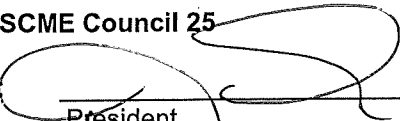


CONTRACT EXTENSION AGREEMENT

Board of Education of the Traverse City Area Public Schools
and
Chapter I of Local 1079, Affiliated with Michigan Council 25
AFSCME, AFL-CIO

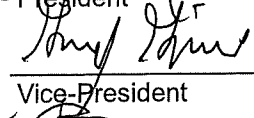
1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Chapter I of Local 1079, Affiliated with Michigan Council 25, AFSCME, AFL-CIO (AFSCME) are parties to a collective bargaining agreement (CBA) which expires on June 30, 2020.
2. The parties agree to extend the terms of the CBA for two (2) additional years, to expire on June 30, 2022, with the following additional terms:
 - A. The salary schedules will reflect no less than a 1.5% salary increase for 2020/21 and 2021/22. AFSCME employees will be credited with one step increase up to the maximums outlined in the salary schedules for 2020/21 and 2021/22.
 - B. The parties agree to meet and confer to review the district's financial status in February 2020 and February 2021 to consider possible increases to the wage schedules for the 2020/21 and 2021/22 contract years. The salary schedules will reflect no less than a 1.5% salary increase for the 2020/21 and 2021/22 contract years.
 - C. Section 36 (Healthcare and Life Insurance) will be modified giving employees their choice of five (5) different MESSA plans for medical insurance consistent with the letter of understanding signed between the Board of Education and AFSCME Council 25 on December 5, 2018. The employer and employee will split renewal increases equally up to 20% to the maximum amounts permitted in Section 3 of the Public Funded Health Insurance Contribution Act. The split will be based on the highest percentage renewal plan (of the five offered) and added to the previous year's employer subsidy. In addition, all dependents on an active employee's medical (not to include dental or vision) plan through TCAPS will be allowed to maintain coverage through the end of the calendar year they turn 26.
 - D. Section 29.1.a (Funeral Leave) will be modified to memorialize the current practice that includes up to five (5) days of bereavement time in the case of an employee or employee's spouse who suffers a miscarriage.
3. All other terms of the CBA remain in effect unless otherwise expressly stated in this Contract Extension Agreement.
4. The parties have executed this Contract Extension Agreement by their authorized representatives for this purpose.

AFSCME Council 25

BY: 

President

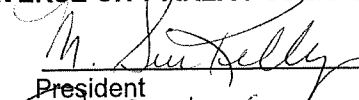
DATE: 4/26/2019

BY: 

Vice-President

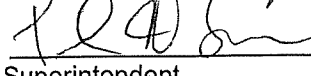
DATE: 5/1/2019

TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION

BY: 

President

DATE: 4/22/2019

BY: 

Superintendent

DATE: 4/22/2019