



Memo: Iowa City Physical Plant Association and ICCSD Tentative Agreement - 1-year agreement

Attn: Iowa City Community School District Board of Directors

2.25% Total Package Increase

Wages:

For the 2026-2027 school year, ICCPPA is proposing. 2.25% Overall Package Increase (including cell phone stipend for Class S employees, except food truck drivers)

- Movement of one step on the Appendix C Longevity Pay schedule
- Incremental increases in the value of the steps on the longevity pay schedule
 - Years 0-4 remain the same
 - Years 5-9 increase by \$.10
 - Years 10-14 increase by \$.20
 - Years 15-19 increase by \$.30
 - Years 20-24 increase by \$.40
 - Years 25-29 increase by \$.50
 - Years 30 and beyond increase by \$.60
- An increase of \$.25/hour on Class C Wages
- An increase of \$.70/hour on Class S Wages

IX. Cell Phone Stipends

Employees identified in the Crafts Level Lead category shall receive an annual cell phone stipend of \$600. Additionally, the following Class S employee groups shall receive a \$300 annual phone stipend:

- Electrician
- Locksmith
- Plumber
- Preventative Maintenance
- HS Day Head Custodian
- HS Night Head Custodian
- HVAC Technicians
- Grounds

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



- Carpenter
- Painter
- Cabinetmaker
- Trash/Repair
- Mail Carrier
- Mechanic
- Day Sub

Regular work schedules may be altered when a letter of assignment is issued. During the fiscal year, regular work schedules may be altered by mutual agreement “and documented via email with the supervisor, employee, and HR”. All employees shall be assigned a regular schedule with a regular starting and quitting time. Work schedules showing the employees' work days and hours shall be determined by the Employee’s immediate supervisor and filed with the Office of Human Resources each year.

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.