AGREEMENT BETWEEN

THE CLIO AREA SCHOOLS BOARD OF EDUCATION

AND

THE CLIO AREA SCHOOLS ADMINISTRATION ASSOCIATION

2026 – 2029 SCHOOL YEARS

Revised
July 1, 2026

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ARTICLE I
RECOGNITION

The Board hereby recognizes the Clio Area Schools Administration Association, hereafter referred to as the "Administrator", as the exclusive bargaining representative for all full time principals, assistant principals, directors and supervisors who are employed by the Board, and such other positions as may be mutually agreed upon between the parties, but excluding all other positions.

ARTICLE II
EMPLOYMENT OF ADMINISTRATORS (Board Policy 3120.01)

The Board recognizes that it is vital to the successful operation of the District that administrative positions created by the Board are filled with highly qualified and competent personnel.

The Board shall approve the employment, fix the compensation, and establish the term of employment for each Administrator employed by this District. Such approval shall be after considering the recommendations of the Superintendent.

Any professional staff member's intentional misstatement of fact material to qualifications for employment or the determination of salary shall be considered by the Board to constitute grounds for dismissal.

No candidate for reemployment as an Administrator shall receive recommendation for such employment without having proffered visual evidence of his/her certification.

The Superintendent shall develop administrative guidelines for the recruitment, screening, and recommendation of candidates for employment.

All new Administrators shall be subject to a five (5) panel drug test, criminal background and unprofessional conduct checks.

ARTICLE III
EMPLOYMENT CONTRACT (Board Policy 3120.01)

A one-year administrative period of probation in a new administrative position shall be required. Additional years of administrative probation may be utilized if the circumstances warrant.

Once the administrative probationary period is satisfactorily served, a two-year contract will be offered.

In order to ensure a smooth operation of the school district it is understood that individual administrative members who are not on probation shall receive two-year continuing contracts effective July 1.

ARTICLE IV
BOARD-ADMINISTRATOR RELATIONS (Board Policy 3120.02)

A. Administrative Positions

Prior to the Board taking action to approve new administrative positions or the consolidation or reduction of present administrative positions, the affected Administrators and their spokesman will be given an opportunity to make recommendations to the Superintendent and the Board at least fifteen (15) days before the Board takes action. The Board will consider the Administrators' recommendations concerning wages, work year, and job description.

B. Reduction and Recall of Administrators

Prior to the reduction of administrative staff, the Board will provide all administrators the opportunity to present to the Superintendent and to the Board any recommendations they care to make concerning such proposed reductions at least thirty (30) days prior to the Board's final decision. The following criteria shall be evaluated in the sequence listed:

A. necessary certification
B. qualifications as defined in the job description
C. performance evaluations
D. administrative seniority

In cases of Administrator's layoff, the Board will pay insurance benefits for the following three (3) months after the effective day of layoff.

Recall shall be in inverse order of layoff for new positions or vacancies, with the same criteria, in the same order as above:

A. necessary certification
B. qualifications to meet job description
C. performance evaluations
D. administrative seniority

C. Seniority

Seniority is defined as follows:

A. District seniority is the length of continuous service in the District of the Administrator in any administrative or teaching position.
B. Administrator's seniority is the length of time served as Administrator under an administrative contract in the District in any administrative capacity, but is not a position included in the Clio Education Association's bargaining unit.
C. In the event that an Administrator enters the teachers' bargaining unit, his/her rights as a teacher shall be based upon District seniority as defined above. (As long as this is not in conflict with the Clio Education Association's Master Agreement.)

D. Vacancies

Administrative openings, including vacancies and newly created positions shall be posted within the School District for a period of no less than ten (10) working days, and a written notice sent by first class mail to the last known address of each Administrator then on layoff. The notice posted shall give information as to where an applicant may receive a copy of the job description, responsibilities and duties of the position and all qualifications and certification required. All currently employed and laid off Administrators who are qualified and certified shall be interviewed and given consideration in appointments to administrative or teaching positions.

Vacancies shall be defined as unfilled or newly created positions or because the individual that has previously held the position has terminated employment in the bargaining unit.

ARTICLE V
ASSIGNMENT AND TRANSFER OF ADMINISTRATORS (Board Policy 3130.01)

The Board believes that the judicious placement of Administrators within the District is important for the successful functioning of the District.

The Superintendent shall assign and transfer all Administrators in accordance with the needs of the District.

Administrative staff members shall be informed of their assignments no later than June 30th preceding the school year in which such assignment shall be effective except that administrative staff members employed after that date shall be so informed as soon as practicable and except that nothing in this policy shall prevent the transfer of an administrative staff member for good cause during the school year as determined by the Superintendent.

Transfers shall be made for good cause and shall in no case be based on any personal bias or vindictiveness against the employee.

ARTICLE VI
NON-RENEWAL OF ADMINISTRATIVE CONTRACTS (Board Policy 3143)

In terminating the contract of an Administrator, the Board of Education shall provide notice of the pending action to the Administrator at least sixty (60) days prior to the termination date. It shall also advise the Administrator, in writing, not less than thirty (30) days prior to the date it actually will act on the non-renewal, of its intent not to renew, the reasons for the non-renewal, and of his/her right to a meeting with the Board during the thirty (30) day period to discuss these reasons in closed or open session. The reasons for non-renewal shall not be arbitrary or capricious.

ARTICLE VII
WORK YEAR

A. Compensation Days

It is recognized that Administrators' working hours are necessarily determined by the demands of the work rather than a specific period of clock hours. Reasonable flexibility in work hours is expected due to varied meetings and activities. Work calendar shall be established by the Superintendent or designee.

Classification	Work Days
Director of Technology	Year Round
Director of Transportation and Operations	Year Round
District Athletic Director	Year Round
Principal CCHS/Homeschool Partnership	218
High School Principal	218
Middle School Principal	218
HS Asst. Principal	213
MS Asst. Principal	213
Elementary Principal	213
Special Education Director	213
Director of Early Education	213

B. Administrative Group Definitions

1. The following Administrators will be considered year round employees: Director of Technology, Director of Transportation and Operations, and District Athletic Director.
2. Administrators not required to work year round: High School Principal, Middle School Principal, Elementary Principal, Assistant Principals, Principal of CCHS/Homeschool Partnership, Special Education Director, and Director of Early Education.

C. Paid Holidays

1. Year round Administrators shall receive pay for the following holidays: Fourth of July, Labor Day, Thanksgiving & the Friday following, Christmas Eve & Day, New Years Eve & Day, Good Friday and Memorial Day.
2. If a paid holiday falls on a Saturday or Sunday the Administrator will be able to observe the holiday on the Friday preceding or the Monday following the holiday or an alternative day that falls within the holiday break period.

D. School Closing

If school is cancelled due to inclement weather, Administrators are not required to work unless required to do so by the Superintendent.

E. Vacation

1. Year round Administrators shall have the following vacation time accrual based on years of service to the district:

0-19 Years	15 Days
20+ Years	20 Days

2. All vacation days are subject to approval by the Superintendent or designee. Vacation may not be carried over to the following year without approval by the Superintendent.

3. Administrators must use all vacation time in the year it is earned unless a deviation is approved in writing by the Superintendent.

4. Non-year round Administrators shall be given an alternate day for each unpaid day that they work. Alternate days can only be used during the summer workdays. Alternative days will not accrue and must be used before the beginning of the next school year. All alternative days must have prior approval by the Superintendent.

ARTICLE VIII
COMPENSATION

A. Salary Schedules

Salary for the 2026 – 2027 school year will be paid in accordance with the following schedule:

Position	Step 1	Step 2	Step 3
Director of Technology	$78,315	$81,315	$84,315
Director of Transportation and Operations	$98,249	$101,249	$104,249
High School Principal	$117,111	$120,111	$123,111
HS Assistant Principal	$104,727	$106,727	$108,727
Middle School Principal	$112,611	$115,611	$118,611
MS Assistant Principal	$101,553	$103,553	$105,553
Elementary Principal	$107,155	$109,155	$111,155
CCHS Principal/Homeschool Partnership	$100,249	$102,249	$104,249
District Athletic Director	$95,475	$98,475	$101,475
Director of Early Education	$68,942	$70,942	$72,942
Director of Special Education	$104,727	$106,727	$108,727

Salary for the 2027-2029 school years will be determined by a “me too” following the CEA teacher contract. This information will be added to this agreement when that amount is determined.

The Administrator may receive a stipend of $1,000, designated as a "value add," which can be applied either as additional compensation or toward their personal annuity. This option is available for participation in various building and district events, including but not limited to:

- Back-to-School Kickoff
- Winter Wellness Night
- Homecoming Parade and Game
- Snowcoming Game

- High School Graduation

Compensation on the salary schedule is based upon job accomplishments and job performance as measured by the year end evaluation rating, in which student growth and assessment data is a significant factor. Employees may not advance on the salary, step or lane schedule if they receive a year end evaluation of "Developing" in each of the two most recent years; employees may not advance on the salary, step or lane schedule if they receive a year end evaluation rating of "Needing Support" in the most recent year. This stipulation will be removed from the contract if the legislation is rescinded or found unenforceable that requires compensation to be subject to student performance and the employee evaluation.

First year Administrators shall be placed on step 1, second year Administrators shall be placed on step 2, and third year and beyond Administrators shall be placed on step 3. Exceptions may be made by recommendation of the Superintendent.

The Board of Education reserves the right to review salary as employee turnover creates vacancies.

B. Deferred Compensation (457 Internal Revenue Service (IRS) Plan) OR IRS 403b Plan

The District will maintain an IRS 457 Deferred Compensation Plan or an IRS 403b Plan for administrators. Administrators will be eligible for deferred compensation in accordance with the following schedule:

$3,250 annually (457 Plan) OR
$3,450 annually (403b Plan)

C. Longevity

1. For the purposes of longevity pay, credit shall be given for service with the District in any capacity. Administrators will be eligible for longevity pay in accordance with the following schedule:

10 – 15 years	$750
16 – 20 years	$1,500
21+ years	$2,200

2. Longevity pay will be based on the year in which the service is completed. Payment will be made by June 30th.

D. Pay of Unused Sick Days

Administrators will receive twenty ($20) dollars for each unused sick day at time of retirement from the Clio Area Schools. Payment will be made during the last payroll in June. In the event of an Administrator's death, while in the employment of the Board of Education, any unused sick time will be paid to the Administrator's beneficiary at the rate of $20 per day. Employees must meet the Office of Retirement Services criteria for full retirement at separation in order to qualify for the payment.

ARTICLE IX
FRINGE BENEFITS

The Board shall make available to all Administrators fringe benefits plans covered in Appendix A. The Board guarantees the Administrators that there will be no lapse in coverage. The Administrator will pay all deductibles and co-pays.

Dependent Coverage

In the event of the death of an administrator covered for the above medical benefits, the dependents that were covered on the date of death may continue to such coverage on a direct payment basis with the Clio Area Schools. Coverage for the surviving spouse and/or sponsored dependents may be continued until the first day of the calendar month in which he/she becomes age 65. On that date, the covered individual will be covered under the Group Limited Medicare Supplement Plan. Coverage for surviving dependent children may be continued as long as they qualify as eligible dependents. Coverage continued under this provision will terminate at which time the sponsored dependent fails to pay for coverage or when a dependent child and/or sponsored dependent no longer qualifies as an eligible dependent.

ARTICLE X
RETIREMENT INCENTIVE

Retiring Administrators who have worked for the Clio Area Schools for a minimum of fifteen (15) years will qualify for a "Retirement Notification Incentive" of $50 for each year of service with the district in any capacity, if they notify the Board in writing with their official retirement letter. The official retirement letter must be in writing and one hundred twenty (120) calendar days prior to the actual retirement date. This payment will be made in the last payroll in June.

ARTICLE XI
LEAVES

A. Paid Sick Leave

Administrators shall be granted sick days annually in accordance with the following schedule:

A. 12 days for year round Administrators
B. 10 days for all other Administrators

B. Personal Days

Five (5) of the annual sick days per year may be used as Personal Days. Days not used will rollover as sick days.

C. Unpaid Leave of Absence

The Board may grant a leave of absence upon written request of an Administrator, without pay, not to exceed one (1) year (except as otherwise specified and required by law) subject to renewal at the will of the Board. In the event such leave is granted, subsequent assignment or employment of the Administrator will not be positively or negatively influenced by virtue of the

leave having been granted. The Board in its sole discretion may determine to grant such leave or deny it. The granting of such leave shall not constitute a precedent to be applied in any other case.

D. Bereavement Leave

Administrators are entitled to up to a maximum of three (3) days per death of bereavement leave for deaths of the employee's: spouse, children, mother, father, and grandchildren, grandparents, siblings, mother-in-law, father-in-law, brother-in-law, sister-in-law, step-parents, and step-children. These days shall not be deducted from the sick leave allowance. Bereavement days may only be used at the time of death or memorial service.

ARTICLE XII
MISCELLANEOUS PROVISIONS

A. Administrative Evaluations

The Superintendent is charged with the responsibility for developing and implementing a method of evaluating all Administrators, not less than annually. The Superintendent shall designate those Administrators who shall be responsible for the evaluation of those who report to them.

Evaluations shall be consistent with Board Policy and State Law.

B. Physical Examination

Each Administrator may obtain a complete physical examination every two (2) years at no cost to the Administrator.

C. Travel/Car Allowance

Administrators will be reimbursed at the IRS standard rate for use of their personal vehicle.

D. Cellular Telephone Allowance

Administrators that are required to possess cellular telephones will be reimbursed one hundred ($100) dollars per month. It is at the discretion of the Superintendent as to whether a cellular telephone is needed. Reimbursement will be made bi-annually during the months of June and December.

E. Professional Dues

The District will pay for the annual dues for membership in both a State and National professional organization upon approval by the Superintendent or Assistant Superintendent.

F. Contract Duration

This agreement shall continue in full force and effect for a period of three (3) years, commencing on July 1, 2026 and ending on June 30, 2029.

CLIO AREA SCHOOLS
BOARD OF EDUCATION:

7-16-26
Date

CLIO AREA SCHOOLS
ADMINISTRATION ASSOCIATION:

8/28/26
Date

APPENDIX A: Health Insurance

1. The District shall make available to all administrators the following health insurance plans (or equivalent):

MESSA ABC Plan 1
Deductible: $1,750/$3,400
This amount is set by the IRS and will adjust accordingly.

MESSA ABC Plan 2
Deductible: $2,000/$4,000

MESSA Choices Plan 1
In-Network Deductible: $500/$1,000
Out-of-Network Deductible: $1,000/$2,000

MESSA Choices Plan 2
In-Network Deductible: $1,000/$2,000
Out-of-Network Deductible: $2,000/$4,000

2. Employer Contributions: The District will make contributions to the health insurance plan premiums as provided below.

MESSA ABC Plan 1 and MESSA ABC Plan 2
The District will contribute an amount equal to the annual "hard cap" limit, as prescribed in MCL 15.563, and updated January 1" of each year. If the hard cap limit exceeds the annual health care premium, the District will contribute the difference into a Health Savings Account (HSA) for each eligible employee. All hard cap amounts apply per employee depending upon the coverage selected and not an aggregate of the hard cap amounts for all bargaining unit employees.

MESSA Choices Plan 1 and MESSA Choices Plan 2
The District will contribute an amount equal to the annual "hard cap" limit, as prescribed in MCL 15.563, and updated January 1" of each year. All hard cap amounts apply per employee depending upon the coverage selected and not an aggregate of the hard cap amounts for all bargaining unit employees.

3. The District will pay toward such health insurance benefit, including any contributions made by the District to a health savings account for employees, no more than the annual payment limits permitted for such coverage category (single, two-person, and family) as may be adjusted by the State Treasurer pursuant to Section 3 of the Publicly Funded Health Insurance Contribution Act, MCL 15.563, as set forth in Section 2, or the premium amount for selected coverage, whichever is less.

4. Employees will pay premium contributions, if any, through payroll deductions, which will be taken in equal installments. Employees will be required to comply with applicable insurance policies and regulations.

B. Dental, Vision, Life, LTD Insurance

The District will pay the premium for the following fringe benefit plans:

1. Dental:
   80/80/80: (Class I, II, III) $1,000 annual maximum
   80%: (Class IV) Lifetime maximum $1,300

2. Vision:
   Examination: $85
   Contacts: $115
   Eyeglass Frames: $130
   Eyeglass Lenses:
      Single Vision: $100
      Bifocal: $130
      Trifocal: $160
      Lenticular: $175
   Eyeglass Lens Enhancements:
      Rimless: $30
      Progressive: $160
      Tinted: $125
      Polarized: $105
      Polycarb: $75/$45
      Antiglare: $0, not covered

3. Life Insurance:
   Employees who select Health Insurance coverage:
      $50,000 (AD&D) plus $5,000 in health plan

4. Long-Term Disability:
   70%, $4,500 maximum
   90 Calendar Days Modified Elimination Fill
   Freeze on Off-Sets
   Alcoholism/Drug Addiction (same as other illness)
   Mental/Nervous (same as other illness)
   COLA 5%
   10% Minimum Benefit

C. Cash Option

1. Employees who do not receive Health Insurance, as described in Paragraph A above, shall receive a cash option in lieu of Health Insurance coverage.

2. The Cash Option shall be $225 per month ($2,700 per year).

APPENDIX B – Mentor

A. A new building-level administrator shall be assigned a mentor.

B. Mentor Selection

1. Central office, mentors and mentees shall work together to make teacher/mentor matches.

2. Participation as a mentor shall be voluntary.

C. Roles and Responsibilities of Mentors

The roles and responsibilities of the mentor shall include, but not be limited to, the following:

1. The mentor shall be available to provide professional support and guidance to the probationary administrator. The mentor is to provide the probationary administrator with assistance, resources, and information in a non-threatening and collegial fashion.

2. Meet regularly with the administrator to provide assistance in the following areas:

- Curriculum and instructional best practices, including teacher evaluation
- Organizational skills
- Budget
- Student discipline
- School operations

D. Mentor and Mentee Release

A mentor/mentee may request that he/she be released from his/her mentor/mentee relationship and the request may be granted.

The parties will review this program annually and make recommendations, if any, for improvement.

E. Mentor Stipends

A stipend will be paid annually.

- First year probationary (mentee) $500.
- Second year (mentee) $300.
- Third year (mentee) $100.
- First year Clio administrator with previous experience (mentee) $100.
- Admin with IDP (mentee) $400 for full year/$200 for half year.

F. The payment will be made by June 30.

APPENDIX C: Hard Cap Language

HB 6058 safety net proposal

2025: If HB 6058 gets implemented, there shall be no claw back for 2025.

In the event HB 6058 is implemented, the Parties agree that there will be no claw back for the 2025 calendar year. In other words, no retroactive payments will be required from the District or from employees, unless future appropriations or legislative relief for districts make such adjustments appropriate, at which point the Parties will meet to discuss any necessary changes.

2026: If HB 6058 gets implemented, there shall be no claw back for 2026.

In the event HB 6058 is implemented, the Parties agree that there will be no claw back for the 2026 calendar year. In other words, no retroactive payments will be required from the District or from employees, unless future appropriations or legislative relief for districts make such adjustments appropriate, at which point the Parties will meet to discuss any necessary changes.

2027:
In the event HB 6058 is implemented, and depending on the final enacted version, the 2027 Hard Caps will remain in effect for the full 2027 calendar year (January 1 through December 31), unless and until the Parties mutually bargain and execute a successor agreement.

Furthermore, the Parties further agree to meet and bargain in good faith over the impact of the final legislation on the District and its employees.

APPENDIX D: Salary Scale 2024-2026

Salary for the 2024 – 2025 school year:

Position	Step 1	Step 2	Step 3
Director of Technology	$74,645	$77,645	$80,645
Director of Transportation and Operations	$93,711	$96,711	$99,711
High School Principal	$111,752	$114,752	$117,752
HS Assistant Principal	$99,995	$101,995	$103,995
Middle School Principal	$107,449	$110,449	$113,449
MS Assistant Principal	$96,958	$98,958	$100,958
Elementary Principal	$102,316	$104,316	$106,316
CCHS Principal/Community Ed Director	$95,711	$97,711	$99,711
Director of Special Education	$99,995	$101,995	$103,995

Administrators are eligible for the $500 value added stipend.

Salary for the 2025 – 2026 school year:

Position	Step 1	Step 2	Step 3
Director of Technology	$76,258	$79,258	$82,258
Director of Athletics	$93,000	$96,000	$99,000
Director of Transportation and Operations	$95,706	$98,706	$101,706
High School Principal	$114,108	$117,108	$120,108
HS Assistant Principal	$102,075	$104,075	$106,075
Middle School Principal	$109,718	$112,718	$115,718
MS Assistant Principal	$98,978	$100,978	$102,978
Elementary Principal	$104,443	$106,443	$108,443
CCHS Principal/Community Ed Director	$97,706	$99,706	$101,706
Director of Special Education	$102,075	$104,075	$106,075
Director of Early Education	$67,162	$69,162	$71,162

Administrators are eligible for the $500 value added stipend.