

TA
CAB
5/12/2021

TENTATIVE AGREEMENT 5/12/21

CONTRACT EXTENSION AGREEMENT

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

TA
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5/12/2021

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 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 schedules will reflect no less than a 1.5% salary increase for 2022/23 and 2023/24. Those administrators with a year end evaluation rating of highly effective or effective shall be credited with one additional year of longevity up to the maximums outlined in Section 30.2 of the CBA for 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. 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.
 - c. Section 28.1 (Health Care) and the employer subsidies toward insurance benefits will be updated effective July 1, 2021 to reflect a new employer subsidy of \$537.26 per month for a single subscriber; \$1,140.89 per month for a two-person subscriber, and \$1,466.23 per month for a full family subscriber. Effective July 1, 2022, 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.
 - d. Section 25.1 (Work Year) and the work calendar for TCAA employees will be adjusted to show the Friday before Labor Day as a non-scheduled work day and Martin Luther King, Jr. day as a scheduled work day.
 - e. Section 25.4 (Work Year) 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.
 - a. Section 10.5 (Association Rights) 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 10 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 ADMINISTRATORS 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