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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, 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 current salary schedule for 2021/22 will be modified to increase all classifications and steps 1-19 by an additional 20 cents per hour and step 20+ by an additional 30 cents per hour effective July 1, 2021. FSEA employees will be credited with one step increase up to the maximums outlined in the salary schedule for 2021/22.
 - B. The salary schedules will reflect no less than a 1.5% salary increase for 2022/23 and a 1.5% salary increase for 2023/24. FSEA employees will be credited with one step increase up to the maximums outlined in the salary schedules for 2022/23 and 2023/24.
 - C. 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.
 - D. Section 19 (School Closings and Half 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 19 will remain unchanged. The employee pay expectations outlined in 19.1 and 19.2 will remain unchanged.
 - E. Section 9 (Absence from Duty - Probationary Employees) will be modified effective July 1, 2021 to allow probationary employees the option to use and be paid for sick time, paid non-attendance days, and for school closing days (consistent with Section 19). The use of bereavement and sick bank benefits will continue to be available upon completion of the probationary period.
 - F. Section 13 (Death in Family) will be modified effective July 1, 2021 to memorialize that an employee may use three (3) days as funeral leave (from the six (6) days absence allowed per year) as funeral leave for the death of a brother-in-law, sister-in-law, spouse's child, or the parent of the employee's former spouse. In addition, effective July 1, 2021, Section 13.2 will be updated to expand "death in family" to include a step-parent.
 - G. Section 25.2 (Pay for NonAttendance Days) will be modified effective July 1, 2021 and renamed "Holidays". Section 25.2 will be clarified to designate paid holidays as the day before Thanksgiving, Thanksgiving day, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Good Friday, and Memorial Day. An employee who applies and is selected for a FSEA position that requires regular and consistent work during the summer months will be paid for the July 4th and Labor Day holidays if the employee works both the day before and the day after the holiday. Section 25.2 will be modified to

read that in order to receive pay for any holiday, employees must work the day before and the day after the holiday and may not use a sick, personal business or a dock day the day before or the day after the holiday, unless a doctor's note is provided to the Director of Food and Nutrition Services verifying the absence.

- H. Section 8 (Special Activity Assignments) will be modified to create 8.3 which will clarify that FSEA positions for summer work opportunities that require a regular and consistent work schedule will be posted, and employees will be selected based on their seniority.
- I. Section 10.1 (Sick Leave) will be modified to provide the accrual and the use of paid sick time for a FSEA employee who applies and is selected for a position that requires regular and consistent work during the summer months.
- J. Section 20.5 (Health Care Insurance) will be modified to confirm that health care benefits will become effective the first of the month following the date of hire.

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: _____
President

DATE: _____

BY: _____
Vice-President

DATE: _____

TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION

BY: _____
President

DATE: _____

BY: _____
Superintendent

DATE: _____

BY: _____
Chief Spokesperson

DATE: _____