

## CONTRACT EXTENSION AGREEMENT

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

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Traverse City Administrators Association (TCAA) 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. Administrators will be credited with a year of service on the longevity schedule for 2020/21 and 2021/22 assuming they receive an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation.
  - 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 10 (Association Rights) will be modified to clarify that one (1) year contracts may be given to newly hired administrators or administrators on a written plan of assistance.
  - D. Section 15 (Grievance Procedure) will include a Level IV step for the provision of arbitration consistent with the letter of understanding signed between the Board of Education and the TCAA on November 16, 2018.
  - E. Section 18 (Bereavement) will be modified to memorialize the current practice that includes up to eight (8) days of bereavement time in the case of an employee or employee's spouse who suffers a miscarriage.
  - F. Section 25 (Work Year) will be modified to clarify the current practice that senior high lead principals and middle school lead principals are scheduled to work a full year and that athletic directors/assistant principals work a 213 day work year with a flexible work schedule as approved by the Superintendent or his/her designee with the approved work schedule shared with the athletic director/assistant principal's lead principal.
  - G. Section 26 (Vacation and Holidays) will be modified to memorialize the current practice that vacation days are to be scheduled and taken during the year in which the vacation days are earned with no more than five vacation days being carried over from one fiscal year to the next fiscal year. Employees do not need to request nor receive permission to carry over up to five vacation days from one fiscal year to the next fiscal year.
  - H. Section 28 (Insurance and Other Benefits) 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 the TCAA on December 5, 2018. The employer and employee will split renewal increases equally up 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. Pretax payroll deductions will be withheld beginning in January of each year (if necessary) for amounts over the employer subsidies using a full calendar year schedule, typically 26 pays. When the employer subsidy exceeds the monthly premium of a High Deductible Health plan (HSA plan), employees will receive the difference between the employer subsidy and the monthly premium in the form of an annual deposit to their Health Savings Account (HSA). This deposit will be prorated if the employee is not enrolled on January 1st of the calendar year for PA 152 compliance purposes. There will be no refund or credit for the Choices (traditional) plan where the premium is lower than the 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.

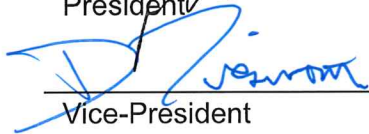
- I. Section 30 (Salary Schedule - Longevity Schedule) will be modified consistent with the letter of understanding signed between the Board of Education and the TCAA on June 26, 2017 giving new hires or individuals moving from TCAPS teaching positions to TCAA positions year for year credit for prior public school principal experience when determining placement on the longevity schedule. In addition, new hires or individuals moving from TCAPS teaching positions to TCAA positions will be granted 50% for each year of prior charter, private, or parochial school principal experience when determining placement on the longevity schedule.
- J. Section 30 (Salary Schedule - Degree Schedule) will be modified to clarify that in the event of a degree change due to the award of an advanced degree, the employee will be moved to the appropriate degree stipend within 30 days of the employee providing a written request for salary change and a transcript showing the award of the degree to the Human Resources Department.

- 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 ADMINISTRATORS ASSOCIATION**

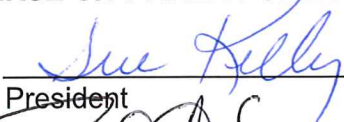
BY:   
President

DATE: 4/1/19

BY:   
Vice-President

DATE: 3/20/19

**TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION**

BY:   
President

DATE: 3/18/19

BY:   
Superintendent

DATE: 3/18/19