

Recommendations for Salary/Wage Changes for Non-Bargaining Unit Employees

Cedar Falls Community School District

2026-2027

RECOMMENDATION

An average (median) **total package** (wage plus insurance premiums, IPERS, FICA) increase of **2.92%** for hourly and salaried employee groups.

The employee groups to which the increases will apply are as follows:

Category 1

- 12-month Secretarial-Clerical
- Information Technology Services-Technicians
- Bus Drivers
- Bus Mechanics

Category 2

- Directors/Associate Directors/Professional-Salaried Staff
- Supervisors & Managers

The cost of the increase in compensation from the General Fund and Nutrition Fund is **\$129,241**.

Recommend that the Board grant the Superintendent the authority to exercise his independent discretion in deciding any changes in wages or salary for individual employees within each employee group, so long as the total cost to the District does not exceed the approved average total package increase. Individual employees may receive more or less than the average total package increase.
