonmaker
Maggie Lyn Schuring
Owen Tyler Schuster
Hayden Wayne Secor
Colin James Seeks
Neel Jitesh Shah
Andrew Duncan Shaner
Ava Joanna Beth Shaw
Claire Marie Shaw
Emma Elizabeth Shepard
Hermione Isabel Shepard
Bhoomika Paresh Shettigar
Tanndee Jade Shoars
Isabelle Marie LeQuatte Shock
Benjamin Ray Shockley
Grant Robert Simonson
Anisia Micaela Amari Smith
Chayse Alan Smith
Ella Marie Smith
Jayden Anthony Smith
Nathan Drew Smith
Olivia Ann Smothers
Dylan Thomas Snell
Alexandra Isabella Somodi
Aiden Jason Sorensen
Jalen Dean Steege
Alexander Daniel Steele
Emily Ann Steffen
Max Charles Steinlage
Drew Michael Sterrett
Ella Rain Stineman
Sydney Sue Stokes
Dax Easton Stotser
Logan Michael Strassburg
Raelynn Marie Strelow
Salem Michael Strohbeen
Jaye'Mya E'Shay Sudduth
Samuel Aram Susong
Cameron Matthew Switzer
Addyson Marie Swope
Aiden Fasavang Synarong
Leah Elyse Takes
Hailey Kristen Taylor
Makayla Marie Taylor
Nichole Ann Taylor
Ada Asli Tazegul
Emmanuel Christo's Telios
Yonas Daniel Tesfa
Gabrielle Ann Thilges
Noel Joy Thomas
Kadin R. Thrasher
Kali Elizabeth Thurn
Carson Avery Tjaden
Reese Edward Townsend
Emily Ngoo Tran
Owen Robert Tresemer
Logan Alexander Turner
Kyleigh Sue Tyler
Xavier James Uhrmacher
Truman Howard Unruh
Joris Paulus Sam
van den Heuvel *
Erik David VanDaele
Lydia Naomi
Van Engelenhoven
Lucy Allison VanHooreweghe

Aaron Reed Van Roosendaal
Lauren Kalin Vlasak
Annabeth Saige Volz
Keaton Alexandra Voss
Paige Elizabeth Wageman
Evan William Walker
Katherine Paige Waltz
KD JoNae Waltz
Jacob Harrison Webber
Elise Michelle Wehr
Maegan Alexis Wells
Kyle Jon Westhoff
Noah William White
Zander Ellis White
Dylan James Whitt
Brianna Grace Wickham
Zachary Edward Wickham
Joel Anthony Wildeboer
Savannah Rayne Willard
Xzavier James Willert
Lillia Korin Willett
Ariana Marie Williams
David Owen Williams
Kanye Allen Willis
Isabella Zatha Mae Wilson
Jami Jo Wilson
Mackenzie May Wilson
Trevor James Wireman
Jacob John Witham
Jenna Leigh Wittenburg
Parker Thomas Wolfe
Emma Monet Yarrow
Noah Riley Young
Madison Grace Zempel
Alice L. Zhang
Stephen Easter Zheng

Item No. 7 – Approval of 2022-2024 CFESP Contract

Dr. Talbot reviewed the tentative agreement that was reached between the District and the Cedar Falls Educational Support Professionals (CFESP) on April, 6, 2022. The contract is a two-year contract beginning July 1, 2022-June 30, 2024 for base wages and wages for returning employees for the Cedar Falls Educational Support Professionals (CFESP). This agreement has been ratified by the Cedar Falls Education Support Professionals.

The base wage increase will be \$1.00 per hour for all classifications and returning employees for 2022-23. A total dollar increase is 7.63% including base wages, FICA and IPERS. For year 2023-2024: base wage increase will be \$0.40 per hour for all classifications and returning employees with a total dollar increase is 2.83% including base wages, FICA and IPERS.

A one-time retention payment of \$750 paid to all employees employed on June 30, 2022 through June 15, 2023, who also sign a letter of Assignment for 2023-2024 and are on the payroll on September 15, 2023, payment to be made on September 30, 2023. The retention payment will be funded with Elementary and Secondary Education Emergency Relief (ESSER) funds. This payment will become neither part of the ongoing hourly wage rate nor language within the collective bargaining agreement.

Insurance is an excluded subject of bargaining. Employee contributions toward the single insurance premium will increase by \$25.00 a month from \$55.00 to \$80.00 per month in year one and by \$5.00 from \$80.00 per month to \$85.00 per month in year two. The package settlement including wages, FICA, IPERS and insurance is 6.42% in year one and 3.86% in year two, for total package settlement average over two years of 5.14%. After discussion, Director Fite moved and Director Gruber seconded the motion to approve the proposed 2022-2024 contract between the Cedar Falls Educational Support Professionals (CFESP) and the Cedar Falls Community School District as presented. Directors voting in favor of the motion: Fite, Gruber, Hassman, Hines, Leeper, Meyer and Stutzman. Those voting “no” none. Motion carried.

Item No. 8 – Approval of 2022-2025 AFSCME Memorandum of Understanding (MOU)

Dr. Talbot reviewed the collective bargaining agreement the board approved on December 13, 2021 with the American Federation of State, County and Municipal Employees (AFSCME) for a period of three years July 1, 2022 to June 30, 2025. The agreement approved an hourly base wage increase of \$0.50 for the 2022-23, \$0.40 2023-24, and \$0.30 for the 2024-25.

Dr. Talbot reported in order to help the District recruit and retain employees, the District has proposed to replace the current wage rate specified in the recently approved collective bargaining agreement (CBA). The District reached out to the American Federation of State, County and Municipal Employees (AFSCME) and proposed to replace the current agreed base wage rate for the 2022-23 contract year from \$0.50 to \$1.00/hr. in a Memorandum of Understanding.

A one-time retention payment of \$750 paid to all employees employed on June 30, 2022 through June 15, 2023, who also sign a letter of Assignment for 2023-2024 and are on the payroll on September 15, 2023, payment to be made on September 30, 2023. The retention payment will be funded with Elementary and Secondary Education Emergency Relief (ESSER) funds. Neither the wage adjustment nor the retention payment will become part of the on-going hourly wage rate nor language within the collective bargaining agreement.

The American Federation of State, County and Municipal Employees (AFSCME) have signed the Memorandum of Understanding.

The average total package settlement for the total of years 2022-23, 2023-24, and 2024-25 is 4.35%. Director Stutzman moved and Director Fite seconded the motion to approve the proposed 2022-2025 American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding as presented. Directors voting in favor of the motion: Fite, Gruber, Hassman, Hines, Leeper, Meyer and Stutzman. Those voting “no” none. Motion carried.

Item No.9 – Superintendent’s Report

Dr. Pattee reported on the following:

1. Special Board virtual meeting on May 11, 2022 at 12:00 pm for the Bond sale.
2. Bond ratings came back showing a very strong financial standing:
 - Moody’s bond rating came back as an Aa3
 - S& P bond rating of A+
3. Service Recognition on May 25, 2022 at 4:30 p.m. at Pheasant Ridge.
4. Commencement is May 22, 2022.
5. Next Board meeting will be May 23, 2022

Item No. 10 – Questions, Comments, and Concerns

Director Leeper highly recommends attending the CAPS Innovation programming.

Item No. 11 – Adjournment

Director Leeper moved and Director Stutzman seconded the motion to adjourn. Directors voting in favor of the motion: Fite, Gruber, Hassman, Hines, Leeper, Meyer and Stutzman. Those voting “no” none. Motion carried. The meeting was adjourned at 6:15 p.m.

Secretary

President