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TENTATIVE AGREEMENT 6/2/21

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, 2022.

2. The parties agree to extend the terms of the CBA for two (2) additional years, to expire on August 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 1.5% salary increase for 2023/24. For 2021/22, an additional \$200 will be added to all steps. Horizontal movement for educational credits will continue to occur. One year step movement will occur each year. Any employee with an ineffective evaluation for two consecutive years will not move a step the third year.
 - b. The parties agree to meet and confer to review the district's financial status by March 31, 2022 and 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 42 (The School Calendar). Section 42.1 will be updated to reflect one additional paid day for 2021/22 (with the understanding that this additional day will be paid out at per diem in August 2021 excluding employees with retirements, resignations, or leaves of absence for the 2021/22 school year) to compensate teachers for work already performed.
 - d. Section 25 (Class Size and Teaching Conditions). Section 25.3 will be updated to provide teachers \$40 per day while a classroom is in overload and the district is recruiting and hiring an overload assistant or, if the teacher prefers, the opportunity to forgo an overload assistant and receive the \$40 per day compensation for as long as the classroom remains in overload. All other terms and conditions of Section 25 will remain unchanged.
 - e. Section 26 (Preparation, Planning and Duty-Free Lunch). Section 26.3 will be updated to reflect that the hourly rate of pay for elementary teachers performing recess duty will increase to \$15 per hour effective July 1, 2021, \$18 per hour effective July 1, 2022, and \$22 per hour effective July 1, 2023. Employees will be paid bi-weekly for recess duty. All other terms and conditions of Section 26 will remain unchanged.

- f. Section 37 (Insurance Protection). Section 37.4 will be updated to reflect that beginning July 1, 2021 the life insurance benefit will increase to \$50,000, and the vision insurance benefit plan will move to the VSP-3 Plus P-250CL plan. All other terms and conditions of Section 37 will remain unchanged.
- g. Section 42 (School Calendar). Section 42.2 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 42 will remain unchanged.
- h. Section 30 (Association Business). Section 30.1 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 30 will remain unchanged.

TRAVERSE CITY EDUCATION 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