

Proposed Agreement with Cedar Falls Education Association

Tentative agreement was reached on April 28th, 2020 on a contract to cover a one year period July 1, 2020 - June 30, 2021. This tentative agreement has been ratified by CFEA members.

Economic items:

- \$480 increase to the 2019-20 BA step 1 base wage generator on the Basic Salary Schedule
- Step advancement
- Lane changes for employees who meet the requirements
- The highest step on the Basic Salary Schedule shall be 38.
- The base wage generator for Extra Curricula Athletics and Activities \$34,860
 - The percentage applied to the generator for the following coaching assignments shall be:
 - Head football coach 25%
 - Head Volleyball 19%
 - Head Tennis 14.5%
 - Head Golf 12.5%
- The base wage generator for the Department Chairs \$34,380

Language items:

The following positions shall be added to the Activities salary schedule:

- Assistant Drama: Vocal Support - Fall: 3.5%; Spring: 3.5%
- Assistant Drama: instrumental Support - Fall: 3.5%; Spring: 3.5%

Recommendation

The **total salary increase**, including step and lane advancement, FICA and IPERS is **3.04%**. 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 from \$90.00/month to \$100.00/month**. The **total package** settlement i.e. base salary increase, salary step and lane advancement, FICA, IPERS, and insurance is **3.19%**.*