



**BRIGHTON AREA SCHOOLS ADMINISTRATOR
ASSOCIATION**

HANDBOOK

August 1, 2025 - July 31, 2028

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ARTICLE 1 RECOGNITION

- 1.1 The Board of Education hereby recognizes the Brighton Area Schools Administrators' Association (BASAA) to the extent required by the provisions of Act 379, P.A. of 1965, as amended, as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, hours of employment and conditions of employment for the following personnel in the administrative positions enumerated hereunder:
- a. **Principals**
 - i. High School Lead Principal
 - ii. High School Grade Level Principal
 - iii. Middle School Lead Principal
 - iv. Middle School Grade Level Principal
 - v. Intermediate School Lead Principal
 - vi. Intermediate School Grade Level Principal
 - vii. Elementary Principal
 - b. **Directors**
 - i. Director of Accounting
 - ii. Director of Athletics
 - iii. Director of Community Education
 - iv. Director of Operations
 - v. Director of Student Nutrition
 - vi. Director of Technology
- 1.2 Individuals employed in an interim, temporary, or contracted capacity are not covered by this agreement.
- 1.3 The addition of any administrative position to the District will be reviewed with representatives of BASAA before any action is taken.
- 1.4 Administrators promoted out of the bargaining unit shall retain all seniority accrued to date.
- 1.5 The Association shall have the right to use school buildings and facilities for Association business without charge, upon application on the approved building use form, provided the use does not conflict with any student activities or pre-scheduled uses.
- 1.6 The Association shall have the right to use the district's interschool mail service and email for communication to its members.

ARTICLE 2 TRANSFERS

- 2.1 A "transfer" is a change in bargaining unit position laterally or downward. Requests for transfer must be in writing, including the reason for the transfer, the position requested, and the Administrator's qualifications for such position. Such requests are to be submitted to the Superintendent, or designee, and renewed annually to remain active.
- 2.2 Voluntary transfer requests must be submitted to the Superintendent, or designee, by February 1 or within the timeframe of a posted vacancy. The request will be acknowledged with a written reply. A second letter indicating either acceptance or rejection of the request will be sent from the Superintendent, or designee.
- 2.3 A vacancy may be filled by a currently employed Administrator at his/her request or at the direction of the Superintendent. This does not, however, preclude the placement of a new administrator in that vacancy.
- 2.4 Each transfer request shall be considered separately rather than on the basis of transferring an administrative team. This, however, does not preclude the transfer of more than one Administrator at or about the same time.
- 2.5 When the assignment of any Administrator is being reviewed, the concerns held by that school Administrator will be heard by the Superintendent, or designee.
- 2.6 Official notification of the new assignment normally will be made prior to April 1. However, it is recognized that circumstances occurring subsequent to April 1 may offset the notification.
- 2.7 Each Administrator is subject to reassignment as follows:
 - a. When an involuntary transfer is contemplated, the affected Administrator and the Association will be provided with notice at least sixty (60) days before the transfer is to be made, except in unusual circumstances or for disciplinary reasons that may be made with no notice. Following such notice, the Association and the affected Administrator shall meet with the Superintendent to discuss the rationale for the transfer and consider possible alternatives.
 - b. An Administrator transferred involuntarily for non-disciplinary reasons shall be paid at the rate of his/her previous position or the new position, whichever is higher, for the duration of the Administrator's individual contract.
 - c. An Administrator transferred involuntarily shall retain all seniority rights earned while serving in his/her previous position.

ARTICLE 3
REDUCTION IN STAFF/RECALL

- 3.1 In the event the District determines for any reason to reduce the number of Administrators, the Superintendent, or designee, shall first meet with the Association. The reasons for the reduction shall be reviewed and possible alternatives discussed prior to any Administrator being officially notified of reduction.
- 3.2 Staff reductions shall not be used for disciplinary purposes.
- 3.3 Administrative personnel shall be reduced based upon length and quality of service to the District as an Administrator, from least senior to most.
- 3.4 Administrators on layoff shall have access to teaching positions subject to state law.
- 3.5 The Board will attempt to give the Association at least thirty (30) days' notice of reductions in the number of Administrators by April 1. It is understood, however, that failure to provide such notice will not prohibit the Board from implementing what has been deemed a necessary reduction in Administrators.

ARTICLE 4
TERMINATION OF ADMINISTRATIVE EMPLOYMENT

- 4.1 The District shall be entitled to terminate an individual contract for just and reasonable cause.
- 4.2 Before an Administrator's contract is terminated, or there is a change in status of an Administrator, the Board shall offer reasonable assistance to the Administrator in correcting the concern(s) leading to the contemplated action. The Administrator may request a representative of his/her choosing to be present at each level of due process as outlined below:
- a. A conference shall be held between the Administrator and Superintendent. The concern(s) and remedies will be clearly identified and reduced to writing.
 - b. If the problem continues, a formal written warning shall be issued to the Administrator. The written warning shall contain the specific concern(s) and appropriate timelines for correcting the concern(s) as determined by the Superintendent and agreed to by the Administrator.
 - c. If the problem persists, a formal review of the Administrator's performance shall be completed and presented to the Administrator at a subsequent conference.
 - d. In the event the decision is made to terminate an Administrator during the term of an individual Administrator contract, the Administrator shall be entitled to written notice of the charges and the opportunity for a hearing before the Board of Education. The hearing shall be in open or closed session, at the Administrator's choosing.
- 4.3 Administrator represents that they possess, hold and will maintain all certifications and qualifications required by law, including the provisions of Sections 1246 and 1536 of the Revised School Code, the regulations of the Michigan Department of Education and those required by the Board to serve in the position assigned. Administrator agrees, as a condition of continued employment, to meet all certification and continuing education requirements for the position assigned, as are and may be required by law and/or by the State Board of Education. If at any time an Administrator fails to maintain all certifications, credentials, continuing education requirements and/or qualifications for the position assigned as required herein, their employment shall automatically terminate and the Board shall have no further employment obligation.

ARTICLE 5
INDIVIDUAL CONTRACTS OF EMPLOYMENT

- 5.1 Individual contracts of employment shall be for the duration of two years, beginning July 1 and expiring June 30. Contracts for Administrators hired subsequent to July 1 will expire on June 30 of the school year in which they were initially issued. Extension of individual contracts shall be considered annually by April 30. Should the Administrator's performance be satisfactory, his/her contract will be extended for one (1) additional year.
- 5.2 The standards set forth for termination in Article IV shall not be applicable to the non-renewal of an individual employment contract. Non-renewal of individual Administrator contracts shall not be made for reasons that are arbitrary or capricious. Notice of non-renewal shall be given at least sixty (60) days prior to the end of the individual Administrator contract.
- 5.3 Employees with teacher or administrative certification shall not acquire continuing tenure as an Administrator in such capacity, but may acquire continuing tenure as a classroom teacher to the extent afforded by law. Failure of the board of Education to re-employ such employees in any position other than as a classroom teacher shall not be deemed a demotion within the provision of Act 4, Michigan Public Acts of 1937, Extra Session, as amended.

ARTICLE 6
PROBLEM SOLVING PROCESS

- 6.1 Any alleged violation, misinterpretation, or misapplication of a specific provision of this Agreement shall be expressed informally to the Superintendent, or designee, within ten (10) days of its occurrence. This communication shall include the section(s) alleged to have been violated and the facts giving rise to the allegation.
- 6.2 In the event the informal discussions do not produce a resolution, the Superintendent, or designee, will schedule a formal meeting with the Association to review the allegation and will render a written decision within five (5) days of the meeting.
- 6.3 The timelines set forth in this article may be extended by mutual agreement of the parties.

ARTICLE 7
WORK SCHEDULE, PAID, AND UNPAID LEAVE TIME

- 7.1 All administrators shall work 220 days per year. See Schedule C for workday calendar(s).
- 7.2 Absent mutual agreement with the current Administrator in a position, the work year will not be reduced in length. In the event an Administrator's work year is increased, the salary will be adjusted upward, commensurate with the increased work year.
- 7.3 In the event of a vacancy, the District reserves the right to modify the length of the work year for the vacant position.
- 7.4 All Administrators shall be credited with 14 leave days annually. Leave days are credited at the beginning of the school year and may accumulate to a maximum of one hundred twenty (120) days. In the event of a change in employment status (e.g. resignation at mid-year), payment for days credited and used will be subject to repaying through payroll deduction.
- 7.5 Accumulated leave days may be used as follows.
- a. Illness of the Administrator or family member.
 - b. Personal business (conducting activities that cannot be scheduled outside of working hours).
 - c. An administrator may request between June 1 and June 10 that unused days from the current year's allocation be paid out at \$120 per day with a cap of fourteen (14) leave days issued that contractual year. This payment will be made in the first pay of July. This provision will sunset on June 30, 2028, subject to review by the parties.
 - d. For reasons identified in the Earned Sick Time Act (ESTA), as allowed by law. In the event an Administrator will be absent from the building, the Superintendent, or designee, is to be promptly notified.
- 7.6 Administrators will be provided up to five (5) leave days for each instance of death in the immediate family (spouse, child, parent, brother, sister, step-relatives, in-laws, grandchildren, grandparent or other relatives).
- 7.7 Administrators required to report for Jury Duty shall be released with pay, provided any earnings (excluding mileage) received are surrendered to the District.
- 7.8 The District reserves the right to require an Administrator to provide documentation from a physician or other information to verify an absence. Further, the district reserves the right, at its expense, to send an Administrator to a District-appointed physician or other qualified professional, should questions arise concerning an absence or fitness for continued service.
- 7.9 In the event an Administrator is absent from work due to a compensable injury under the Workers Compensation Act, leave days will be deducted on a prorated basis to the extent permitted by law to offset the difference between regular daily salary and the amount provided under the Act. Upon exhaustion of the Administrator's leave day bank, s/he will

be afforded only those benefits provided under the Act.

- 7.10 Any Administrator who is ill or disabled (including Workers Compensation) and has exhausted his/her accumulated leave bank, may be granted an unpaid leave for a period up to six (6) months from the last day a leave bank day was used.
- a. Written requests, accompanied by a physician or appropriate licensed professional's statement indicating the nature of the disability and anticipated date of return, is to be submitted to the Superintendent, or designee, as an application for a leave.
 - b. To the extent authorized by law, paid leave time may be required to be used and counted for purposes of computing unpaid leave time available under the Family Medical Leave Act (FMLA).
- 7.11 Administrators who retire or resign effective June 30 of the respective contract year, unless otherwise approved by the Superintendent or designee, will qualify for payment of unused leave days at a rate of \$50.00 for each unused day subject to the following conditions:
- a. Only Administrators who have completed five (5) years or more for the Brighton Area Schools shall be eligible for this payment.
 - b. An Administrator must give notification to the HR Office of their resignation by March 1, unless otherwise approved by the Superintendent or designee, to be eligible for this payment.
- 7.12 An administrator may earn up to five flex days for District or Building work outside of the established workdays. Flex days may be taken within the established workdays, as long as those dates are non-instructional and non-Professional Development days. Every reasonable effort will be made to notify the Assistant Superintendent of Human Resources prior to utilizing a flex day.
- 7.13 If an unplanned school cancellation occurs district-wide, Administrators will be able to work at a location of their choice unless directed otherwise by the Superintendent, or designee.
- 7.14 Upon returning from maternity leave due to the birth of a child, fourteen (14) leave days shall be credited to the employee's bank in addition to the days awarded in 7.4.

ARTICLE 8
MISCELLANEOUS

- 8.1 Should any provisions or application of this contract be found contrary to law, then such provision or application shall be deemed null and void. All other provisions and applications shall continue in full force and effect.
- 8.2 Any overpayment related to wages, benefits, sick leave or insurance premiums in excess of the District's contribution under this Agreement shall be subject to payroll deduction as a condition of this agreement, pursuant to the authority set forth in MCL 408.477.
- 8.3 If an emergency manager is appointed by law, they may reject, modify, or terminate this collective bargaining agreement set forth in MCL 423.215(4)

ARTICLE 9
COMPENSATION AND RELATED ISSUES

- 9.1 Administrator Salaries and additional compensation are established in Schedule A.
- 9.2 Compensation for volunteer additional duties are established in Schedule B.
- 9.3 Subject to prior Superintendent approval, Administrators shall receive full reimbursement for the costs associated with the successful completion of college coursework related to the Administrator's professional growth and/or assigned responsibilities. Should the Administrator enroll in a course at the direction of the District, full reimbursement for tuition, books, meals, lodging and transportation expenses shall be made upon successful completion of the course.
- 9.4 Subject to prior Superintendent, or designee, approval, the District shall pay the cost of an Administrator's membership in a professional organization related to the Administrator's assigned responsibilities.

ARTICLE 10
BENEFITS

- 10.1 Administrator Insurance Benefits will be communicated annually during Open Enrollment.
- 10.2 The District reserves the right to select or change insurance/benefit administrators and/or underwriters and to establish a cafeteria plan. In the event of a change in insurance/benefit administrators and/or underwriters, comparable coverage to the plan in place during the fiscal year will be maintained. It is expressly understood that the determination of the carrier or the decision to self-insure all Health and Medical Benefits are the exclusive rights of the Board of Education. The Board's contribution shall not exceed the contribution levels allowed by state law.
- 10.3 All claims submitted are subject to the terms set forth by the various insurance administrators and carriers.
- 10.4 Eligible employees as set forth herein are responsible for the completion of all necessary enrollment forms and for fulfilling any requirements by the insurance administrators or underwriters. In the event the employee or eligible dependent(s) are denied coverage, the District shall have no availability.
- 10.5 The District's sole responsibility under this Section is to pay benefit costs and/or insurance premiums on behalf of eligible employees and their eligible dependents that fall within the eligibility criteria for two-party and full-family coverage.
- 10.6 Employees may choose an insurance plan set forth in the available plans provided by the District during Open Enrollment.
- 10.7 Insurance premium and benefit contributions will commence on the first day of the month following the first day of employment. Board benefit costs and/or insurance premium contributions shall cease to be paid on the effective date of severance from employment, on the effective date of layoff, and upon exhausting sick leave (unless a continued period is required by the family medical Leave Act) and while collecting long-term disability benefits.
- 10.8 Payroll deductions are available for fixed or variable insurance option programs accessible through the Business Office.

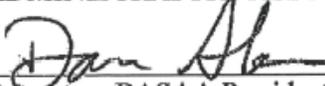
**ARTICLE 11
VALIDITY OF AGREEMENT**

- 11.1 The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties, which may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in an amendment hereto.
- 11.2 Should any article, section or clause of this Agreement be declared invalid by a court of competent jurisdiction, said Article, Section or clause, as the case may be, shall be deleted automatically from this Agreement, but the remaining Articles, Sections, and/or clauses shall remain in full force and effect for the duration of this Agreement.
- 11.3 This Agreement shall supersede any rules, regulations or practices of the Board that are contrary or inconsistent with its terms and shall likewise supersede any contrary inconsistent terms contained in any individual bargaining unit member contracts heretofore in effect. All future Administrator's contracts shall be made expressly subject to the terms of this agreement. The provisions of this Agreement shall be incorporated into and considered part of the established Board policies.

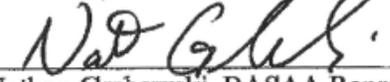
**ARTICLE 12
DURATION OF AGREEMENT**

- 12.1 This Agreement shall be in effect as **of August 1, 2025**, and shall remain in full force and effect until midnight on **July 31, 2028**. At least sixty (60) days prior to the termination of this Agreement, either party may give the other party notice by registered mail of its desires to terminate, modify or amend this agreement. Upon receipt of this notice, the parties will promptly arrange to commence negotiating a successor Agreement. In the event neither party gives notice of its intention to terminate, modify or amend this Agreement at least sixty (60) days prior to the expiration date, then the Agreement shall be automatically extended on the same terms for another year and similarly from year to year thereafter with the same notification requirements.

BRIGHTON AREA SCHOOLS
ADMINISTRATORS ASSOCIATION



Dan Aten, BASAA President



Nathan Grabowski, BASAA Representative

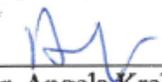
11/19/2025

Date

BRIGHTON AREA SCHOOLS
BOARD OF EDUCATION



Roger Myers, Board President



Dr. Angela Krebs, Board Secretary



Dr. Matthew Outlaw, Superintendent

SCHEDULE A

2025-2028 Salary Schedules

<u>Director</u> Salary Schedule	2025-2026 Salary	2026-2027 Salary	2027-2028 Salary
Student Nutrition	\$101,879	\$104,426	\$107,037
Operations	\$101,879	\$104,426	\$107,037
Accounting	\$105,542	\$108,181	\$110,885
Technology	\$108,033	\$110,734	\$113,502
Athletics	\$127,398	\$130,583	\$133,848

<u>Principal</u> Salary Schedule	2025-2026 Salary	2026-2027 Salary	2027-2028 Salary
Elementary Principal (JK-4)	\$127,398	\$130,583	\$133,848
Intermediate Lead Principal	\$130,480	\$133,742	\$137,086
Intermediate Grade Level Principal	\$127,398	\$130,583	\$133,848
Middle School Lead Principal	\$130,480	\$133,742	\$137,086
Middle School Grade Level Principal	\$127,398	\$130,583	\$133,848
High School Lead Principal	\$145,511	\$149,148	\$152,877
High School Grade Level Principal	\$127,398	\$130,583	\$133,848

FINANCIAL Summary for 2025-2028

- 2025-26 Schedule A Salary Schedule will be increased **3.5%** from the 2024-25 scale.
- 2026-27* Schedule A Salary Schedule will be increased **2.5%** from the 2025-26 scale.
- 2027-28* Schedule A Salary Schedule will be increased **2.5%** from the 2026-27 scale.

*In the case that the BEA Schedule A.1 Formula activates for the 2026-27 or 2027-28 contract years, the District agrees to meet with BASAA to determine a comparable off-scale ORS qualifying payment.

Degree Stipend:

Administrators will be paid the following stipend based on the highest degree earned, beyond the minimal requirement for the position. This stipend will be paid by December 1.

- Masters (Non-Instructional Directors Only): \$1,100
- Second Masters: \$2,500
- Specialist: \$2,750
- Doctorate: \$3,000

Longevity:

Administrators who qualify for a longevity payment will be compensated by June 30 after the completion of the following full contractual years served as a Brighton Area Schools' Administrator for positions recognized in this agreement.

- 4 years = \$2,000
- 10 years = \$3,000
- 15 years = \$4,000

Professional Development Payment:

Administrators completing or instructing thirty (30) hours of Professional Development by no later than May 15 of the respective school year will receive an off-schedule lump sum payment equivalent to (2.8%) of base salary by June 15 of the respective school year.

Annuity:

Administrators may choose to direct an annual payment equal to 1% of annual salary to a 403B or similar tax-advantaged investment account as remuneration for services provided. Administrators may choose from a list of providers maintained by the District.

Historical 2022-2025 Salary Schedule

**Amended by the January 29, 2024, BASAA LOA as a result of the 2023-24 BEA salary trigger

<u>Director Salary Schedule</u>	2022-2023 Salary	** 2023-2024 Salary	** 2024-2025 Salary
Student Nutrition	\$ 68,785.00	\$ 96,504.00	\$ 98,434.00
Operations	\$ 91,511.00	\$ 96,504.00	\$ 98,434.00
Accounting	\$ 94,800.00	\$ 99,973.00	\$ 101,973.00
Technology	\$ 97,040.00	\$ 102,333.00	\$ 104,380.00
Athletics	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00

<u>Principal Salary Schedule</u>	2022-2023 Salary	** 2023-2024 Salary	** 2024-2025 Salary
Elementary Principal (1-4)	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00
Intermediate Lead Principal	\$ 117,202.00	\$ 123,597.00	\$ 126,068.00
Intermediate Grade Level Principal	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00
Middle School Lead Principal	\$ 117,202.00	\$ 123,597.00	\$ 126,068.00
Middle School Grade Level Principal	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00
High School Lead Principal	\$ 130,702.00	\$ 137,833.00	\$ 140,590.00
High School Grade Level Principal	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00

<u>Grandfather Salary Schedule</u>	2022-2023 Salary	** 2023-2024 Salary	** 2024-2025 Salary
Scott Brenner, Intermediate Lead Principal (retired June 30, 2025)	\$ 119,480.00	\$ 126,000.00	\$ 128,520.00

SCHEDULE B

These duties are separate and in addition to the Administrator's duties in their current position, as assigned in Article 1, Section 1.1.

District Contract Negotiation Team:

Administrators assigned to a District contract negotiation team, for all contracts, shall be paid a stipend of \$3500.00 annually upon completion, if attended 75% or more of the sessions. The year shall begin twelve (12) months prior to the expiration of the contract(s) to which the Administrator is assigned and will continue through the end of the negotiations process.

Administrators shall not be required to participate in the bargaining of wages and benefits with other groups.

Additional Workdays:

The following Administrator positions may be assigned up to an additional 25 days to be paid at their current per diem rate. The scheduling of the additional days will be determined by the Superintendent or designee. Payment for services rendered will be made paid in full during the contractual year of assignment in biweekly payments.

- a. Director of Operations
- b. Director of Technology

Pack of Dogs Co-Chair:

An Administrator assigned as the Pack of Dogs Co-Chair shall be paid a stipend of \$7,500 annually upon completion, if all duties are completed successfully as assigned. Payment for services rendered will be made payable in June.

M-STEP or NWEA Coordinator:

An Administrator assigned as the M-STEP or NWEA Coordinator shall be paid a stipend of \$3,000 annually upon completion, if all duties were completed successfully as assigned. Payment for services rendered will be made payable in 2 equal payments in December and June.

SCHEDULE C

Calendar

The District will provide a calendar, prior to August 1 each year, that includes the scheduled 220 workdays.

- Principals will work from August 1 to June 30 the following year.
- Directors' workday calendar(s) will be determined by the Superintendent or designee.