

EXTENSION AGREEMENT RECOMMENDATION

to the Board of Education of the Traverse City Area Public Schools
for
Non Affiliated Administrators and Administrative Staff (Full Year)

Below is a recommendation for the Board of Education's consideration in regards to contract extensions and employment conditions for Non Affiliated Full Year Staff.

Non Affiliated Full Year Staff (both exempt and non-exempt):

1. The salary schedule will be modified effective July 1, 2023 via individual contracts and be extended until June 30, 2026: The 2024/25 salary schedule will reflect a 2% salary increase from the 2023/24 salary schedule. The 2025/26 salary schedule will reflect a 1.5% salary increase from the 2024/25 salary schedule.
 - o *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."
2. Retirement Pay: Beginning July 1, 2023 item 2. will be eliminated and item 3. becomes item 2. This section will be modified to: The Board of Education shall establish the amount of retirement pay for those administrators will less than ten (10) years as an administrator with the district. All administrators who do not meet the requirements of "a" above shall receive \$5,000 retirement pay (so long as the administrator has at least five (5) years as an administrator at Traverse City Area Public Schools).
3. Longevity Schedule: Employees will move one year on the longevity schedule for 2023/24, 2024/25, and 2025/26.

The longevity schedule will be modified July 1, 2023 to:

4-7 years	6%
8-11 years	7%
12-15 years	8%
16-19 years	9%
20-24 years	11%
25+	12%

Movement on the longevity schedule is dependent upon receiving an effective or highly effective rating (or comparable as established by law) on the previous year's evaluation

4. Degree Schedule: Effective July 1, 2023, the current amounts will be modified to:
 - Bachelor's Degree: \$500
 - Master's Degree: \$1,000
 - Master's Degree +15: \$1,500
 - Master's Degree +30/Specialist Degree: \$2,000
 - Doctorate: \$2,500
5. Throughout the Agreement, there is a clean up of some spelling and grammatical errors, as well as naming conventions to be consistent with current practices.
6. All other terms remain in effect unless otherwise expressly stated in this Contract Extension Agreement.

EXTENSION AGREEMENT RECOMMENDATION

to the Board of Education of the Traverse City Area Public Schools
for
Non Affiliated Support Staff (School Year Staff)

Below is a recommendation for the Board of Education's consideration in regards to contract extensions and employment conditions for Non Affiliated Support Staff.

Non Affiliated Support Staff (school year):

1. The wage schedule will be modified, effective July 1, 2023, and be extended through June 30, 2026 as follows: The 2023/24 wage schedule will reflect a \$1.00 per hour increase from the current 2022/23 wages. The 2024/25 wage schedule will reflect a 2% increase from the 2023/24 wage schedule, and the 2025/26 wage schedule will reflect a 1.5% increase from the 2024/25 wage schedule.
2. Employees will move one year on the longevity schedule for 2023/24, 2024/25, and 2025/26.
3. Ancillary benefits: Beginning July 1, 2023 employees who are eligible for health insurance or cash-in-lieu will be enrolled in the 100%, \$1,500 max dental plan, VSP 3 plus 250 vision plan and \$10,000 life insurance policy. Employees will receive 100% subsidy for vision and 100% subsidy at the single rate for dental. Under this plan, the employer will pay 100% of the subsidy for vision coverage for employees and their eligible dependents. The employer will also pay 100% of the subsidy for dental coverage for the employee only. Employee's eligible dependents may enroll in dental insurance coverage for an additional premium.

Employees will continue to have the option to enroll in additional ancillary benefits that are available, including life, short-term, and long-term disability insurance. Premium payments for optional insurance will be made by payroll deduction through a Section 125 plan.

4. Throughout the Agreement, there is a clean up of some spelling and grammatical errors, as well as naming conventions to be consistent with current practices.
5. All other terms remain in effect unless otherwise expressly stated in this Contract Extension Agreement.

EXTENSION AGREEMENT RECOMMENDATION

to the Board of Education of the Traverse City Area Public Schools
for
Non Affiliated Support Staff - Child Care

Below is a recommendation for the Board of Education's consideration in regards to contract extensions and employment conditions for Non Affiliated Support Staff - Child Care.

Non Affiliated Support - Child Care:

1. The wage schedule will be modified, effective July 1, 2023 and be extended through June 30, 2026 as follows:

	2023/24	2024/25	2025/26
Lead Instructor - GSRP (Program Director)	\$23.00	\$23.46	\$23.81
GSRP Coordinator	\$22.00	\$22.44	\$22.78
Daycare District Alternate	\$21.13	\$21.55	\$21.88
Preschool District Alternate	\$21.13	\$21.55	\$21.88
Day Care Manager - Extended Day Prog	\$21.13	\$21.55	\$21.88
Day Care Assistant - Extended Day Program	\$17.37	\$17.72	\$17.98
Preschool /Toddler Assistant (Tuition Based)	\$17.37	\$17.72	\$17.98
Preschool / Toddler Manager (Tuition Based)	\$21.13	\$21.55	\$21.88
Summer Explorer's Club Assistant	\$17.37	\$17.72	\$17.98
Summer Explorer's Club Manager	\$21.13	\$21.55	\$21.88
Maverick Enrichment Program Team Leader	\$21.13	\$21.55	\$21.88

2. Employees will move one year on the longevity schedule for 2023/24, 2024/25, and 2025/26.
3. Ancillary benefits: Beginning July 1, 2023 employees who are eligible for health insurance or cash-in-lieu will be enrolled in the 100%, \$1,500 max dental plan, VSP 3 plus 250 vision plan and \$10,000 life insurance policy. Employees will receive 100% subsidy for vision and 100% subsidy at the single rate for dental. Under this plan, the employer will pay 100% of the subsidy for vision coverage for employees and their eligible dependents. The employer will also pay 100% of the subsidy for dental coverage for the employee only. Employee's eligible dependents may enroll in dental insurance coverage for an additional premium.

Employees will continue to have the option to enroll in additional ancillary benefits that are available, including life, short-term, and long-term disability insurance. Premium payments for optional insurance will be made by payroll deduction through a Section 125 plan.

4. Throughout the Agreement, there is a clean up of some spelling and grammatical errors, as well as naming conventions to be consistent with current practices.
5. All other terms remain in effect unless otherwise expressly stated in this Contract Extension Agreement.