

## Proposed Agreement with Cedar Falls Education Association

Tentative agreement has been reached on a contract to cover a one year period July 1, 2018 - June 30, 2019 on base wages, wages, credit for experience and educational lanes; and a two year period July 1, 2018 – June 30, 2020 on all other language. This tentative agreement has been ratified by CFEA members.

### Economic items:

- \$0 increase to the 2017-18 BA step 1 base wage generator on the Basic Salary Schedule
- Step advancement
- Lane changes for employees who meet the requirements

### Language items:

Retain in part, or in entirety, the following permissive language:

- Association Leave
- Service Year
- Leaves of Absence
- Sick Leave Bank
- Grievance Procedure

### Recommendation

The step advancement wage settlement including FICA and IPERS is **2.25%**. We recommend acceptance of this tentative agreement.

*NOTE: Insurance is an excluded subject of bargaining. The employee contribution to single insurance will remain at \$70.00/month, the deductible for the new Select II plan will increase from \$250.00/month to \$750.00/month. The **total package** settlement i.e. salary step advancement, FICA, IPERS, and insurance is **1.88%**.*