

Proposed Agreement with Cedar Falls Education Association

Tentative agreement was reached on March 29th, 2023 on a contract to cover a one year period July 1, 2023 - June 30, 2024. This tentative agreement has been ratified by CFEA members.

Economic items:

- Add \$1800 to each cell in the 2022-23 Base Wage Salary Schedule
- No step advancement
- Lane changes for employees who meet requirements
- The base wage generator for Extra Curricula Athletics and Activities Schedule : **\$36,875**
 - The percentage applied to the generator for the following activities assignments shall be:
 - Head Marching Band Percussion Coordinator 4.5%
 - Marching Band: Pit Percussion Coach 1.5%
 - Color Guard Coordinator 6.5%
 - High School Choir Pianist 8.5%
- The base wage generator for the Department Chairs Schedule: **\$36,395**

Recommendation

The **total salary increase**, including lane advancement where applicable, FICA and IPERS is **2.81%**. 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 \$5/mo. from \$142.00/month to \$147.00/month**. The **total package** settlement including FICA, IPERS, and insurance is **3.04%**.*

The total cost of the settlement is: \$1,159,774