

## Proposed Agreement with Cedar Falls Education Association

Tentative agreement was reached on April 9<sup>th</sup>, 2019 on a contract to cover a one year period July 1, 2019 - June 30, 2020. This tentative agreement has been ratified by CFEA members.

### Economic items:

- \$410 increase to the 2018-19 BA step 1 base wage generator on the Basic Salary Schedule
- Step advancement
- Lane changes for employees who meet the requirements

### Language items:

- all teachers in good standing to advance one step on the salary schedule
- credit for teaching and or applicable work experience for placement on the salary schedule upon initial employment to increase from 15 to 20 years
- add Rocket Club and E-Sports to the Extra Curricular Athletics and Activities Schedule

### Recommendation

The base wage increase and step advancement, including FICA and IPERS, is **2.86%**. 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 \$70.00/month to \$90.00/month**. The **total package** settlement i.e. base salary increase, salary step and lane advancement, FICA, IPERS, and insurance is **2.53%**.*