

Opening Statement

The Charles City Education Association is here to present our initial proposal to the Charles City Community School District. This is the beginning of a process that will allow the Association to present our priorities for ensuring all of our students and staff are supported and successful. The goal of the bargaining process is ensure that Charles City maintains competitive wages, benefits, and contractual language that supports current staff, as well as continuing to be attractive to future teachers. Quite simply, we believe that Charles City is a great place to teach, and we want to maintain the employee benefits that help make this a great place. We believe this is a shared goal between Association and District.

The laws on bargaining may have changed, but our focus on our students has not. We are aware that some topics are now excluded from the bargaining process. While we understand that, we do not believe our members should be shut out of the discussion and decision-making on these topics. We appreciate efforts the District has made thus far working with CCEA to ensure a workplace that provides the highest level of instruction to the students of this community in an environment conducive to successful learning. We expect that the District will continue to work with CCEA on excluded topics such insurance, evaluation, reduction procedures and other matters important to our staff and our school district.

This proposal is a starting point, just as we expect the initial proposal from the Board to be a starting point. Our hope is to continue to work together to find mutual agreement on all topics that have direct impacts on students, staff and our community.

Thank you for considering this proposal, and understanding the importance to our Association, our students and our community.

Initial Proposal

Initial Proposal from the
Charles City Education Association
To the
Charles City Community School District

February 21, 2018

The Association proposes current contract language for all articles with the following exceptions. While acknowledging there are topics of bargaining in this contract that are now excluded under the law, the Association looks forward to a discussion on where these topics will be housed moving forward.

Labor Management Committee

The Association and the District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make decisions regarding employment matters not referred to in the master contract and other matters mutually agreed upon.

Base Wages

The Association proposes a \$800 increase to the regular program base from \$33,200 to \$34,000. This is a yearly salary increase of approximately 3%.

Duration

This Agreement shall be effective the 1st day of July 2018 and shall continue in force and effect until the 30th day of June 2021. During the term of this agreement all articles shall remain current contract, except for the following: The parties agree that Article Eleven Wages and Salaries shall be open to negotiate base wages for the 2019-20 Master Contract and all following contract years.

This wage proposal is made with the expectation that insurance costs and coverages for the employee will remain substantially unchanged. CCEA reserves the right to adjust its' proposal if there are substantial changes to insurance.