
To: Boston School Committee
From: Mary Skipper, Superintendent
Date: December 3, 2025
Subject: Boston Association of School Administrators and Supervisors (BASAS)
Collective Bargaining Agreement (CBA)

On Thursday, November 6, 2025, we reached a tentative agreement with the Boston Association of School Administrators and Supervisors (BASAS) for their 2024-2027 Collective Bargaining Agreement (CBA).

The union ratified the agreement on December 2, 2025, with an overwhelming majority of support. This evening, we will present the 2024-2027 contract for your consideration and approval.

Attached, you will find the signed Memorandum of Agreement (MOA) and a memo from Chief David Bloom detailing the financials.

As with any contract, the BASAS agreement includes wage increases for employees.

General Wage increases for all BASAS members:

- FY25: 2%
- FY26: 2%
- FY27: 2%

Other cost items for this agreement include:

Adding a Step 9 to the Salary Scale: Currently, BASAS has an 8-step salary scale. To align it with other salary scales in the district, we have added a step 9 to this contract, with a 2.5% increase between step 8 and step 9.

Educational Differential: We have added a \$3,000 differential for BASAS members with a Juris Doctorate.

Salary Step Placement: BASAS Members will now be guaranteed salary placement at the step closest to, but above, their base salary when transferring from a BTU or Managerial position. This has been the practice, but it is now solidified in the contract.

Career Awards: BASAS Members will no longer have to apply to receive their career awards; they will automatically be applied by the payroll department. This aligns with all other unions and has been our practice but is now solidified in the contract.

Some other changes to the contract include:

- Requiring members to submit and work with their school leaders on a Professional Development Learning Plan to support strengthening their professional skills.
- 18 weeks of Paid Parental Leave to align with the current management policy
- And when possible, notification by April 15th if there are any changes to a member's assignment or lack thereof for the following school/contractual year.

There was a great deal of collaboration, expertise, and experience that contributed to the final agreement. We extend our appreciation to the BASAS negotiation team for their partnership and the extensive time they invested. Our district is fortunate to have dedicated public servants who care deeply about our students, families and staff.