

CONTRACT EXTENSION AGREEMENT

Board of Education of the Traverse City Area Public Schools
and
Food Service Employees Association

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Food Service Employees Association (FSEA) 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 25.1 (Wage Schedule) will be modified to reflect that all salary lanes will increase by \$.25 per hour effective July 1, 2019/20. Employees will receive a minimum 1.5% increase and move one step for each of the 2020/21 and 2021/22 school years.
 - 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 25.1.c. (Wage Schedule - temporary assignments) will be modified to reflect that employees who are temporarily assigned to work in a different classification will be paid the rate of pay of the new classification beginning on the third (3rd) consecutive workday.
 - D. Section 25.2 (Pay for NonAttendance Days) will be modified to reflect that employees shall be paid for eight (8) nonattendance days in the contract.
 - E. Section 19.1 (School Closings and Half-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 for 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 daily budgeted hours for the fourth through sixth storm days. The online training would need to be completed and 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.

F. Section 13 (Death in Family) will be modified to memorialize the current practice that includes up to six (6) days of bereavement and/or funeral time for 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.

FOOD SERVICE EMPLOYEES ASSOCIATION

BY: Pat Hobbs
President

DATE: 5/15/2019

BY: Paula P. Lorenz
Vice-President

DATE: 5/15/19

TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION

BY: Sue Kelly
President

DATE: 5/13/19

BY: [Signature]
Superintendent

DATE: 5/13/19