AGREEMENT

between

THE BAY CITY ASSOCIATION OF SCHOOL ADMINISTRATORS

and

THE BAY CITY BOARD OF EDUCATION

COVERING THE YEARS:

2026-2029

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ARTICLE 1 - PREAMBLE

This Agreement, entered into this 1st day of July, 2026, by and between the Board of Education of the School District of the City of Bay City, Michigan, hereinafter called the "District," and the Bay City Association of School Administrators, hereinafter called the “Association."

WITNESSETH:

WHEREAS, the District, and the Association recognize and declare that providing a quality education for the students of the Bay City Public Schools is their mutual aim; and

WHEREAS, educational administrators are qualified to assist in suggesting and developing policies and programs designed to improve educational standards; and

WHEREAS, the parties, following deliberate professional negotiations, reached some certain understandings which they desire to incorporate into this Agreement;

THEREFORE, in consideration of the mutual covenants and benefits to be derived, the parties respectively agree to the following Articles and/or provisions:

ARTICLE 2 - RECOGNITION

2.10 MEMBERSHIP:
The District recognizes the Bay City Association of School Administrators as the sole and exclusive representative for all building-level administrative personnel, designated as “Administrators” in this Agreement, whose essential job functions align with the duties of the following positions: Principal, Assistant Principal, High School Assistant Principal/Athletic Director, and Principal of Alternative and Online Education.

Additional building-level administrative positions will be included in the Association when the parties mutually determine that the essential duties of those positions fall within the classifications customarily represented under this Agreement.

The incumbent Associate Superintendent for Student Services shall be represented by this Agreement as a Level I, 52-week Administrator, with fifteen (15) vacation days, until such time as they leave the position.

2.20
For the purposes of this Collective Bargaining Agreement, the Associate Superintendent of Human Resources and Employee Relations or designee, shall hereafter be referred to as the “HR Office.”

ARTICLE 3 - ADMINISTRATIVE CONTRACTS

3.10 EVALUATION

Any Administrator who receives an "effective" rating on their annual performance evaluation shall be issued a two-year contract for the following two (2) school years. Administrators who receive a rating below "effective" may be issued a one-year contract. An Administrator who is disciplined for unprofessional conduct, regardless of their performance rating, shall not receive a two-year contract for the subsequent two (2) school years.

Principals supervising subordinate administrators shall evaluate those administrators using the District's administrative evaluation tool.

3.15 ADMINISTRATOR NOT EVALUATED

If an Administrator is not evaluated as required under this Agreement, the Administrator's performance shall be conclusively deemed to be at least "effective" for all purposes, and they shall be subject to termination only as provided for under the provisions governing reduction in administrative staff.

3.20 TENURE AS A TEACHER

Administrators who have earned tenure as a teacher in the District, and who maintain a valid teaching certificate, shall retain their teacher tenure rights to the extent consistent with the Michigan Teachers' Tenure Act. The parties agree that bargaining unit members shall not be considered to have obtained continuing tenure in any administrative position to which they were initially assigned, or to which they may be assigned or transferred, by virtue of completing the probationary period required for teacher tenure or by any other employment assignment requiring certification.

Furthermore, any decision by the Board not to continue or renew an Administrator's employment in any capacity other than that of a classroom teacher, as may be required under the Teachers' Tenure Act, shall not be deemed a violation of the Master Agreement, a breach of the Administrator's employment contract, or a discharge or demotion under the Michigan Teachers' Tenure Act.

ARTICLE 4 - RIGHTS OF THE ASSOCIATION

4.10

The parties agree that all Administrators covered by this Agreement shall have the right to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation, as well as other concerted activities for mutual aid and protection. As a duly-elected bodies exercising governmental authority under the laws of the State of Michigan, the parties agree that they will not directly or indirectly interfere with, deprive, or coerce any Administrator of the rights guaranteed by laws of the State of Michigan or the Constitutions of Michigan and the United States. The parties further agree that they will not discriminate or retaliate against any Administrator with respect to hours, wages, or any terms or conditions of employment by reason of their membership or non-membership in the Association, their participation or non-participation in any activities of the Association or collective professional negotiations with the District, or

their initiation or non-initiation of any grievance, appeal, or procedure under this Agreement or otherwise concerning terms or conditions of employment.

4.20
The District, specifically recognizes the right of its Administrators to invoke, as appropriate, the assistance of the Michigan Employment Relations Commission, a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement.

4.30
The Association shall retain the right to use school building facilities for meetings at reasonable hours, subject to scheduling by the Principal. School mail and other established communication media shall be made available to the Association and its members.

4.40
The District, agrees to furnish to the Association, in response to reasonable requests, available information concerning the financial resources of the District, to the extent allowed by the law, including but not limited to: Annual financial reports and audits, PERA data, and any other information as is necessary to assist the Association. Any voluminous requests shall be subject to a fee for processing and copying pursuant to the District's FOIA policy, if the normal processing/copy costs are above $50.

4.50
It is agreed and recognized that except for expenditures contained in any annual budget which are required by the terms of this Agreement, the authority to adopt all or parts of the annual budget of the School District resides exclusively with the District, and during the terms of this Agreement shall not be subject to negotiation with the Association, nor subject to any proceeding under the appeal procedure.

4.60
The rights granted to the Association shall not be granted or extended to any competing collective bargaining organization.

4.70
The private and personal life of any Administrator is not normally within the appropriate concern or attention of the District, unless it impacts the administrator's ability to carry out their duties. Inappropriate private or personal behaviors can result in discipline. Thus, if an incident arises, that in the opinion of the Superintendent would be detrimental to professional performance or to the District, the Superintendent may exercise their administrative prerogatives and issue discipline. Any action taken against such Administrator shall be subject to the appeal procedure, where applicable.

4.80
The provisions of this Agreement shall be applied without regard to any protected class.

4.90
Any Administrator may elect to exercise their teacher tenure rights to seek a return to a classroom assignment, provided the Administrator holds the appropriate tenure and certification. Any Administrator requesting transfer to a classroom shall submit the request in writing, indicating the type of assignment preferred, to the HR Office by March 15.

ARTICLE 5 - RIGHTS OF THE DISTRICT

The District, on its own behalf, and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan and of the United States, including the determination and administration of policy; the operating of the school; the management and control of school properties, facilities, and equipment; and the selection, direction, transfer, promotion, discipline, or dismissal of all personnel.

The exercise of these powers, rights, authority, duties, and responsibilities of the District, and the adoption of such rules, regulations, and policies, as it may deem necessary, shall be limited only by the specific and expressed terms of this Agreement.

“An emergency manager appointed under the Local Government and School District Fiscal Accountability Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Government and School District Fiscal Accountability Act.”

This clause is included in this agreement because it is legally required by state law. It is noted the Association does not agree or acknowledge this provision as binding and reserves all rights to assert this clause as unenforceable.

ARTICLE 6 - DISTRICT SUPPORT AND ENCOURAGEMENT

6.10
The District, recognizing that Administrators frequently are exposed to situations of great stress and pressure, hereby agrees to render to its Administrators full encouragement and support when they are acting within the scope of their employment, and written District policy and law.

6.20
The District shall make every effort to provide adequate support personnel to assure the safety of all students and staff supervised by each Administrator to protect the District's property for which the Administrator is responsible and to provide budget allocations sufficient to carry out the program for which they are held responsible.

6.30
The District agrees to provide: liability protection to cover any possibility of loss resulting from litigation against the School or the Administrator for any actions and/or job performance that are job-related, up to $2 million, per incident as allowable pursuant to the District’s liability coverage.

6.40 PROFESSIONAL GROWTH:
It is recognized that it is necessary for Administrators to participate in programs that will improve their knowledge and abilities to function in their respective positions. The District has a responsibility to facilitate the professional improvement of its staff. The District agrees to reimburse an Administrator for expenses for travel, lodging, meals, fees and other expenses to participate in seminars, workshops, or conferences that have the prior approval of the Superintendent or their designee.

6.50
Each Administrator shall be entitled to reimbursement for Professional Membership dues to one (1) state organization and one (1) national organization on a yearly basis, as approved by the Superintendent or their designee.

ARTICLE 7 - PAYROLL DEDUCTIONS

Upon appropriate written authorization from the Administrator, the District shall deduct from the salary of any Administrator and make appropriate remittance for annuities, credit union, savings bonds, United Way, insurance programs, or any other plans or programs jointly approved by the Association and the District.

ARTICLE 8 - ADMINISTRATOR APPRAISAL

8.05
Association members are responsible for complying only with administrative instructions, directives, or memoranda communicated by the Superintendent or other administrators within their direct line of responsibility.

8.10
No Administrator shall be disciplined, suspended, reduced in classification or pay, or dismissed except for just causes, which shall include, by way of example, the following illustrative conduct: willful disregard of District Policies for the term of this Agreement, dishonesty, incompetence, unlawful discrimination or harassment, fraud, insubordination, or unprofessional conduct.

8.15
If the District determines that it shall not continue to employ an Administrator in their position as an Administrator, the District shall give written notice of that fact and shall provide in writing within three (3) working days of the decision, the reasons for its determination. If requested by the Administrator or the Association, the District shall forthwith provide the Administrator with the opportunity to present their position to them in regards to those reasons. Should it be determined by the District that the reasons stated for a non-continuance of employment as an Administrator do not constitute just cause for said action, the Administrator shall be entitled to be retained in position under this contract, or if expired under renewal thereof.

8.20
Each Administrator shall have the right, upon reasonable request, to review the contents of their own personnel file. A representative of the Association may, at the Administrator's request, accompany the Administrator in such review. The review will be made in the presence of the person responsible for the safekeeping of such files. The member may challenge any materials in the file. If the accuracy or completeness of the file is contested by the member, they may provide a written statement and any other relevant materials and ask that these be added to their personnel file, pursuant to the limits of state law. Any materials added to the personnel file shall be signed and dated.

8.25
Any complaints of a serious nature brought by a citizen, other Administrator, or member of the District shall be promptly called to the Administrator's attention.

ARTICLE 9 - APPEAL PROCESS

9.10 DEFINITION
The term "appeal" shall be interpreted to mean a complaint by an Administrator, or by the Association on its own behalf, that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

9.20 PROCEDURE
Deadlines in the following procedures can be extended by mutual consent of the parties.

9.21 STEP ONE - INFORMAL PROCEDURES
It is agreed that prior to proceeding with an appeal under Step Two, an Administrator shall transmit to their immediate supervisor any concern they may have with a view toward resolving the matter at that level.

9.22 STEP TWO
If the problem has not been solved or the concern resolved to the satisfaction of the aggrieved, an Administrator may present their complaint in writing to the HR Office or the appropriate supervisor. The appropriate supervisor shall within five (5) school days schedule and hold a conference in an attempt to resolve the complaint. Participating in the conference shall be the HR Office, appropriate supervisor and the aggrieved member of the Association and another member of their choosing. A written decision on the matter shall be provided by the HR Office and given to the aggrieved Administrator and the Association within ten (10) working days following the conference.

9.23 STEP THREE
If the aggrieved Administrator desires to pursue the complaint further, they must appeal in writing to a committee to be activated by the Superintendent within ten (10) working days after receiving the request and a copy of the decision rendered under Step Two of this procedure. The committee shall consist of three (3) members selected by the Association and three (3) members selected by the Superintendent. This committee will transmit its recommendation for a solution to the complaint to the Superintendent within ten (10) working days.

9.24 STEP FOUR
The Superintendent will consider the recommendation and render a decision relative to the appeal within five (5) days.

9.25 STEP FIVE
If the decision reached in Step Four is not acceptable to the Association or the aggrieved member, either may within ten (10) working days, submit the grievance to arbitration through the American Arbitration Association.

Arbitration of a grievance arising from the provision of this Agreement or an alleged violation thereof will be final and binding. Costs of such arbitration shall be borne equally by the District and the Association and/or grievant involved. The arbitration shall be conducted consistent with the Uniform Arbitration Act of 2012. MCL 691.1681, *et. seq*.

9.26
Appeal of a District decision to terminate employment as an Administrator due to unsatisfactory performance is exempt from arbitration and is limited to processes outlined in Article 8.15.

ARTICLE 10 - COMPENSATION

Wages:

1. Duration – Three (3)Year Agreement
2. The parties agree to modify the salary scale as included in this agreement.
    a. Year 1 Compensation
        i. Steps as indicated on schedule
        ii. 3% increase to the revised salary schedule
    b. Year 2 Compensation
        i. Steps as indicated on schedule
        ii. 2% increase to the revised salary schedule
    c. Year 3 Compensation
        i. Steps as indicated on schedule
        ii. 1% increase to the revised salary schedule
        If the BCEA bargaining unit secures a salary schedule increase greater than one percent (1%) for the 2028-2029 school year, the parties agree to reopen wage negotiations for that period. In any event, the salary schedule increase for 2028-2029 shall not be less than one percent (1%).
    d. Administrators, noted in 10.2.e., who receive the $1,500 annuity payment the year after reaching the top of the scale shall continually maintain eligibility for such payment.
    e. The Administrators below are grandfathered a sick balance over 130 days and are eligible for severance according to maximum amounts listed below:

Name		Maximum Payable Days
Judith	Cox	172.0
Carla	Derocher	231.0

f. A recurring annual supplement of $2,600 shall be added to the base salary of the incumbent Principal of Alternative and Online Education, ceasing upon their departure from the position.

10.10
The salaries of Administrators covered by this Agreement are set forth in "Appendix A" which is attached to and incorporated in this Agreement.

10.20
The compensation schedule is based on a normal five-day work week, and the annual compensation shall be paid in twenty-six (26) bi-weekly installments through Direct Deposit. It is understood that administrative responsibilities will sometimes require time beyond the normal five-day work week, and this additional time is not subject to added pay unless it is the result of altered job responsibilities.

10.30
When an Administrator earns added degrees or credits or for some reason becomes eligible for increased compensation, adjustments to salary shall be made within thirty (30) days of the receipt of the application and necessary documentation. The application for salary adjustment will be furnished through the HR Office and must be filed within ninety (90) days of the completion of the required courses. Adjusted pay will be retroactive to the completion of the necessary credits.

10.40
Credits earned prior to the completion of the Master's degree cannot be applied to any MA plus 30 schedule. Hours beyond the Master's degree must be concentrated in the educational field, plant or personnel management, or in one of the disciplines taught in the public school.

10.50
Approved school related mileage expenses shall be reimbursed at the IRS rate.

10.60
Unless mutually agreed upon, any person appointed to an "acting" administrative role, either by title or function, for any position represented by the Association shall be compensated according to the terms of this Agreement.

10.70 LONGEVITY/SEVERANCE BENEFITS
For members employed as administrators before July 1, 2018, an administrator who has at least fifteen (15) years of Bay City Public Schools' service or has reached age fifty-five (55) and who retires under the Michigan Public School Administrators Retirement System (MPSERS), or leaves District employment, shall receive a longevity/severance benefit in accordance with the following terms and conditions:

They shall notify the HR Office of an intent to leave the District by April 1st prior to the close of the school year. For any other mid-year retirements, at least ninety (90) days' notice must be given. Failure to do so may result in the loss of a longevity/severance benefit.

- For each accumulated unused absence day up to a maximum of 121 days, the administrator shall receive payment at the rate of $175 per day.
- For each accumulated unused absence day above 121 days, up to 130 days (unless capped higher), the administrator shall receive payment at the rate of $87.50 per day.

Bargaining unit members employed as administrators prior to July 1, 2018, with sick leave days accumulated above 130 days are capped at their identified amount for severance purposes. Further accumulation of sick time by these members shall not qualify for any additional severance above the capped amount

The Longevity/Severance payout shall be deposited into a designated 403(b) account, or other qualified (as determined by the District) tax-deferred account for a period of five (5) years on a bi-weekly basis beginning the first scheduled pay of the next school year. In the event a retired Administrator dies prior to receiving all the installments, the retired Administrator's beneficiary(ies) shall receive the remaining installments. Upon retiring, the Administrator shall submit the name(s) of the beneficiary(ies), in writing, to the HR Office.

Members employed as administrators after July 1, 2018, shall not be eligible for the above benefit. However, if one of these administrators completes fifteen (15) years of service with the District, with written notice of intent to resign with ninety (90) days notice, the Administrator will receive payment of thirty dollars ($30) for each accumulated sick leave day up to a maximum of one hundred thirty (130) days.

10.80 MENTORS

Each Administrator in their first three (3) years in a new position/title will be assigned, or have the ability to request, subject to approval from the HR Office, an administrative mentor from the District.

Administrative mentors will be selected by the District. Mentors will be recruited from members of the Association. Mentors should not be assigned more than one mentee at a given time. The following criteria will be used to match mentors with mentees:

- Compatibility
- Proximity
- Administrative Assignment
- Schedule Availability

Administrative mentors will be responsible for completing a Mentor/Mentee Log and assisting their mentee as needed.

To ensure the success of the mentor/mentee relationship, first-year mentors will

communicate with their mentors weekly. Second-year mentors will communicate with their mentees a minimum of twice a month. Third-year mentors will communicate with their mentees as necessary. Communications may include: reviewing District policies and contracts, sharing building practices, preparing professional development, reviewing district curriculum, coaching the mentee, and other activities in response to the needs of the mentee.

As a result of their service, administrative mentors selected from the Association, shall be compensated as follows, prorated and paid at the end of the school year:

- $1200 stipend for mentoring a Year 1 Administrator
- $400 stipend for mentoring a Year 2 Administrator
- $200 stipend for mentoring a Year 3 Administrator

ARTICLE 11 - VACANCIES, PROMOTIONS AND TRANSFERS

11.10
Currently employed Administrators shall be given first consideration for vacancies, posted openings, in administrative positions for which they apply, assuming the administrator is appropriately qualified. Should an Administrator have interest in a position or future position, the Administrator shall show interest and request a meeting to discuss through an e-mail to the Superintendent and HR Office.

11.20
All vacancies or newly-created positions available to members of the Association shall be posted in an e-mail communication as they occur, but not less than five (5) days prior to the position being filled.

11.30
Any administrative vacancy or new position shall be filled permanently only after it has been duly posted.

11.40
Since both parties to this Agreement agree that the District and the schools it operates are entitled to be operated by Administrators who are fully qualified and competent within their areas, the filling of administrative vacancies shall be governed by the District's careful consideration of the following factors: certification; experience; competence; qualifications, both personal and educational; length of satisfactory service to the District; and other pertinent factors. In determining the successful candidate, the District shall consider both objective and subjective factors and shall not render a decision that reflects arbitrariness, discrimination, or abuse of discretion.

11.50
For the purpose of this Agreement, "length of service with the District" shall run from the individual member's start date, with the District. The contract date length of service shall be the earliest contract commencing a period of continuous employment, including authorized leaves.

"Length of service as an Administrator" shall include all periods the Administrator has held any position identified in the "Recognition" section, Article 2.00, as well as any periods served in an acting capacity in such positions.

11.60
When it becomes necessary to transfer an Administrator from one assignment to another, it is agreed that the Administrator affected shall be notified, in writing, ninety (90) days in advance of such change. The Association is to receive copies of such notification.

11.70
Any BCASA administrator involuntarily transferred to another BCASA position, for disciplinary or budgetary reasons, or if the administrator's performance rating is less than "minimally effective", for which compensation is less shall be guaranteed the compensation of their present position until compensation for the position to which the administrator is transferred "catches up" to their present compensation.

11.80
An Administrator may file with the HR Office a letter requesting a transfer to an open administrative or teaching position.

11.90
If an Administrative assignment is open due to an extended absence or vacancy for more than ten (10) consecutive workdays, any BCASA member(s) performing the duties of that position, by title or function, in addition to their regular assignment, will receive $200.00 per workday, less the cost of planned support (if applicable) for the duration of the absence or vacancy. If these duties are shared, the daily stipend will be divided proportionally among the individuals, as agreed to with the Association.

ARTICLE 12 - SICK LEAVE

12.10
Ten (10) days of earned sick leave will be granted to each Administrator at the start of the school year. There shall be no limit upon the amount of sick leave accumulated by each Administrator.

12.20
Leaves of absence with pay chargeable against earned sick time shall be applied for, in writing, on forms provided by the HR Office.
Use of Earned Sick Time:

1. Administrators may use earned sick time in half (1/2) day increments.
2. Notice of the need to take earned sick time off shall be given to the administrator's immediate supervisor within the three (3) workdays prior to using earned sick time, if known; or as soon as the earned sick time need is foreseeable known.
3. Earned sick time shall be allowed for the following purposes:

a. The administrator's own mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the administrator's mental or physical illness, injury, or health condition; or for preventative medical care for the administrator.
b. For the administrator's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the administrator's family member's mental or physical illness, injury, or health condition; or for preventative medical care for a family member of the administrator.
c. Situations where the administrator or a family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or result from the domestic violence or sexual assault.
d. For a meeting at a child's school or place of care related to the child's health or disability or the effects of domestic violence or sexual assault on the child.
e. For the closure of an administrator's place of business by order of a public official due to a public health emergency; for an administrator's need to care for a child whose school or place of care has been closed by order of an official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the administrator's, or administrator's family member's, presence in the community would jeopardize the health of others because of the member's or family member's exposure to a communicable disease.

4. "Family member" as used in this Article, shall include:
   a. A biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner or a child to whom the Administrator stands in loco parentis.
   b. A biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an Administrator or an Administrator's spouse or domestic partner or a person who stood in loco parentis when the Administrator was a minor child.
   c. A person to whom the administrator is legally married under the laws of any state or a domestic partner.
   d. A grandparent.
   e. A grandchild.
   f. A biological, foster or adopted sibling.
   g. Any other individual related by blood or affinity whose close association with the Administrator is the equivalent of a family relationship.
5. Any administrator who utilizes earned sick time shall not be required to search for or secure a replacement worker as a condition for using earned sick time.

Earned Sick Time Usage Exceeding Three (3) Consecutive Days:

1. An employer may require an administrator who has used more than three (3) consecutive days of earned sick time to provide reasonable documentation that the earned sick time has been used for an appropriate purpose. Upon request, the

administrator must provide documentation in a timely manner. Documentation signed by a health care professional indicating that earned sick time is necessary is considered reasonable documentation.

2. In cases of domestic violence or sexual assault, one (1) of the following types of documentation selected by the Administrator is considered reasonable documentation:
    a. A police report indicating that the administrator's or the administrator's family member was a victim of domestic violence or sexual assault.
    b. A signed statement from a victim and witness advocate affirming that the administrator or a family member is receiving services from a victim services organization.
    c. A court document indicating that the Administrator or family member is involved in legal action related to domestic violence or sexual assault.
3. The administrator must not require that the documentation explain the nature of the illness or the details of the violence. If the employer decides to require documentation for earned sick time, the employer must pay for all out-of-pocket expenses the Administrator incurs in obtaining the documentation.
4. An employer shall not require disclosure of details relating to domestic violence, sexual assault, or the details of an Administrator's, or an Administrator's family member's, medical conditions as a condition of providing earned sick time. If an employer possesses health information or information pertaining to domestic violence or sexual assault about an administrator or an administrator's family member, the employer must treat that information as confidential and not disclose that information except with the permission of the affected administrator.

The District shall provide fully funded long term disability insurance for all unit members for a full twelve (12) month period through MESSA.

Benefits shall be paid at sixty percent (60%) of salary up to a monthly maximum of seven thousand ($7,000) dollars as negotiated between both parties after a sixty (60) Calendar Day Straight Wait (CDSW).

Social Security freeze and family offset shall be included with a pre-existing condition waiver. Alcoholism/drug waiver and mental/nervous disorders have a maximum of two (2) years benefit payout. Cost of living adjustments are not included. There is a two (2) year benefit for their own-occupation.

All other District provided benefits end with the beginning of long-term disability payments until an Administrator returns to work with the District.

12.30
No Administrator will be credited with sick leave allowance while drawing from their own accumulated sick leave or long-term disability insurance until they have reported back to work.

ARTICLE 13 - INSURANCE PROTECTION

13.05
The District agrees to furnish all Administrators, except those on a leave of absence, the following insurance protection.

Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder and/or third-party administrator, the District shall make premium payments on behalf of Administrator and his/her eligible dependents for the following insurance program to include medical, dental, vision and hospitalization insurance for a full twelve (12) month period:

The District will contribute one hundred percent (100%) of the hard cap limits (through PA 152) set by the Michigan Department of Treasury for medical premiums listed in Article 13 including but not limited to H.S.A. deductible, all costs to administer a Health Equity Flexible Spending Account (FSA), and all "medical benefit plan" costs within the meaning of the Public Act of 2011 and maintain the medical benefit plan coverage year from January 1 through December 31. Should the premium cost of the HSA plan fall under one hundred percent (100%) of the State hard cap rates, the District will pay the difference in premium cost and hard cap contribution to the Administrator through an HSA contribution no later than the first regularly scheduled payroll in January if enrolled in the HSA plan.

The annual District paid amounts shall adjust at the beginning of each MESSA plan year (January 1 through December 31), at one hundred percent (100%) of the maximum State Hard Cap permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act (PA 152).

Any premium or deductible for the HSA Plan, above the one hundred percent (100%) of Hard Cap, will be the responsibility of the Administrator and will be contributed through payroll deduction in equal bi-weekly amounts from the teacher's paycheck through a qualified Section 125 Plan and, as such, will not be subject to withholding. The District's "qualified Section 125 Plan" shall include any and all of the provisions necessary for pre-tax contributions to Administrator's HSA accounts administered through HEQ. Administrators may contribute, through payroll deduction and electronic transfer, additional money towards their HSA, up to the maximum amounts allowed by Federal Law.

The District shall have the right to recover any unpaid premiums by the member (in addition to any other remedies provided by law) by deducting the premium amount in arrears from any wages remaining to be paid to the Administrator. If remedies described are not available, the District reserves the right to terminate healthcare coverage of the teacher who is unable to make their portion of the premium current.

In the event that State Legislation changes with PA 152, the Association and District will reconvene to negotiate the impact of the new legislation in a timely manner.

Administrators may elect to establish a Health Equity Flexible Spending Account (FSA) for "Choices" medical expenses during the annual open enrollment. Contributions for the FSA shall be made through a Section 125 payroll deduction (pre-tax benefit). There shall be a five hundred dollars ($500) rollover to the teacher's FSA at the end of each calendar year (adjusted according to IRS regulations). Any monies in the administrator's FSA at the end of the IRS expenditure period beyond the five hundred dollar ($500) eligible rollover shall revert to the District (adjusted per IRS regulations).

The parties may elect other insurance options during the life of this agreement.

13.10 Life Insurance

Group term life insurance coverage in the amount equal to $130,000 and $130,000 negotiated AD&D.

13.15 Health Insurance

The District shall provide complete health care protection on a full twelve (12) month basis with either single, two-person, or full family benefits status as selected by the Administrator during the open enrollment period. The plan year is January 1st through December 31st.

Administrators shall have the following MESSA medical plans available:

Option 1: MESSA Choices
- $500/$1,000 In-Network Deductible
- $20/$20/$20 On-Line/Office Visit/Specialist Visit Copay
- $25/$50 Urgent Care/Emergency Room Copay
- 3-Tier Rx

Option 2: MESSA ABC Plan 1
- $1,650/$3,300 In-Network Deductible (set by IRS*)
- $0/$0/$0 On-Line/Office Visit/Specialist Visit Copay
- $0/$0 Urgent Care/Emergency Room Copay
- 3-Tier Rx
- Health Equity Account

Administrators who enroll in a HSA eligible medical plan may select to have seventy percent (70%) of the IRS deductible minimums (currently one thousand six hundred fifty ($1,650) dollars for self only and three thousand three hundred ($3,300) dollars for two (2) person and full family) deposited annually into their HEQ HSA account no later than the first regularly scheduled payroll in January and thirty percent (30%) of the IRS deductible minimums for HSA eligible medical plans deposited annually into their HEQ HSA account no later than the first regularly scheduled payroll in September and shall be

included in the premium cost for the ABC Plan. The deductible level deposited shall be based upon the coverage level selected (e.g., Single or 2-Person/Family).

If the Administrator's actual IRS deductible minimums costs exceed the seventy percent (70%) amount deposited for January 1 through August 31, said Administrator shall submit a written request to the HR Office to have their HSA account increased with the remaining thirty percent (30%) of the IRS deductible minimums no later than the first regularly scheduled payroll in the month following the request.

*In the event there are changes in the minimum HDHP deductible, then it shall be increased consistent with state and federal law.

Option 3: MESSA ABC Plan 2

$2,000/$4,000 In-Network Deductible
$0/$0/$0 On-Line/Office Visit/Specialist Visit Copay
$0/$0 Urgent Care/Emergency Room Copay
0% Co-insurance
3-Tier Mail Rx
Health Equity Account

Administrators who enroll in ABC Plan 2 HSA eligible medical plan may select to have seventy percent (70%) of the in-network deductible (currently two thousand ($2,000) dollars for self only and four thousand ($4,000) dollars for two (2) person and full family) deposited annually into their HEQ HSA account no later than the first regularly scheduled payroll in January and thirty percent (30%) of the in-network deductible for the HSA eligible medical plans deposited annually into their HEQ HSA account no later than the first regularly scheduled payroll in September and shall be included in the premium cost for the ABC Plan 2. The deductible level deposited shall be based upon the coverage level selected (e.g., Single or 2-Person/Family).
If the Administrator's actual in-network deductible costs exceed the seventy percent (70%) amount deposited for January 1 through August 31, said Administrator shall submit a written request to the HR Office to have their HSA account increased with the remaining thirty percent (30%) of the in-network deductible no later than the first regularly scheduled payroll in the month following the request.

Option 4: MESSA ABC Plan 3

$3,500/$7,000 In-Network Deductible
$0/$0/$0 On-Line/Office Visit/Specialist Visit Copay
$0/$0 Urgent Care/Emergency Room Copay
20% Co-insurance
5-Tier Rx
Health Equity Account

Administrators who enroll in ABC Plan 3 HSA eligible medical plan may select to have seventy percent (70%) of the in-network deductible (currently three thousand five hundred ($3,500) dollars for self only and seven thousand ($7,000) dollars for two (2) person and full family) deposited annually into their HEQ HSA account no later than the

first regularly scheduled payroll in January and thirty percent (30%) of the in-network deductible for the HSA eligible medical plans deposited annually into their HEQ HSA account no later than the first regularly scheduled payroll in September and shall be included in the premium cost for the ABC Plan 3. The deductible level deposited shall be based upon the coverage level selected (e.g., Single or 2-Person/Family).

If the Administrator's actual in-network deductible costs exceed the seventy percent (70%) amount deposited for January 1 through August 31, said Administrator shall submit a written request to the HR Office to have their HSA account increased with the remaining thirty percent (30%) of the in-network deductible no later than the first regularly scheduled payroll in the month following the request.

Option 5: Cash-in-lieu of one hundred ($100) dollars per month.

Cash/Annuity In-Lieu: Administrators who qualify for health insurance coverage and who choose not to be provided with such coverage shall receive a cash option payment for one hundred ($100.00) dollars per month or one hundred ($100.00) dollars per month under Section 125 of the Internal Revenue Code (403b).

Annually, the Administrator will need to complete a declination form when making a decision not selecting insurance coverage. As a condition to obtaining any cash-in-lieu benefit, the Administrator must first present documentation that they have other coverage meeting affordability and coverage minimums of the Affordable Care Act.

13.20 Dental

The District shall provide fully funded dental insurance options for a full twelve (12) month period through MESSA Dental Insurance Program. Options available are full family, single, or two person levels of benefits. The program coverage shall be:

- Diagnosis & Prevention = 100% (2 cleanings per year)
- Basic Services = 80% (X-Rays)
- Major Services = 80% (Annual Max = $1,500)
- Orthodontics = 80% (Lifetime Max = $1,500)

13.25 Vision

The District shall provide fully funded vision insurance for a full twelve (12) month period through MESSA VSP 3 G. Options available are full family, single, or two person levels of benefits.

ARTICLE 14 - LEAVES AND RELEASED TIME

14.00 RELEASED TIME:

Seven (7) personal business days per year, not chargeable to member's sick balance. Unused personal days will roll into accumulated sick leave at the end of each year. The HR Office shall be notified in all instances, and whenever possible, prior to the absence.

14.05
A bereavement leave for a maximum of three (3) days for a death in the immediate family: Spouse, father/stepfather/father-in-law, mother/stepmother/mother-in-law, brother/stepbrother, sister/stepsister, children/stepchildren, grandchildren/step grandchildren, and grandparent/step grandparents.

14.10 LEAVES OF ABSENCE:
An Administrator shall accumulate seniority for those leaves of absence for which they receive compensation from the District.

Administrators returning from unpaid leaves will be assigned to a position if one is available.

14.11
Any Administrator whose personal illness extends beyond the period compensated under Article 12.00 shall be granted an unpaid leave of absence for the remainder of the contract year. If less than three (3) months of a contract year remains, an additional year may be granted if application is made by July 1. Upon return from leave, the Administrator shall be assigned to, if available, the same position or a substantially equivalent position, return with all seniority earned at the time the leave was granted, and shall advance to the next step of the salary schedule their length of service would warrant.

14.12
Leaves of absence without pay, up to one year, may be granted upon application for any reason of importance to the Administrator. An Administrator shall return from such leave with seniority, sick leave, and leave accumulations earned at the time the leave was granted.

14.13
A maternity/paternity leave up to six (6) months shall be granted without pay. An extension may be granted for one additional six (6) months upon application in writing. An Administrator adopting a child may receive similar leave which shall commence upon entry of an order terminating the rights of the natural parents by the probate court. An Administrator returning from leave provided in this paragraph shall be placed on the next step of the appropriate salary schedule and shall return with seniority and benefit accumulations enjoyed at the time the leave was granted.

14.14
Military, Reserve, or National Guard leaves of absence shall be granted. consistent with state and Federal law and the FMLA.

14.15 SHORT-TERM APPROVED LEAVE
Administrators who meet eligibility requirements under the Family and Medical Leave Act (FMLA) and have a sufficient balance of FMLA-protected days available shall be entitled to the following short-term leave benefits:

- Administrators are required to exhaust all accumulated sick leave prior to these paid leave provisions. Administrators shall not be required to exhaust accrued vacation or personal business days.
- Eligible Administrators shall receive paid leave for six (6) weeks of a total twelve (12) week FMLA leave period. In the event an Administrator utilizes less than twelve (12) weeks of leave, the paid portion shall be calculated at fifty percent (50%) of the total leave duration.
- To qualify for the paid portion of the leave, the Administrator must remain FMLA-eligible and possess remaining FMLA-protected days for the duration of the requested leave.
- All leave requests must be supported by appropriate medical documentation as required by the District.

14.16
It is recognized that an Administrator has the right to serve in, or be elected to, public office less than full time. However, such services shall not be permitted to interfere with the educational process and said Administrator's contractual obligation.

ARTICLE 15 - REDUCTION OF ADMINISTRATIVE STAFF

15.10
In order to adjust to program reduction, declining enrollment, or financial problems, the District has the right to lay off Administrators within the provisions of this Agreement. The prerogative of the District to lay off Administrators as provided for in this Article supersedes any rights to a second year of employment as an Administrator which may be granted by this contract, and in particular by Article 3.10.

15.20
Sixty (60) days in advance of the District reducing, eliminating, or laying off Administrators covered by this Agreement, they shall notify, in writing, the Association of such possible actions. Prior to any reduction plan being adopted, the District or its representatives will meet with the Association.

15.30
Determinations of persons retained shall be based on the factors below:
- Effectiveness
- Length of service as an Administrator
- Disciplinary record
- Relevant special training

15.40
Administrators to be removed from their positions shall receive written notice sixty (60) calendar days prior to the layoff date.

Notice may be waived by mutual agreement.

15.60
When there is a vacancy or an increase in positions following a layoff, the laid-off Administrator with the most amount of service according to the seniority list shall be the first to be recalled. Vacant positions will not be filled with new hires if there is a laid-off Administrator who has not been recalled.

Administrators who are laid off shall have their length of service and applicable benefits frozen and preserved for reinstatement upon their return to employment. If an Administrator fails to sign a contract for the position to which they are recalled within fifteen (15) calendar days from the date the recall notice is received via certified or registered mail, their employment, seniority, and all other benefits with the District shall be considered terminated.

ARTICLE 16 - WORK YEAR

16.10
All Administrators are fifty-two (52) week Administrators, the employment year beginning July 1 and ending June 30.

16.20
Administrator's fourteen (14) paid holidays include:

Labor Day	Thanksgiving	Wednesday before Thanksgiving
Christmas Eve Day*	Christmas*	Friday after Thanksgiving
New Year's Eve Day*	New Year's Day*	Good Friday
Memorial Day	Independence Day*	

Two (2) days mutually agreed upon during winter break and one (1) day mutually agreed upon during Spring Break.
**The District will schedule holidays that fall on Saturday or Sunday to be observed on weekdays.*

16.30
Vacation days for Administrators are allocated as follows:

- Level I: Fifty-two (52) week assignment with twenty-five (25) vacation days
- Level II: Fifty (50) week assignment with fifteen (15) vacation days.
- Level III & IV: Forty-eight (48) week assignment with fifteen (15) vacation days.

16.40
The scheduling of vacation will be arranged by the Administrator and their immediate supervisor, subject to the approval of the Superintendent or their designee. It shall be encouraged for Administrators to take non-instructional days, as vacation days.

Vacation days cannot be carried over. The Administrator is allowed to request to be paid at their daily rate for no more than ten(10) unused vacation days. These ten (10) days shall be placed into a 403b account, to be set up by the administrator.

16.50
The District encourages its Administrators to engage in programs of professional growth. To accommodate and promote participation in such activities, the District, where at all possible, will cooperatively plan work schedules which provide the necessary flexibility.

ARTICLE 17 - CREATION OR MODIFICATION OF ADMINISTRATIVE POSITIONS

17.10
The District retains the right to create new Administrative positions and to determine the duties associated with those positions. However, before establishing rates of pay, wages, hours of employment, or other conditions of employment for any new position that falls within the bargaining unit covered by this Agreement, the District shall inform and reach agreement with the Association. If agreement is not reached, the matter shall proceed through the appeal process.

17.20
Where the creation or modification of an Administrative position results in the consolidation of current positions or results in substantial change in work load or job descriptions, the District will reach agreement with the Administrator and the Association regarding the redefined job descriptions and conditions of employment.

ARTICLE 18 - TUITION REIMBURSEMENT

18.10
In-state tuition costs, and out of state tuition up to $800 per credit hour, will be reimbursed to the Administrator by the District for up to six (6) college credit hours per school year (or 180 SCECH hours) once the Administrator provides proof of registration, payment, and successful completion of the course.

18.20
All coursework must be job-related and approved in advance by the HR Office.

18.30
Courses must be taken outside of normal work hours. Exceptions to this may be appealed to the HR Office.

18.40
The District will reimburse the cost of required textbooks with receipts. Mileage, incidental costs, college/university fees, and any supplemental books or materials are the Administrator’s responsibility.

ARTICLE 19 - MISCELLANEOUS

19.10
This Agreement shall supersede any District rules, regulations or practices that are inconsistent with its terms. It shall also supersede any conflicting or inconsistent provisions contained in any Administrator's contract. All future individual contracts for

Administrators shall be subject to the terms of this Agreement or any successor Agreement.

19.20
Copies of this Agreement shall be posted on the District's website.

19.30
If any provisions of this Agreement, as applied to any Administrator or group of Administrators, is determined to be contrary to law, that provision or application shall be deemed invalid only to the extent prohibited by law. All other provisions or applications shall remain in full force and effect.

19.40
The District shall compile by November 1 of each year, an Administrative seniority list which contains: (1) the date of employment in the District, (2) the date of employment as an Administrator, and (3) the years and days of classroom service in the District.

ARTICLE 20 - NEGOTIATION PROCEDURE

20.10
In any negotiations described in this Agreement, neither party shall have any control over the selection of the other party's negotiating or bargaining representatives. Each party may select its representatives, provided that neither negotiating team shall exceed five (5) at the bargaining table.

20.20
It is recognized that no final agreement between the parties may be executed without ratification by the Association and the District. The parties mutually agree that their representatives shall be vested with power and authority to make proposals and concessions, subject only to ultimate ratification.

20.30
If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation procedures of the Michigan Employment Relations Commission or take any other lawful measure it may deem appropriate.

20.40
The parties mutually agree that they will neither take nor threaten to take any reprisals, directly or indirectly, against any colleagues or Administrators because of any decisions, actions, or statements made personally or in the course of their official duty relative to collective bargaining, the administration of this Agreement, or the educational policies of the District.

20.50
It is expressly understood that this Article will not be construed as restricting the Association's right to take any lawful action or exert any lawful pressure in connection with negotiations for future professional Agreements.

20.60
Nothing in this Article will be construed as a waiver of any rights the Association or its members have under the applicable statutes governing the negotiation and implementation of this Agreement.

20.65
The parties agree to continue pursuing collaborative means of bargaining.

20.70 MAINTENANCE OF THE PROFESSIONAL AGREEMENT
The Superintendent and the HR Office will meet monthly with the President and Vice-President of the Association for the purpose of mutually sharing concerns and monitoring the implementation and administration of this Agreement.

ARTICLE 21 - DURATION OF AGREEMENT

21.10
This Agreement shall be in full force and effect from July 1, 2026 to midnight June 30, 2029 and shall thereafter continue in full force and effect from year to year unless either party provides written notice to the other, at least one hundred twenty (120) days prior to the expiration date of this Agreement, of its intent to terminate and/or negotiate a successor Agreement.

21.20
This Agreement may be altered, amended, added to, deleted from, or modified only by the voluntary mutual consent of the parties, through a written amendment signed by their duly authorized representatives.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the 11th Day of May, 2026.

BAY CITY ASSOCIATION OF SCHOOL ADMINISTRATORS:

By: BRAD PENNELL
BRAD PENNELL (Jul 6, 2026 10:03:30 EDT)

President Judy Cox
Judy Cox (Jun 11, 2026 15:48:17 EDT)

Vice President

BAY CITY BOARD OF EDUCATION:

By: Joslyn K Jamrog
Joslyn K Jamrog (Jun 11, 2026 16:21:42 EDT)

President
Grant Hegenauer (Jun 19, 2026 09:39:00 EDT)

Superintendent Matthew A. Cairy
Matthew A. Cairy (Jun 12, 2026 09:34:33 EDT)

Associate Superintendent of Human Resources & Employee Relations

APPENDIX "A" COMPENSATION

A. 1.10 ADMINISTRATIVE POSITIONS GROUPED BY LEVELS (WEEKS)

Level I (52) High School Principal

Level II (50) Middle School Principal, Principal of Alternative and Online Education, Assistant High School Principal, Assistant High School Principal/Athletic Director

Level III (48) Elementary Principal

Level IV (48) Assistant Middle School Principal, Assistant Elementary School Principal

An Administrator serving two (2) titles shall be paid at the rate of the title of the highest level.

A. 1.20 RANGE OF COMPENSATION

It is recognized and acknowledged that the effectiveness of an administrator increases through experience in the specific position. Therefore a range of steps is provided in the schedule of compensation for Administrators. Personnel appointed to any administrative position will be placed on the designated step and compensated according to the following guidelines.

1. The District has the authority to place a new hire on any steps of the salary schedule based on need to attract the best candidate.

2. An Administrator who receives an “effective” evaluation will be moved to the next step on their salary schedule the following year.

3. Compensation for an Administrator who receives an overall performance evaluation of less than effective and is placed on probationary status may be frozen for no more than one (1) year. At the end of that year, or at the time the deficiencies are corrected and the Administrator is removed from probationary status, their compensation shall be as stipulated for the next Step in the Level for the position to which they are assigned.

A. 1.30
Administrators shall be entitled to compensation, put into weekly pay, for the following Professional Growth Factors:

- Completion of thirty (30) graduate hours beyond the Master's degree: $2,000;
- Completion of an Educational Specialist degree: $2,000;
- Completion of a Doctorate degree: $2,000.

*Specific graduate hours may only be used for one (1) Professional Growth Factor.

A. 1.40 Appendix "A" Compensation

Year 1 - 2026-2027 3% Increase + $500 (Additional $1500 to returning administrators on Step 0(3) w/ full year of experience and $2,000 to returning administrators on Step 10(13)

Level	Assignment	Step 0 (3)	Step 1 (4)	Step 2 (5)	Step 3 (6)	Step 4 (7)	Step 5 (8)	Step 6 (9)	Step 7 (10)	Step 8 (11)	Step 9 (12)	Step 10 (13)
Level I	52 weeks	$110,891	$113,651	$114,406	$116,625	$119,528	$121,779	$124,812	$127,062	$130,226	$133,470	$136,846
Level II	50 weeks	$103,923	$106,509	$107,501	$109,752	$112,483	$114,233	$117,590	$119,841	$122,825	$125,883	$129,259
Level III	48 weeks	$94,674	$97,029	$98,578	$100,829	$103,337	$105,589	$108,215	$110,467	$113,216	$116,033	$119,410
Level IV	48 weeks	$89,607	$91,835	$93,754	$96,005	$98,392	$100,643	$103,148	$105,398	$108,021	$110,709	$114,085

Year 2 - 2027-2028 2% Increase (Step 1 is unchanged - Administrators w/ two (2) full years move to Step 2)

Level	Assignment	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Level I	52 weeks	$113,651	$116,694	$118,958	$121,918	$124,215	$127,308	$129,604	$132,831	$136,139	$139,583	$143,073
Level II	50 weeks	$106,509	$109,651	$111,947	$114,732	$116,518	$119,942	$122,238	$125,281	$128,401	$131,844	$135,141
Level III	48 weeks	$97,029	$100,549	$102,846	$105,404	$107,701	$110,380	$112,676	$115,480	$118,354	$121,799	$124,844
Level IV	48 weeks	$91,835	$95,629	$97,925	$100,360	$102,656	$105,211	$107,506	$110,181	$112,923	$116,367	$119,276

Year 3 - 2028-2029 1% Increase

Level	Assignment	Step 1-3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Level I	52 weeks	$120,147	$123,138	$125,457	$128,581	$130,900	$134,159	$137,501	$140,979	$144,503
Level II	50 weeks	$113,067	$115,880	$117,683	$121,142	$123,460	$126,534	$129,685	$133,163	$136,492
Level III	48 weeks	$103,874	$106,458	$108,778	$111,483	$113,803	$116,635	$119,537	$123,017	$126,092
Level IV	48 weeks	$98,904	$101,364	$103,682	$106,263	$108,581	$111,283	$114,052	$117,531	$120,469

Professional Growth Factors (2026-2029)

MA+30	$2,000
Ed. Specialist	$2,000
Doctorate	$2,000

APPENDIX "B" CALENDAR

BAY CITY PUBLIC SCHOOLS

Master Calendar
2026-2027

BCASA

July				10/20/22
M	T	W	T	F
		1	2	H
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

November				19
M	T	W	T	F
2	PD	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	H	H	H
30				

March				22
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	H
H	30	31		

August				21
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	PD	PD	20	21
24	25	26	27	28
31				

December				20
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	H	H	H
H	29	30	H	

April				22
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

September				21
M	T	W	T	F
	1	2	3	4
H	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

January				20
M	T	W	T	F
				H
4	5	6	7	8
11	12	13	14	15
18	PD	20	21	22
25	26	27	28	29

May				20
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
H				

October				22
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
PD	20	21	22	23
26	27	28	29	30

February				20
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

June				14/22
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

	Welcome Back Meeting
H	Holidays (14)
	First/Last day of School
PD	District Professional Development
	50 Week Start
	48 Week Start
	48/50 Week End

BAY CITY PUBLIC SCHOOLS

Master Calendar
2027-2028

BCASA

July				10/20/21
M	T	W	T	F
			1	H
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

November				20
M	T	W	T	F
1	PD	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	H	H	H
29	30			

March				23
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

August				22
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
17	PD	PD	19	20
23	24	25	26	27
30	31			

December				19
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	H	H	H
H	28	29	H	H

April				19
M	T	W	T	F
3	4	5	6	H
10	11	12	13	H
17	18	19	20	21
24	25	26	27	28

September				21
M	T	W	T	F
		1	2	3
H	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

January				21
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	PD	19	20	21
24	25	26	27	28
31				

May				22
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
H	30	31		

October				21
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
PD	19	20	21	22
25	26	27	28	29

February				21
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

June				12/22
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Welcome Back Meeting

H — Holidays (14)

First/Last day of School

PD — District Professional Development

50 Week Start
48 Week Start
48/50 Week End

BCASA Master Agreement 2026-2029 (Final)

Final Audit Report 2026-07-06

Created:	2026-06-11
By:	Cassie Marrero (marreroc@bcschools.net)
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2026-06-12 - 1:34:31 PM GMT

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