

CONTRACT EXTENSION AGREEMENT

Board of Education of the Traverse City Area Public Schools
and
Traverse City Transportation Association

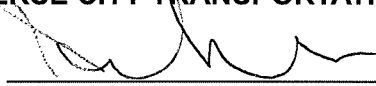
1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Traverse City Transportation Association (TCTA) are parties to a collective bargaining agreement (CBA) which expires on June 30, 2020.
2. The parties agree to modify the terms of the CBA for 2019/20 as well as extend the terms of the CBA for two (2) additional years, to expire on June 30, 2022, with the following additional terms:
 - A. Section 37 (Wage Schedule) will be modified to reflect that the Step 1 rate will increase to \$14.00 per hour for 2019/20. Steps 2 through 5 and the trainer rate will increase by an additional \$.15 per hour for 2019/20. Employees will receive a 1.5% salary increase for 2020/21 and 2021/22. TCTA employees will be credited with a year of service on the longevity schedule for 2020/21 and 2021/22. See attached wage schedule.
 - 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 schedule will reflect no less than a 1.5% salary increase for the 2020/21 and 2021/22 contract years.
 - C. Section 35.1.b (Storm Days) will be modified beginning with the 2019/20 school year and continue through the 2021/22 contract years. Employees will have the option to be paid the first six storm days. Employees may use their personal business day and/or personal sick time to receive pay for the first three storm days. Employees may choose to complete online training and receive pay up to their DEQ for the fourth through sixth storm days. The online training certificate of completion would need to be submitted for pay within five (5) school days of the 4th, 5th or 6th storm day. The specific online training sessions will be determined with input from the Association and will be communicated to employees in September of each school year.
 - D. Section 27.1 (Special Trips) will be modified beginning with the 2019/20 school year. Employees who choose to work special trips will receive \$14.00 per hour for 2019/20, \$14.21 per hour for 2020/21, and \$14.43 per hour for 2021/22.
 - E. Section 17.1 (Funeral Leave - Absence from Duty) will be modified to memorialize the current practice that includes up to eight (8) days of bereavement and/or funeral time for an employee or employee's spouse who suffers a miscarriage.
 - F. Section 9.a (Leave of Absence - Medical) will be added to memorialize the medical leave of absence process consistent with language from a Letter of Understanding signed December 18, 2018 which states:
 - a. A leave of absence (up to one full school year) may be granted by the Employer for medical reasons.
 - b. The necessity for the leave of absence shall be substantiated by a physician's statement.
 - c. The leave shall be granted without salary or other economic benefits if previous sick leave and/or Family Medical Leave Act (FMLA) time has been exhausted.

- d. In accordance with the provisions of FMLA, employees may be eligible for up to twelve (12) weeks unpaid leave for the purpose of their own illness, or the serious illness of a spouse, child, or parent. During this unpaid FMLA leave, the employer shall continue to provide its share of the group health benefits in accordance with the Act.
- e. If an employee is on an unpaid medical leave of absence in excess of 15 consecutive driving days outside of FMLA protection, his/her run/s may be declared vacant and opened for bid.
- f. An employee returning from a medical leave of absence will be guaranteed the DEQ in place at the time the FMLA or medical leave of absence began.
- g. An employee's seniority will be adjusted by the total number of unpaid days while out on a medical leave of absence.

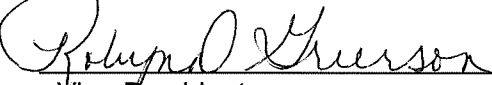
G. Section 38 (Employer Contribution toward Health Care Insurance Premiums) will be modified giving employees their choice of five (5) different MESSA plans for medical insurance effective January 1, 2019 consistent with the letter of understanding signed between the Board of Education and the TCTA on December 5, 2018. This letter of understanding also called for the continuation of the MESSA \$200/\$400 plan through December 31, 2019 for those employees who were enrolled in the plan as of December 2018. The MESSA \$200/\$400 plan will be eliminated effective January 1, 2020. 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.

- 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.

TRAVERSE CITY TRANSPORTATION ASSOCIATION

BY: 
President

DATE: 5-15-19


BY: 
Vice-President

DATE: 05/15/19

TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION

BY: 
President

DATE: 5/13/19

BY: 
Superintendent

DATE: 5/13/19

TCTA Proposed Salary Schedule				
	2019/20 Current	2019/20 Prop	2020/21	2021/22
Step 1	\$13.60	\$14.00	\$14.21	\$14.43
Step 2	\$14.12	\$14.27	\$14.49	\$14.71
Step 3	\$14.41	\$14.56	\$14.78	\$15.00
Step 4	\$15.20	\$15.35	\$15.58	\$15.82
Step 5	\$16.10	\$16.25	\$16.50	\$16.75
Trainer	\$16.47	\$16.62	\$16.87	\$17.13