



Memo: ICEA Paraprofessionals and ICCSD Tentative Agreement -- Year 2 of the two-year agreement. Board Approved in 2025

Attn: Iowa City Community School District Board of Directors

2026-27

- 2.5% package increase - Step Movement and base wage increases
 - Step movement for eligible employees (including moving to the top step)
 - \$.05 added to the base wage + \$.70 on the longevity stipend

Matthew Degner – Superintendent of Schools • R Chace Ramey – Deputy Superintendent

It is the policy of the Iowa City Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity and socioeconomic status in its educational programs, activities, or employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Laura Cottrell

(Executive Director of Educational Services & Student Success) for programming at cottrell.laura@iowacityschools.org

Nick Proud (Chief Human Resources Officer) for employment at proud.nick@iowacityschools.org, 2255 N Dubuque Road, Iowa City, Iowa 52245, (319) 688-1000; or If you are unsure how to proceed or would like assistance in discussing your options, you may also contact Janet Abejo-Parker at

ombuds@iowacityschools.org or (319) 688-1312.