

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, 2025.
2. The parties agree to extend the terms of the CBA for one (1) additional year, to expire on August 31, 2026, with the following additional terms:
 - a. Section 41 - Salary Schedules (Subsection 41.1): The 2023/24 salary schedule will reflect a 1.5% salary increase from the current salary schedule. Additionally, TCEA employees on step 15 and greater will receive longevity pay of 2%.

STEP	Bachelor's	Bachelor's + 20 credits	Master's	Master's + 15 credits	Master's + 30 credits
5	\$44,090	\$45,062	\$49,333	\$50,184	\$51,466
6	\$45,534	\$46,726	\$51,469	\$52,287	\$53,572
7	\$47,640	\$48,498	\$53,574	\$54,436	\$55,702
8	\$49,770	\$50,587	\$55,702	\$56,527	\$57,810
9	\$51,886	\$52,738	\$58,219	\$59,078	\$60,349
10	\$53,986	\$54,840	\$60,756	\$61,595	\$62,843
11	\$56,527	\$57,380	\$63,709	\$64,582	\$65,845
12	\$59,910	\$60,759	\$67,195	\$67,920	\$69,226
13	\$61,612	\$62,493	\$69,119	\$69,868	\$71,211
14	\$67,060	\$68,008	\$75,187	\$75,998	\$77,462
15-17	\$69,660	\$70,631	\$78,032	\$78,864	\$80,372
18-19	\$70,257	\$71,241	\$78,701	\$79,544	\$80,460
20	\$70,864	\$71,847	\$79,482	\$80,635	\$82,565
21+	\$71,333	\$72,314	\$79,947	\$81,104	\$83,031

Longevity at step 15 and greater (2%):

STEP	Bachelor's	Bachelor's + 20 credits	Master's	Master's + 15 credits	Master's + 30 credits
15-17	\$71,054	\$72,043	\$79,593	\$80,442	\$81,979
18-19	\$71,662	\$72,666	\$80,275	\$81,134	\$82,069
20	\$72,282	\$73,284	\$81,071	\$82,247	\$84,216
21+	\$72,760	\$73,760	\$81,546	\$82,726	\$84,692

- b. Section 41 - Salary Schedules (Subsection 41.1): The 2024/25 salary schedule will reflect a 2% salary increase from the 2023/24 salary schedule. Additionally, TCEA employees on step 15 and greater will receive longevity pay of 2%.

STEP	Bachelor's	Bachelor's + 20 credits	Master's	Master's + 15 credits	Master's + 30 credits
5	\$44,971	\$45,963	\$50,320	\$51,187	\$52,495
6	\$46,445	\$47,660	\$52,498	\$53,332	\$54,643

7	\$48,593	\$49,468	\$54,645	\$55,525	\$56,816
8	\$50,765	\$51,598	\$56,816	\$57,658	\$58,967
9	\$52,924	\$53,793	\$59,384	\$60,260	\$61,556
10	\$55,066	\$55,937	\$61,971	\$62,827	\$64,100
11	\$57,658	\$58,528	\$64,983	\$65,874	\$67,162
12	\$61,109	\$61,974	\$68,539	\$69,278	\$70,611
13	\$62,844	\$63,742	\$70,502	\$71,265	\$72,636
14	\$68,401	\$69,368	\$76,691	\$77,518	\$79,011
15-17	\$71,054	\$72,043	\$79,593	\$80,442	\$81,979
18-19	\$71,662	\$72,666	\$80,275	\$81,134	\$82,069
20	\$72,282	\$73,284	\$81,071	\$82,247	\$84,216
21+	\$72,760	\$73,760	\$81,546	\$82,726	\$84,692

Longevity at step 15 and greater (2%):

STEP	Bachelor's	Bachelor's + 20 credits	Master's	Master's + 15 credits	Master's + 30 credits
15-17	\$72,475	\$73,484	\$81,185	\$82,051	\$83,619
18-19	\$73,096	\$74,119	\$81,881	\$82,757	\$83,711
20	\$73,727	\$74,749	\$82,693	\$83,892	\$85,901
21+	\$74,215	\$75,235	\$83,177	\$84,380	\$86,386

- c. Section 41 - Salary Schedules (Subsection 41.1): The 2025/26 salary schedule will reflect a 1.5% salary increase from the 2024/25 salary schedule. Additionally, TCEA employees on steps 15 and greater will receive longevity pay of 2%.

STEP	Bachelor's	Bachelor's + 20 credits	Master's	Master's + 15 credits	Master's + 30 credits
5	\$45,646	\$46,653	\$51,075	\$51,955	\$53,282
6	\$47,141	\$48,375	\$53,285	\$54,132	\$55,463
7	\$49,322	\$50,210	\$55,465	\$56,358	\$57,668
8	\$51,526	\$52,372	\$57,668	\$58,523	\$59,851
9	\$53,717	\$54,600	\$60,275	\$61,164	\$62,479
10	\$55,892	\$56,776	\$62,901	\$63,770	\$65,061
11	\$58,523	\$59,405	\$65,957	\$66,862	\$68,169
12	\$62,025	\$62,904	\$69,567	\$70,317	\$71,670
13	\$63,786	\$64,699	\$71,559	\$72,334	\$73,725
14	\$69,427	\$70,409	\$77,841	\$78,681	\$80,196
15-17	\$72,119	\$73,124	\$80,787	\$81,648	\$83,209
18-19	\$72,737	\$73,756	\$81,479	\$82,351	\$83,300
20	\$73,366	\$74,383	\$82,287	\$83,481	\$85,480
21+	\$73,851	\$74,866	\$82,770	\$83,967	\$85,962

Longevity at step 15 and greater (2%):

STEP	Bachelor's	Bachelor's + 20 credits	Master's	Master's + 15 credits	Master's + 30 credits
15-17	\$73,562	\$74,587	\$82,402	\$83,281	\$84,873
18-19	\$74,192	\$75,231	\$83,109	\$83,998	\$84,966
20	\$74,833	\$75,871	\$83,933	\$85,151	\$87,189
21+	\$75,328	\$76,364	\$84,425	\$85,646	\$87,681

- d. Section 41 - Salary Schedules (Subsection 41.1): TCEA employees will be credited with one step increase up to the maximums outlined in the salary schedules for 2023/24, 2024/25, and 2025/26. Any employee with an ineffective evaluation for two consecutive years will not move a step the third year.
- e. Section 41 - Salary Schedules (Subsection 41.1): The following language will be added to Subsection 41.1:
 - “Effective for the 2023/24 school year only, the TCEA employees still employed by the District that held a TCEA position in 2010/11 and did not receive a step increase due to step freezes during the 2010/11 school year will be awarded that additional step in 2023/24. Therefore, TCEA employees whose TCEA service with the District goes back to 2010/11 will receive a step advancement of two steps in 2023/24.”
- f. Section 41 - Salary Schedules (Subsection 41.1): The meet and confer language will be modified to delete the current language related to meet and confer meetings and replace it with the following language:
 - “The parties agree to meet and confer in Spring 2025 to review the District’s financial status regarding the 2025/26 contract year.”
- g. Section 39 - Extracurricular Compensation (Subsection 39.10): The current hourly rate will be modified from \$22/hour to \$30/hour for curriculum-related work for 2023/24 and \$33/hour for curriculum-related work for 2024/25. The language in Subsection 39.10 will be deleted and replaced with the following language:
 - “Rates for Curriculum Work:

Working with and without Students	\$30/hour effective July 1, 2023
Working with and without Students	\$33/hour effective July 1, 2024”
- h. Section 19 - Professional Staff Meetings (Subsection 19.3): Consistent with the hourly rate of pay change in Subsection 39.10, the hourly rate of pay for attendance at Professional Learning Community (PLC) meetings will be modified from \$22/hour to \$30/hour effective July 1, 2023 and \$33/hour effective July 1, 2024. The language in Subsection 19.3 will be deleted and replaced with the following language:
 - “School building level professional staff meetings, where attendance is required, shall be held on Tuesday (unless the building principal and staff at that building mutually select a different day), except in unusual circumstances or when consultants required for the meetings are not available on those days.

The K-5th grade and PK-8th grade Montessori teachers may have three building staff meetings each month, each not to exceed forty (40) minutes. Meetings shall start no earlier than 50 minutes prior to instruction. Teachers will also attend six (6) ninety (90) minute professional learning community (PLC) meetings each school year. This time will count towards professional development. The PLC meeting times will be scheduled outside the teacher workday through the building principal. Teachers will be paid \$30 for each hour attended (paid annually) effective July 1, 2023, and \$33 for each hour attended (paid annually) effective July 1, 2024. If two (2) ninety (90) minute PLC meetings are both mutually agreed to and are scheduled back to back, a ten (10) minute break must be provided after ninety (90) minutes to ensure State Continuing Education Clock Hours (SCECHs) are earned.

Secondary 6-12th grade teachers may have two (2) meetings each month, not to exceed sixty (60) minutes beyond the student dismissal time. Teachers will also attend six (6) ninety (90) minute professional learning community (PLC) meetings each school year. This time will count

towards professional development. The PLC meeting times will be scheduled outside the teacher workday through the building principal. Teachers will be paid \$30 for each hour attended (paid annually) effective July 1, 2023, and \$33 for each hour attended (paid annually) effective July 1, 2024. In addition, they may have a monthly departmental meeting.

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.”

- i. Section 26 - Preparation, Planning and Duty-Free Lunch (Subsection 26.3): The current rate of pay for recess duty will be modified from \$22/hour to \$30/hour effective July 1, 2023 and \$33/hour effective July 1, 2024. The language in Subsection 26.3 will be deleted and replaced with the following language:
“Elementary teachers may be assigned to cover the equivalent of up to one hour of recess duty each full week unless a volunteer teacher is available. Volunteering for additional recess duty will exclude teachers from the 210 minute requirement in Subsection 26.2. Teachers will be compensated for that time bi-weekly at the hourly rate of \$30 per hour effective July 1, 2023 and \$33 per hour effective July 1, 2024. If this arrangement creates a shortage of annual hours of instruction as required for full state funding, recess duty assignments may be restructured based on Subsection 24.1.”
- j. Section 35 - Illness, Bereavement, Disability:
 - i. (Subsection 35.4b - Illness in the Immediate Family): The language in Subsection 35.4b will be modified to reflect current practice related to the family members recognized for purposes of family illness leave. The language in Subsection 35.4 will be deleted and replaced with the following language:
“b. The definition for “immediate”, for Subsection 35.4 shall be defined as spouse, child, sibling, sibling-in-law, parent, parent-in-law, immediate step parent, or those who reside in the same household.”
 - ii. (Subsection 35.6 - Death in the Family): The language in Subsection 35.6a will be modified to reflect current practices related to the family members recognized for purposes of bereavement leave. The language in Subsection 35.6a will be deleted and replaced with the following language:
“a. Absence without loss of salary shall be allowed up to eight (8) days upon the death of spouse, child, parent, parent-in-law, immediate step parent, brother, brother-in-law, sister, sister-in-law, grandparent, grandparent-in-law, grandchild, or dependent, or in the case of an employee who suffers a miscarriage.”
 - iii. (Subsection 35.8) The awarding of incentive days for the subsequent school year based on attendance will be modified to remove the requirement of reimbursing the district the cost of the guest teacher in the event an accrued incentive day is used. Accrued but unused incentive days will be paid out at the end of each school year at the rate identified in Subsection 39.10. Additionally, the use of incentive days may be used pursuant to the personal leave guidelines set forth in Subsection 28.3. The language in Subsection 35.8.e will be deleted and replaced with the following language:
“In addition to “a” and “b” above, teachers who use no more than a combined total of three (3) sick and personal leave days (and have been granted no dock days) during the school year will be granted an incentive day. The incentive day may be used pursuant to the personal leave guidelines set forth in Subsection 28.3.”
Subsection 35.8.f will be added to reflect the following language:
“If an incentive day is not used in the school year it is granted, it will automatically be paid out to the employee according to the rate in Subsection 39.10.
Lastly, the current Subsection 35.8.f will be renumbered to 35.8.g.
- k. Section 10 - Teacher Employment (Subsection 10.2): The language in Subsection 10.2 regarding IEP preparation days will be modified to provide clarification. The language in Subsection 10.2 will be deleted and replaced with the following language:
“a. Special education teachers will be provided three (3) days each school year for IEP paperwork and preparations, including but not limited to Medicaid paperwork, progress reports, IEP meeting preparations, or to hold an IEP meeting.

- b. If the district receives Medicaid funding, special education teachers will receive one (1) IEP preparation day in addition to the three (3) days for completing Medicaid logging forms for September through June. Teachers with an average of seven (7) or more students billed for Medicaid during the first semester will receive an additional one-half (1/2) IEP preparation day in addition to the four (4) days. If a teacher does not complete Medicaid logging forms, he/she will not receive one (1) or one and one half (1 ½) additional IEP preparation day(s), as described above.
- c. IEP preparation days shall not be taken on Fridays, before or after personal leave days or incentive days, the day before or after school calendar vacations, or the last week of the school year.
- d. Special Education teachers will receive \$150 per IEP preparation day for up to four (4) days, if the special education teacher prefers to complete the IEP and/or Medicaid funding work outside of the normal workday and forgo the IEP-related absence requiring a substitute. Teachers qualifying for an additional one-half (½) IEP preparation day would receive payment for the additional one-half (½) day.”
- l. Section 42 - The School Calendar (Subsection 42.1): The language in Subsection 42.1 will be deleted and replaced with the following language to reflect current practices:
 “The school calendar contains 180 student instruction days, up to five (5) additional teacher workdays (one may be a Regional Staff Development Day), and two (2) professional development days for a total of 187 teacher workdays.”
- m. Section 42 - The School Calendar (Subsection 42.6): The language in Subsection 42.6 will be deleted and replaced with the following language to reflect current practices:
 “Three of the full student instruction days in each annual calendar may be reduced to one-half (½) student instruction days.”
- n. Section 39 - Extracurricular Compensation: Schedule B, in its entirety, will be continued to be developed throughout the 2023/24 school year by Administration and representatives from TCEA.
- 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

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