

## CONTRACT EXTENSION AGREEMENT

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

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Traverse City Education Association (TCEA) are parties to a collective bargaining agreement (CBA) which expires on August 31, 2020.
2. The parties agree to extend the terms of the CBA for two (2) additional years, to expire on August 31, 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. Horizontal movement for educational credits will continue to occur. One year step movement will occur each year. Any employee with an ineffective rating for both the 2020/21 contract year and the 2021/22 contract year will not move a step for the 2022/23 contract year.
  - 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 1.5% salary increase each year.
  - C. Effective July 1, 2019, the district will change the vision insurance benefit from the current MESSA VSP3 package to the VSP3 Gold package.
  - D. Effective July 1, 2019 through December 31, 2019, employee per paycheck deductions will remain at \$48 per pay for those on the MESSA ABC Plan and \$186.69 per pay for those on the MESSA Choices plan.

Effective January 1, 2020, 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. Employees will have their choice of five different MESSA plans for their medical insurance coverage. In addition, the Board will pay eighty percent (80%) of the premiums associated with the mutually agreed upon ancillary insurance benefit package effective January 1, 2020. Premium costs above the hard cap and above the amount paid by the Board toward ancillary benefits will be paid for by employees through payroll deduction. For those employees choosing a high deductible plan, the Board will credit employee Health Savings Accounts any difference (savings) between the hard cap and premium costs for medical insurance. There will be no refund or credit for Choices plans where the premium is lower than the cap. For those employees choosing cash-in-lieu of medical insurance, there will be no employee paycheck deductions for ancillary benefits for those working 1.0 FTE. The parties will convene to discuss cost containment if insurance premium costs go up equal or greater than ten percent (10%).

- E. Effective August 1, 2019, Section 19.3 (Professional Staff Meetings) of the current CBA will have the following sentence added to provide more flexibility for the scheduling of PLCs without the need for future letters of understanding/agreements. The sentence is, "Representatives of

the TCEA, building principal/s and central office may meet, confer, and mutually agree to changes with the scheduling of PLC meetings assuming the total time for PLC meetings offered during the course of a contract year remains the same."

- F. Section 35.6.a (Death in family) current CBA language will change to "Absence without loss of salary shall be allowed up to eight (8) days upon the death of spouse, child, parent, parent in law, brother, sister, grandparent, grandchild, dependent, or in the case of an employee who suffers a miscarriage" consistent with the 6/1/2018 letter of understanding/agreement between the BOE and TCEA.
- G. Section 38.1 (Compensation) current CBA language will change to "A teacher shall be moved to the appropriate salary lane within thirty (30) calendar days after sending a written request for salary change and a transcript showing the total hours completed and, in the event of a lane change due to the award of an advanced degree, a written request for salary change and a transcript showing the award of the degree to the Human Resources Department" consistent with the 5/4/2018 letter of understanding/agreement between the BOE and TCEA.
- H. Section 39.5 (Extracurricular Compensation - High School Schedule) will change to add extracurricular compensation for:

Bowling (Girls' & Boys')	Varsity	Head Coach	10%
LaCrosse (Boys')	Varsity	Head Coach	10%
		Asst. Coach	8%

consistent with the 12/18/17 letter of understanding/agreement between the BOE and TCEA.
- I. The 2019/20 and 2020/21 calendars, as modified with the 3/6/18 letter of understanding/agreement between the BOE and TCEA, will remain as modified and the attached calendars for 2021/22 and 2022/23 are added pursuant to this contract extension.

- 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 EDUCATION ASSOCIATION, MEA/NEA**

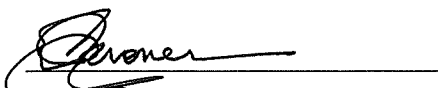
BY:   
Chief Spokesperson

DATE: 12-19-18

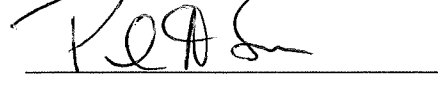
BY:   
President

DATE: 19 December 2018

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

BY:   
President

DATE: DECEMBER 13, 2018

BY:   
Superintendent

DATE: DECEMBER 19, 2018