

TA
CJB
4-15-2021

CONTRACT EXTENSION AGREEMENT

Board of Education of the Traverse City Area Public Schools
and
Chapter 1 of Local 1079, Affiliated with Michigan Council 25
AFSCME, AFL-CIO

TA
SLA
4/20/21

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Chapter 1 of Local 1079, affiliated with Michigan Council 25, AFSCME, AFL-CIO (AFSCME) are parties to a collective bargaining agreement (CBA) which expires on June 30th, 2022.

2. The parties agree to modify the terms of the CBA for 2021/22 as well as extend the terms of the CBA for two (2) additional years, to expire on June 30, 2024, with the following additional terms:
 - a. The salary schedules will reflect no less than a 1.5% salary increase for 2022/23 and 2023/24. AFSCME employees will be credited with one step increase up to the maximums outlined in the salary schedules for 2022/23 and 2023/24.
 - b. The parties agree to meet and confer to review the district's financial status by March 31, 2022 and by March 31, 2023 to consider possible increases to the wage schedules for the 2022/23 and 2023/24 contract years. The salary schedules will reflect no less than a 1.5% salary increase for the 2022/23 contract year and a 1.5% increase for the 2023/24 contract year.
 - c. Section 31.1 (Storm Days) will be updated consistent with MCL 388.1701 which indicates that schools may be closed or may cancel the first six days or the equivalent number of hours due to conditions not within the control of school authorities, such as severe storms, fires, epidemics, utility power unavailability, water or sewer failure, or health conditions as defined by the city, county, or state health authorities. The district will follow the terms and conditions of MCL 388.1701 in the event it changes in the future. All other terms and conditions of Section 31 will remain unchanged.
 - d. Section 19.1.c (Workshops and Conferences) will be updated consistent with Section 71(6) of the Michigan Public School Employees Retirement Act which permits remittance of retirement contributions for released time to conduct union business, but requires that the District be reimbursed those sums paid to the retirement board. All other terms and conditions of Section 19 will remain unchanged.
 - e. Section 36.1 (Healthcare and Life Insurance) will be updated to reflect that effective July 1, 2021, the Board will provide contributions for single, two-person, and full family medical insurance at the maximum amount allowed by law (hard cap) permitted in Section 3 of the Publicly Funded Health Insurance Contribution Act. Section 36.11 will be updated to reflect that benefits for employees will

become effective the first of the month following the employee's date of hire. All other terms and conditions of Section 36 will remain unchanged.

- f. Section 9.5 (Probationary Employees) will be updated to reflect that effective July 1, 2021, probationary employees will be eligible for health care benefits effective the first of the month following their date of hire.
- g. Section 48.4 (Miscellaneous) will be updated to reflect that effective July 1, 2021, the second paragraph of Section 48.4 will be deleted and replaced with a statement that AFSCME employees will receive an additional \$2.00 per hour in addition to their regular hourly rate when employees are requested by a Facilities supervisor (Director or Manager) and perform work in another bargaining unit. In addition, effective July 1, 2021, AFSCME employees will receive an additional \$2.00 per hour in addition to the regular hourly rate when employees are requested by a Facilities supervisor (Director or Manager) to provide specific training to other employees (includes the specified training goals and objectives, the anticipated timeframe for completion of the training, and a sign off by the trainer once the trainee has completed the training). The standard training provided to building custodians by lead custodians as part of their regular job responsibilities as a lead custodian would not qualify for this additional compensation.

- 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: _____

BY: _____
Vice-President

DATE: _____

TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION

BY: _____
President

DATE: _____

BY: _____
Superintendent

DATE: _____

BY: _____
Chief Spokesperson

DATE: _____