

## Proposed Agreement with Cedar Falls Education Association

Tentative agreement was reached on May 5<sup>th</sup>, 2022 on a contract to cover a one year period July 1, 2022 - June 30, 2023. This tentative agreement has been ratified by CFEA members.

### Economic items:

- **\$750** increase to the 2021-22 Basic Salary Schedule BA step 1 **base wage generator**
- Step advancement
- Lane changes for employees who meet requirements
- The base wage generator for Extra Curricula Athletics and Activities Schedule : **\$36,125**
  - The percentage applied to the generator for the following coaching assignments shall be:
    - Asst. Soccer coach 10<sup>th</sup> grade/JV1, Asst. Softball Coach 10<sup>th</sup> grade/JV 1, Asst. Baseball Coach, 10<sup>th</sup> grade/JV1 : 9%
    - Asst. Basketball Coach 10<sup>th</sup> grade/JV1, Asst. Volleyball Coach 10<sup>th</sup> grade/JV1: 10%
- The base wage generator for the Department Chairs Schedule: **\$35,645**

### Recommendation

The **total salary increase**, including step and lane advancement, FICA and IPERS is **3.64%**. We recommend acceptance of this tentative agreement.

*NOTE: Insurance is an excluded subject of bargaining. The employee contribution to premium for single coverage on the \$750 deductible health insurance plan will **increase by \$35/mo. from \$107.00/month to \$142.00/month**. The **total package** settlement i.e. base salary increase, salary step and lane advancement, FICA, IPERS, and insurance is **3.43%**.*

**The total cost of the settlement is: \$1,282,288**