

Proposed Agreement with Cedar Falls Education Association

Tentative agreement was reached on April 11, 2025 on a contract to cover a one- year period July 1, 2025 - June 30, 2026. This tentative agreement has been ratified by CFEA members.

Basic Salary Schedule Increase:

\$480 increase to the Basic Salary Schedule BA step 1 base wage generator; the 2025-2026 generator shall be **\$38,319**

Step & Lane Advancement:

Step advancement and lane changes for employees who meet requirements

Extra-Curricular Athletics & Activities:

Base wage generator for the Extra Curricular Athletics and Activities Schedule: **\$37,905**

The percentage applied to the generator for the following activities assignments shall be:

- Elementary Band: 8%
- Elementary Orchestra: 8%

Department Chair Schedule:

- Base wage generator for the Department Chairs Schedule: **\$37,425**

Recommendation

The base wage increase, including step and lane advancement and other increases to generators, as specified is **2.65%**. We recommend acceptance of this tentative agreement.

Note:

*Insurance is an excluded subject of bargaining. The single premium for the plan used as the basis for calculating the Total Package cost of the settlement will increase **by \$10/month, from \$160/month to \$170/month**. . All other single and family premiums in other health insurance plans will be adjusted accordingly. **Total Salary increase will be 3.17%; Total Package Settlement (base wages, wages, FICA, IPERS plus insurance) is 3.41%.***

Total cost of the settlement: \$1,374,607