

CONTRACT EXTENSION AGREEMENT

Board of Education of the Traverse City Area Public Schools
and
The Executive Team and Cabinet Members

1. The Board of Education of the Traverse City Area Public Schools (the Board) and the Executive Team and Cabinet Members are parties to an agreement which expires on June 30, 2025.
2. The parties agree to extend the terms of the agreement for one (1) additional year, to expire on June 30, 2026, with the following additional terms:
 - a. 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).
 - b. Section 30.1 - Salary Schedule: The 2023/24 salary schedule will reflect a 1.5% salary increase from the current salary schedule. 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.

*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."
 - c. 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
 - d. 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
3. For the 2023/24 contract year only, Executive Team and Cabinet Members will be given the option to receive a one time pay of additional wages of \$3,000 or an annual distribution of \$5,000 to a tax sheltered annuity.
4. Beginning July 1, 2024, Cabinet Members will be given an annual distribution of \$5,000 to a tax sheltered annuity.
5. Throughout the Master 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 of the agreement remain in effect unless otherwise expressly stated in this Contract Extension Agreement.