

# Proposed Agreement with Cedar Falls Educational Support Professionals

Cedar Falls Community School District  
Contract Period: July 1, 2026 – June 30, 2027  
*Tentative Agreement Reached: April 1, 2026*

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

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## TERMS OF TENTATIVE AGREEMENT

### BASE WAGE INCREASE

- Increase all classifications by \$0.30/hour.

### WAGE INCREASE FOR RETURNING EMPLOYEES

- Increase all classifications by \$0.50/hour.

### LONGEVITY PAY

- \$0.15/hour for employees starting in Year 5.
- \$0.20/hour for employees starting in Year 10.
- \$0.25/hour for employees starting in Year 15.
- \$0.30/hour for employees starting in Year 20.

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## FINANCIAL SUMMARY

Total dollar increase in base wages, FICA, and IPERS:  
**\$150,957.40**

### Insurance Note:

*Insurance is an excluded subject of bargaining. Employee contribution toward single insurance premium will remain \$45/month.*

Total package settlement (base wages, wages, FICA, IPERS, and insurance):  
**\$224,675.33**

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## **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 Educational Support Professionals bargaining unit members while maintaining the District's long-term financial sustainability.

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