Grosse Pointe Public School System
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Dr. Roy Bishop Jr., Acting Superintendent

To: GPPSS BOE Members

Enclosure 5.6.

From: Dr. Roy Bishop, Acting Superintendent
Re: Approval of Tentative Agreements

You are considering approval of the three-year contract for the GPAA (Administrators) group. This agreement is consistent with bargaining parameters provided by the BOE and has been ratified by the GPAA membership.

A copy of the TA is included in the BOE packet.

Please contact me if you have any questions.

2026-2029 Tentative Agreement between the GPAA and GPPSS
June 24, 2026

TERM OF AGREEMENT

The Grosse Pointe Administrators Association (GPAA) and The Grosse Pointe Public School System (GPPSS) agree to a three-year Master Agreement effective July 1, 2026, through June 30, 2029.

SALARY AND COMPENSATION

Salary Schedule

2026-2027

1% on schedule

- A reduction of the last 5 working days in June, beginning in June 2027. Representing a 2.1% increase for 11 months and 1.92% increase for 12-month administrators.

2027-2028

1% on schedule:

- A reduction of the first 5 working days beginning August 2027 for 11-month administrators and a reduction of the first 5 work days beginning July 2027 for 12-month administrators. Representing a 2.1% increase for 11-month administrators and 1.92% increase for 12-month administrators.

2028-2029

2% on schedule

Creation of an 8-step salary schedule with equal step movement each year. Maximum salary extrapolated by taking the current max and multiplying by 1% increase in 26-27, 1% increase in 27-28, and a 2% increase in 28-29.

The creation of an 8-step scale with equal yearly dollar amount increases will require contract adjustments in implementation years 1 and 2 to ensure all administrators receive a minimum salary increase each year.

All administrators currently on step 5 will be on step 8 by the end of this agreement. Moreover, in year 3, all administrators will receive the equal yearly dollar step increase for their classification (assuming they stay in their current role). All administrators will receive a minimum of 1% increase via off-schedule payment if step movement is less than the current salary plus 1%.

See last page for new wage scale

Salary Adjustments

Supervisors of special education will have their step schedule adjusted to align with that of High School Assistant Principals

See last page for new wage scale

Paragraph 25.0 and 25.1 will be removed from the contract

*27.0 Salaries for ~~2024-2025~~ **2026-2029** will be paid in accordance with the following classification and compensation schedules.*

The following wage changes (see attached tables) shall be in place during this contract.

2026-2027 : 1% on schedule

2027-2028 : 1% on schedule:

2028-2029 : 2% on schedule

FRINGE BENEFITS

Advanced Degree Compensation

Degree compensation shall be increased as follows:

Credential	**Current**	**26-29**
Education Specialist / Second Master's Degree	$600	$1,000
Doctorate	$750	$1,750

29.0 Administrators will be recognized for advanced study beyond a Master's Degree according to the following formula:

- *$30 per credit hour, up to a maximum of $450*
- *~~$600~~ **$1000** for Education Specialist, or two Masters' Degrees*
- *~~$750~~ **$1750** for Doctorate*

TSA Contribution

The annual board-paid TSA contribution will be 2% of an administrator's base salary, in accordance with all other terms set forth in line 30.0 of the master agreement. The current board-paid TSA is $ 2,000.

*30.0 Effective with the ~~2015-16~~ **2026-2027** school year, each member of the GPAA will be provided ~~a $2000~~ Board paid TSA annually, **equal to 2% of the administrator's base salary**. This will be paid over the 26 pay periods. In the event the administrators either leave the school year prior to June 30th of a school year or are hired after July 1st (12-month admin) or August 1st (11-month admin) of a school year, the TSA will be prorated accordingly.*

LEAVE EXPANSION AND FLEXIBILITY

Flex Day Rollover

ADD NEW LANGUAGE

Unused flex days shall roll over from year to year into the administrator's Individual Roll Bank (IRB).

~~8.4 All 12-month administrators will not work on July 4th or July 4th observed if the 4th falls on a Saturday or a Sunday.~~

~~8.5 Any flex days not used by 11-month administrators by the conclusion of the school year will be lost by the 8 administrators with no corresponding compensation. 11-month administrators may not 'bank' or save days for future years.~~

~~8.6 12-month administrators may 'carry over' unused flex days from one school year through July 30th of the following school year. Any 'carry over' days not used would be lost by the administrator after July 30th.~~

Short-Term Disability

The District shall provide Short-Term Disability coverage beginning on the twenty-fifth (25th) calendar day of disability.

Coverage shall provide:

- 70% salary replacement
- Up to eighty-nine (89) workdays of benefits

This benefit shall bridge the waiting period before Long-Term Disability eligibility.

*GPPSS is working with Gallagher, our benefits coordinator, to establish an effective start date of 8/1/26 for this benefit. Administrators will be enrolled in the program by the district; there will be no need to self-enroll via Employee Navigator.

ADD NEW LANGUAGE/CHANGE EXISTING LANGUAGE

- Accumulated leave bank days shall not expire during employment.
- The Individual Roll Bank maximum shall increase from twenty (20) days to sixty (60) days.
- An administrator may utilize up to fifteen (15) individual roll bank days for non-FMLA personal and family illness each year.
- Administrators may utilize up to sixty (60) individual roll bank days for FMLA-approved leaves of absence.

The above-noted changes to the number of days will be updated in paragraph 11.0.

11.0 At the beginning of the school year, each administrator will be provided ten (10) days of paid leave to be used for personal illness, family illness, and the funeral of a non-immediate family member. While an administrator is using days from their Leave Bank (LB), they will be paid their regular rate of pay. At the end of each school year, any unused LB days shall be rolled into an Individual Roll Bank for use during absences for Personal Illness. The number of days in an administrator's Individual Roll Bank shall not exceed ~~twenty (20)~~ ***sixty (60).*** *Individual Roll Bank days shall be used after the Leave Bank has been depleted. An administrator may use up to ~~ten (10)~~* ***fifteen (15)*** *Individual Roll Bank days for* ***NON-FMLA ABSENCES for personal illness or family illness.***

Administrators may use up to sixty (60) Individual Role Bank Days for FMLA*-qualifying events ~~such as caring for a qualifying family member with a serious health condition~~. When using their Individual Roll Bank for* ***NON-FMLA*** *personal illness* ***LASTING 3 or more days****, an administrator may be required to provide a copy of a doctor's note substantiating that the medical condition prevents the administrator from being at work.*

11.1 The District shall provide Short-Term Disability coverage beginning on the twenty-fifth (25th) calendar day of disability. Coverage shall provide 70% salary replacement for up to eighty-nine (89) workdays of benefits. This benefit shall bridge the waiting period before Long-Term Disability eligibility.

~~11.1~~ 11.2 The District will continue to provide LTD coverage beginning on ~~120~~ day 90 of absence. ~~In the event the administrator has a verified medical condition that exhausts his/her personal sick bank, the Board shall provide the administrator paid time (not to exceed 120 days per year) to allow the administrator to reach LTD.~~

WORK YEAR

Start Date

The start of the work year has been amended to reflect 5 fewer work days in 2027-2028

End-of-Year Work Requirements

The end of the work year has been amended to reflect 5 fewer work days in 2026-2027

MODIFY:

7.0 All work years are in terms of calendar months. The school year officially begins July 1 and ends June 30 annually. ~~Normally, an 11-month work year begins August 1 and terminates June 30.~~ Exceptions will be noted in individual contracts.

8.3 All 11-month administrators will work each Monday through Friday from August 1st through June 30th with the following changes:

- ***A reduction of the last 5 work days in June, beginning in June 2027.***
- ***A reduction of the first 5 work days in August, beginning in August 2027.***

All 12-month employees will work each Monday through Friday with the following changes:

- ***A reduction of the last 5 work days of June, beginning in June 2027.***
- ***A reduction of the first 5 work days of July, beginning in July 2027.***

In the 2028-2029 school year, administrators will become 10.5-month and 11.5-month employees.

Administrators will not work on days between the First Teacher Duty Day and the Final Teacher Duty Day where teachers are not required to report to work (i.e., the Friday before Labor Day, Labor Day, the three days of Thanksgiving Week, the two weeks in December, MLK Day, the week of mid-winter break, spring break and Memorial Day) In the event the teacher calendar changes to either increase or decrease the days listed above the administrators' calendar will change accordingly with no change in compensation (either monetary or time) being provided to administrators.

EMOTIONAL AND MENTAL HEALTH

References to emotional or mental health "problems" shall be replaced with language recognizing emotional, behavioral, or mental health support needs.

The parties acknowledge the importance of employee wellness and reducing stigma associated with seeking support.

14.0 In a case of a leave of absence involving an emotional or mental health ~~problem~~ ***diagnosis****, the Board of Education shall determine such administrator's ability to return to duty.*

DURATION

49.0 This agreement shall continue in full force and effect for a period of ~~one~~ ***three*** *years, commencing on July 1, ~~2024~~* ***2026*** *ending on June 30, ~~2026~~* ***2029****.*

CONTRACT CLEANUP

The parties agree to jointly review and update the Agreement to:

- Correct typographical errors
- Correct paragraph references
- Clarify leave provisions
- Clarify compensation provisions
- Eliminate outdated references
- Improve readability and consistency throughout the Agreement
- **CLARIFY AND AMEND ANY NEEDED ITEMS AS A RESULT OF THE CHANGES MADE**
- **ADJUST LANGUAGE AFTER ATTORNEY REVIEW WHILE MAINTAINING THE SPIRIT OF AGREEMENT.**

Virtual School

The parties agree to enter into an LOA for the pilot year, with compensation remaining at the amount reflected in the original presentation to the board of education.

Salary Schedule

2025-2026		
Classification	**Minimum**	**Maximum**
Twelve Month Administrators		
Director	$112,584	$148,574
High School Principal	$114,529	$150,819
Eleven Month Administrators		
Supervisor of Special Education	$91,732	$120,653
Middle School Assistant Principal	$94,460	$125,557
High School Assistant Principal and High School Assistant Principal/Athletic Director	$98,231	$129,359
Elementary Principal	$98,597	$129,874
Middle School Principal	$101,278	$133,434

						26/27	27/28	28/29	
Classification	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Annual yearly step increase**
Twelve Month Administrators									
Director	$ 113,000	$ 118,942	$ 124,883	$ 130,825	$ 136,767	$ 142,708	$ 148,650	$ 154,592	$5,942
High School Principal	$ 115,000	$ 120,990	$ 126,979	$ 132,969	$ 138,959	$ 144,948	$ 150,938	$ 156,927	$5,990
Eleven Month Administrators									
Supervisor of Special Education	$ 98,000	$ 103,228	$ 108,457	$ 113,685	$ 118,913	$ 124,142	$ 129,370	$ 134,598	$5,228
Middle School Assistant Principal	$ 95,000	$ 100,092	$ 105,184	$ 110,275	$ 115,367	$ 120,459	$ 125,551	$ 130,642	$5,092
High School Assistant Principal and High School Assistant Principal/Athletic Director	$ 98,000	$ 103,228	$ 108,457	$ 113,685	$ 118,913	$ 124,142	$ 129,370	$ 134,598	$5,228
Elementary Principal	$ 100,000	$ 105,019	$ 110,038	$ 115,057	$ 120,077	$ 125,096	$ 130,115	$ 135,134	$5,019
Middle School Principal	$ 102,000	$ 107,263	$ 112,525	$ 117,788	$ 123,050	$ 128,313	$ 133,576	$ 138,838	$5,263

For the Association: ____________
John Kernan

For the District: ____________
Moussa Hamka

Date: 6-29-26

Date: 6/24/26