**John Conely**

**1) Why are you running?**

Brighton Area Schools needs oversite & guidance from its community.

**2) What do you think is the biggest need in the school district?**

Programming that makes sense for the student’s future & job opportunities, includes trades, business, engineering, and academics.

**3) If elected, what are your goals and priorities for the next four years?**

Get rid of Common Core Education. Confirmation that basic skills’ reading, writing & arithmetic are being accomplished.

**4) Do you believe Brighton teachers should get a pay raise?**

In the past I have supported raises when progress was being made.

**5) If so, how much would be a fair and reasonable raise?**

Unknown

**6) What special skill set/s do you possess that you believe would make you valuable to the board and district?**

Self-employed for 35 years in Brighton, multiple successful businesses.

I served on the BAS board as a Trustee for two 4-year-terms, last term ended December 2018. During those two 4-year-terms I was part of balancing the budget, growing the fund equity, allowing BAS to add many new programs to benefit the students.

**7) Are you a district parent with children in the Brighton Area Schools?**

Former district parent, child graduated in 2009, I graduated in 1980 and my mother graduated in 1955.

**8) How many children do you have, and what school/s do they attend?**

Three children, all college graduates

**9) How can Brighton best retain and build on the excellent** **academic reputation it has gained in the state (and even nation)?**

By maintaining a vision for programs that are on the cutting edge for students. Also continually monitoring the market, be flexible and invest in programming and high-quality staff.

**Caitlyn Perry Dial**

**1) Why are you running?**

I am running because I love this district and everything it offers for our kids. I want a seat at the table to envision its future.

**2) What do you think is the biggest need in the school district?**

At this time, I believe the biggest need in the school district is navigating our way through the pandemic. Having students attend in-person and virtually has uncovered inequities that have been hidden for a while such as broadband and technology access, 504/IEP needs, and social/emotional needs.

**3) If elected, what are your goals and priorities for the next four years?**

If elected, my goal is to maintain the path of excellence this district is forging. That's not to say that we keep doing the same thing we're doing, but to continue to innovate and strive for better. My goal is to also be part of the new strategic plan for the district and envision what excellence looks like in the coming years. In addition, I would also like to see greater efforts made in the realm of DEI (diversity, equity, inclusion) among our board, staff, teachers, and students through training, reading, and curriculum development.

**4) Do you believe Brighton teachers should get a pay raise?**

I believe our teachers deserve a fair contract and at this time it appears that funding is stable for this school year.

**5) If so, how much would be a fair and reasonable raise?**

Though funding is stable for 2020-2021, the coronavirus has created uncertainty about the 2021-2022 school year due to the volatile pandemic economy. I think a fair and reasonable raise is the original 2.3% salary increase negotiated in the union contract.

**6) What special skill set/s do you possess that you believe would make you valuable to the board and district?**

I have said in the past that my superpower is to see clarity in the face of great uncertainty. I am a problem solver at the core.

**7) Are you a district parent with children in the Brighton Area Schools?**

Yes.

**8) How many children do you have, and what school/s do they attend?**

I have two children. Elliott is a first grader at Hornung (currently BVA) and a preschooler named Theodore.

**9) How can Brighton best retain and build on the excellent** **academic reputation it has gained in the state (and even nation)?**

I think Brighton can best retain and build on its excellent academic reputation through its excellent track record in innovating the educational experience for our children. From our fantastic elementary STEAM centers to our Pack of Dogs, ideas like these, supported by our board, make that "Brighton Difference" that everyone talks about.

**Roger Myers**

**1) Why are you running?**

I was elected to the Board in 2016 and am seeking reelection for another 4-year term. When I ran in 2016, my four children were thriving in Brighton schools due to the tremendous academic experience and diverse opportunities that the district offers to all students. I wanted to join the Board then to support and expand that strong foundation on which our district is built. I am proud of the successes we have achieved over the past four years both inside and outside the classroom that are too numerous to identify here, but there is much more work to do, particularly given the new and unforeseen challenges associated with the COVID-19 pandemic. My experience as a Board member and institutional knowledge of the district in that capacity will be invaluable not only to help the district navigate the new challenges that constantly arise during this pandemic, but also to elevate the post-pandemic stature of the district under the leadership of our new superintendent, Dr. Matthew Outlaw.

**2) What do you think is the biggest need in the school district?**

The biggest short-term need in the district must be the unwavering commitment to successfully and safely educate our children during the pandemic. We must constantly evaluate our processes, instructional models and operations to maximize student achievement, support the social/emotional well-being of all of our students to the greatest extent possible, and implement best practices for health and safety in our buildings. For those students who opted for virtual instruction, we must also do all we can to deliver rigorous curriculum that is aligned with that being taught to our brick and mortar students to avoid achievement gaps and to facilitate a seamless transition back into the classrooms in the future. There is no tried-and-true blueprint for these initiatives, so we must constantly evaluate the success (or lack thereof) and maintain the flexibility to quickly adapt as necessary.

From a longer-term (post-pandemic) perspective, we must identify all adverse impacts of the pandemic from an educational and social/emotional standpoint and be prepared to commit the necessary resources to remedy those impacts.

**3) If elected, what are your goals and priorities for the next four years?**

My goals and priorities include:

1. Promotion of STEAM programming initiatives - The bond recently passed by the Brighton community will create new STEAM facilities and technology in all schools. We must leverage those resources to further enhance the STEAM successes we have experienced at the secondary level and create new STEAM opportunities at the elementary levels.

2. Expansion of career technical educational programs - A college degree is not the career path for everyone and there is significant demand and opportunities for CTE occupations. 3. Enhance the social/emotional support systems and programs for all students in our district.

4. Continued growth of our shared services program - The continued success and growth of the program is essential to fund the development of our existing programming and is also indispensable for the expansion of new opportunities for all of our students.

5. Adoption of a new strategic plan- Our previous 5-year strategic plan (the comprehensive plan of the district’s goals and objectives adopted by the Board based on input from all stakeholders) ended at the conclusion of the 2019-2020 school year. We must adopt a new strategic plan and that must be a priority in 2021.

6. Properly manage our School of Choice Program – For several years, BAS has offered an unlimited school of choice option to residents in surrounding districts, and due to the sterling reputation of Brighton schools, approximately 1,000 school of choice students have enrolled annually across all grades in our district. This has enabled us to keep our enrollment numbers steady over the years, but as the Brighton community grows, we must seamlessly transition to a balanced, limited school of choice program to maintain steady enrollment, ensure classroom space for our district’s students, and avoid classroom overloads.

7. Successful completion of Bond work – We are in the initial stages of construction of the facility improvements financed by the passage of the 2019 bond. We must ensure that the improvements yet to be completed (which is the bulk of the project) must be done on time and at or under budget.

**4) Do you believe Brighton teachers should get a pay raise?**

We are blessed to have some of the most talented, dedicated and caring teachers in the state educating our children, and their commitment to excellence is the primary reason the academic reputation of BAS has skyrocketed. For those reasons, I voted in favor of every raise proposed by the administration to BEA members each year since I have been a Board member. I also voted in favor of the elimination of the lowest step on the BEA wage scale in 2018 to raise the starting salary for all new hires and attract the best talent. Through those efforts, BAS has the highest wage scale on all steps among every district in the County, even though we receive the same amount of per pupil funding from the state as every other district in our County. Should we nonetheless try to do more? Of course - the value of the teachers to our children is priceless.

However, the budgetary stability that BAS maintained prior to 2020 that enabled the district to give annual raises to the BEA was radically altered when the pandemic hit. As the start of the 2020-2021 school year approached, the state retroactively cut over $1 million in funding from the 2019-2020 budget and many unknowns remained regarding the current school year budget, including the amount of per pupil funding from the state, the extent of any enrollment decrease, and the scope of additional unreimbursed expenses (PPE equipment, virtual learning expenses, etc.) due to the pandemic. Despite those budgetary uncertainties, the Board has already agreed to approximately $750,000 in compensation increases for BEA members for the 2020-2021 school year for step advancements, attainment of advanced degrees (known as lanes), and longevity bonuses. Now that the administration is getting answers to the state budget questions and enrollment numbers, I hope we can reach a resolution soon regarding all other unresolved issues that is both fair to the teachers and prudent for the long-term financial health of the district.

**5) If so, how much would be a fair and reasonable raise?**

The answers to some of the budgetary unknowns are now coming into focus for the administration with the passage of the state budget and the student count day earlier this month, which should provide a more informed framework for negotiations. What specific amount (or the structure of modified amounts) may be fair and reasonable within the context of that information will be the topic of debate for the negotiation teams. However, inherent in the characterization of any raise as fair and reasonable is that it must be sustainable. BAS was on the brink of the appointment of an emergency financial manager 10 years ago when wage increases awarded by the district were unsustainable, which plunged the district into a massive financial deficit. At that point, layoffs and significant pay cuts were not an option but a necessity. We cannot let history repeat itself and find ourselves in a situation again where we must claw back future wages to correct the mistake of granting financially unsustainable raises. The biggest impediment to teacher salary increases in the district is the inequitable method of funding from the state. BAS ranks 718th in Michigan for total per pupil funding, and there are districts that receive more than double the amount of per pupil funding from the state that is received by Brighton. BAS has been very creative financially over the past several years to remain competitive with other districts, but the disparity in funding is patently unfair. We need to unite as a community to push for changes in state funding. The teacher contract negotiations would be dramatically different under a more equitable state funding model.

**6) What special skill set/s do you possess that you believe would make you valuable to the board and district?**

During my tenure on the Board, I have served in numerous leadership roles. My fellow Board members elected me to the office of Board Secretary all four years, and I have served on the Executive, Finance and Policy/Human Resources Committees at various times over the past four years. Through these leadership roles, I have had key input into the decision-making process regarding all important issues facing the district, which will continue to serve me well as an effective Board member in the future. Professionally, I have been a business and real estate attorney in private practice for 28 years and frequently serve as a Court-appointed mediator to assist litigants in resolving their disputes. My professional experience has instilled in me the value of being a good listener, distilling large volumes of information to recognize what is most important, understanding and respecting the opinions and concerns of all parties, and taking a measured, informed approach to all decisions – attributes that are equally important in being a respected leader and effective Board member.

**7) Are you a district parent with children in the Brighton Area Schools?**

Yes.

**8) How many children do you have, and what school/s do they attend?**

I have four children, including two daughters who recently graduated from BHS and are currently in college. My other two children currently attend BAS – a son who is in high school and a daughter at Maltby.

**9) How can Brighton best retain and build on the excellent** **academic reputation it has gained in the state (and even nation)?**

There are several different things that can and should be done to retain and build on the excellent academic reputation of the district. First and foremost, our employees are the district’s greatest asset and the foundation for the successful education of our children. We must constantly reinvest in our employees, such as maintaining competitive wages to attract and retain the best talent and providing high-quality professional development programs. We must be willing to commit to the expansion and diversification of our existing programming such as STEAM and CTE offerings. We have invested heavily to create state-of-the art facilities and technology through the passage of bonds, but we must also dedicate appropriate resources to properly maintain that infrastructure for their long-term utilization to support the academic success of our students. The bottom line is that we cannot become complacent as a district and must constantly look for ways to improve the manner in which we educate our children.

**Alicia Reid**

**1) Why are you running?**

I firmly believe success starts with a good education, and that our community has an obligation to make a quality public education accessible to all students. I would be honored to continue serving this community as a member of the Board of Education. I’m running for re-election because I see the work we have left to do, as we strive to provide all students with an education that enables them to succeed in life, and I’m excited to help do that work.

**2) What do you think is the biggest need in the school district?**

At this time, I think the most immediate needs are to learn from the strengths and weaknesses of our pandemic response, and build better lines of communication with the district's stakeholders. Some of those missteps have cost us the trust of parents, and we can't regain that trust without improved communication and transparency.

**3) If elected, what are your goals and priorities for the next four years?**

In the short term—Building safety, communication, communication, communication, and learning from our mistakes. The pandemic response work was not as successful as it could have been, even if we discount for the upheaval created by the unexpected retirement of Dr. Gray. As a member of the ad hoc committee for online learning established after the first stay at home order, I own part of that failure because I did not fully appreciate the gaps in the plans presented. Many of the challenges we’ve identified come back to communication—we needed more and better communication with all stakeholders at all stages of the process. The Board and the administration have opportunities for growth and improvement here to help the district to better answer the community's needs at this time.

Longer term, I see a few key areas for improvement that the Board will need to prioritize:

* Overhauling communications to district stakeholders. While important information is available in a lot of different ways, we have to develop a more intentional plan for communicating everything—the day to day work, our successes and our failures. We have to build on the lessons we’ve learned in the pandemic and become more transparent and intentional with the district’s communication.
* Prioritizing the support of students that learn differently or have challenges in learning. We can and should do more to identify student challenges and support teachers in meeting those students were they are.
* Creating more opportunities for hands-on learning at all grade levels. We need to continue expanding STEAM offerings, leveraging the new resources the bond provides. We need to expand CTE offerings and stay committed to keeping those courses integrated with the rest of our offerings so students are “tracked”. We also need expand local internship opportunities for students, building on the strong relationships between the district and the community.
* Supporting the social and emotional health of our students. The district must continue to invest in our students by expanding counseling services, being intentional with teaching resilience, and making sure students always see their school as a safe place.
* Building better structures and systems with the administration. We have an incredibly talented and dedicated team running the district and each building, but the district needs to build more structure to ensure that the departure of a single person does not impact the smooth running of the district.

**4) Do you believe Brighton teachers should get a pay raise?**

As a board member and as a parent, I know our teachers are talented professionals that do amazing work, and that's why I've voted in favor of salary increases and other increases in compensation for our staff each time increases have been presented to the Board.

**5) If so, how much would be a fair and reasonable raise?**

Teachers should be paid like the rock stars that they are, and that's why we need to continue asking our representatives in Lansing to make increased funding for public schools a priority. BAS puts 80% of its budget into instructional costs, including teacher compensation, and we rank 189th in Michigan for how much of our budget is dedicated to instructional salaries. We only rank 719th in the state for per pupil revenue. The difference between those two rankings is a testament to fact that the BAS administration and Board recognize that our teachers deserve to be well compensated. We have to increase funding for public education in Michigan and in Brighton to pay our teachers what they are worth.

**6) What special skill set/s do you possess that you believe would make you valuable to the board and district?**

As a mom, as a community member, and as a bank compliance officer and regulatory attorney, I have a great deal of experience in analyzing risks and matching resources to those risks. Those are skills we need our Board trustees to have if we want to continue meeting the financial pressures of running a public school in uncertain times, while still preparing our kids to succeed in a changing world. I hope my work ethic and advocacy for issues important to Brighton parents and teachers over the last four years shows my dedication to the work of a school board trustee.

Hopefully, my track record also reflects that I would continue to be an asset to the district as a member of the Board of Education.

**7) Are you a district parent with children in the Brighton Area Schools?**

Yes.

**8) How many children do you have, and what school/s do they attend?**

My son is a 10th grader at Brighton High School and my daughter is a 6th grader at Maltby.

**9) How can Brighton best retain and build on the excellent** **academic reputation it has gained in the state (and even nation)?**

BAS has achieved much in the last 10 years, and as we begin envisioning the next 10 with the help of our new superintendent, I think we should:

• Prioritize supports for students that learn differently or have challenges in learning. We can and should do more to identify student challenges and support teachers in meeting those students where they are.

• Create more opportunities for hands-on learning at all grade levels. I see this area as one of the differentiators between good districts and great districts. Brighton has a good foundation in this space, but we have to continue building by expanding STEAM offerings, expanding CTE offerings, and expanding local internship opportunities for students.

• Support the social and emotional health of our students by continuing to expand counseling services, being intentional with teaching resilience, and making sure students always see their school as a safe place.

**Catherine Tilles**

**1) Why are you running?**

I am running for Brighton School Board to institute Global Education.

**2) What do you think is the biggest need in the school district?**

My Priorities are as follows: Place as one of the top 25th Districts as listed by the Department of Education in the U.S.A., Crime and Drug fee schools, Scholarships and Grants for all graduates.

**3) If elected, what are your goals and priorities for the next four years?**

The biggest need is multidisciplinary studies

**4) Do you believe Brighton teachers should get a pay raise?**

Teachers should get a pay raise.

**5) If so, how much would be a fair and reasonable raise?**

The pay raise should be the cost of living guide.

**6) What special skill set/s do you possess that you believe would make you valuable to the board and district?**

My special skills is as follows: technology, grant writing, gifted & talented education, entrepreneurship, combating race & sexual stereotypes.

**7) Are you a district parent with children in the Brighton Area Schools?**

I do not have children in the Brighton School District.

**8) How many children do you have, and what school/s do they attend?**

N/A

**9) How can Brighton best retain and build on the excellent** **academic reputation it has gained in the state (and even nation)?**

Brighton School District can continue to be innovative and bring out the best in children.

**Bill Trombley**

**1) Why are you running?**

To Maintain the momentum the district has gained by me being on the board for the last 8 years

**2) What do you think is the biggest need in the school district?**

A contract that every employee and everyone else is happy with.

**3) If elected, what are your goals and priorities for the next four years?**

To keep our fund balance over 15% and to keep the district academically in the top 3% of the state and the BHS in the top 3% in the state and nationally.

**4) Do you believe Brighton teachers should get a pay raise?**

I am part of the barging committee can not answer

**5) If so, how much would be a fair and reasonable raise?**

I am part of the barging committee can not answer

**6) What special skill set/s do you possess that you believe would make you valuable to the board and district?**

The same skills I have used for the last 8 years to keep BAS out of deficit, build fund equity, complete all bond work as promised, and uphold our academic standards.

**7) Are you a district parent with children in the Brighton Area Schools?**

Yes

**8) How many children do you have, and what school/s do they attend?**

2 @ BHS

**9) How can Brighton best retain and build on the excellent** **academic reputation it has gained in the state (and even nation)?**

By re- electing Me to the board