

**CONTRACT EXTENSION AGREEMENT**

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

TA  
CJB  
4-23-2021  
TA  
DJT  
4-23-2021

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Traverse City Transportation Association (TCTA) 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 schedule for 2021/22 will increase effective July 1, 2021 and be extended for 2022/23 and 2023/24 as follows:

	2021/22	2022/23	2023/24
Step 1	\$16.00	\$16.24	\$16.48
Step 2	\$16.50	\$16.75	\$17.00
Step 3	\$17.75	\$18.02	\$18.29
Trainer*	\$18.75	\$19.02	\$19.29

\*The Trainer rate of pay is \$1.00 more than the Step 3 hourly rate of pay.

- a. The salary schedule 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, TCTA employees will be credited with one step increase up to the maximums outlined in the salary schedules for 2021/22, 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.
- c. Section 5.2.a (Alternate Bus Driver) will be modified effective July 1, 2021 to reflect that the alternate bus driver shall be paid in accordance with the bus driver salary schedule plus \$1.00 and is eligible for the same contractual benefits accorded the regular driver.
- d. Section 27.1 (Special Trips) will be modified effective July 1, 2021 to reflect that special trips will be paid at a rate of \$16.00 per hour for bus drivers in 2021/22, \$16.24 per hour in 2022/23, and \$16.48 per hour for 2023/24. In addition, effective July 1, 2021, a special trip that occurs on a Saturday or Sunday will be paid at the bus driver's regular hourly rate of pay. All other terms and conditions of Section 27 will remain unchanged.

- e. Section 38.1.e (Health and Life Insurance) will be modified effective July 1, 2021 to reflect that health care benefits for eligible employees will become effective the first of the month following the employee's date of hire. All other terms and conditions of Section 38 will remain unchanged.
  - f. Section 7.5 (Probationary Period - Driver) will be modified effective July 1, 2021 to reflect that contractual health insurance or cash in lieu of insurance benefits will become effective the first of the month following the employee's date of hire. All other terms and conditions of Section 7 will remain unchanged.
  - g. Section 35 (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 35 will remain unchanged.
  - h. Section 32 (Association Business/Workshops) 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 4 will remain unchanged.
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 TRANSPORTATION ASSOCIATION**

BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
 President

BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
 Vice-President

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

BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
 President

BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
 Superintendent

BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
 Chief Spokesperson