



**Letter of Agreement between
Brighton Area Schools
And
Brighton Area Schools Administrator Association
Effective January 29, 2024**

This Letter of Agreement (“LOA”) is entered into between the Brighton Area Schools (the “District”) and the Brighton Area Schools Administrator Association (BASAA).

WHEREAS, The Brighton Area Schools (the “District”) and the Brighton Area Schools Administrator Association (BASAA) have a collective bargaining agreement (“CBA”) in place between the parties that expires on July 31, 2025.

NOW, THEREFORE, The Parties agree as follows:

1. Upon the signing of this Letter of Agreement, the BASAA Salary Schedule (Appendix A) for the 2023-2024 school year will be **increased by 1.89%** based on the financial summary in the 2022-2025 contract stating that, “If the BEA salary scale is increased more than 3.5% in 2023-24, the BASAA salary scale will be increased the same additional percentage”.
2. The salary will be retroactively effective as of July 1, 2023. The difference in the additional compensation from July 1, 2023 through January 26, 2023 should be paid in equal payments throughout the remaining pays for the 2023-2024 school year.
3. The new 2024-2025 BASAA Salary Schedule (Appendix A) will be recalculated at a 2% increase of the new adjusted 2023-2024 BASAA Salary Schedule (Appendix A) stated in section one (1) of this agreement.
4. This LOA will supersede the November 17, 2023, BASAA LOA regarding the salary of the Director of Student Nutrition. The attached Appendix A represents the LOA 2023-2024 salary change with the additional 1.89%. The new 2024-2025 Salary Schedule aligns with section three (3) of this LOA.
5. The grandfathered Salary Schedule, utilized for only Scott Brenner, Lead Principal of Maltby Intermediate School, was added to the Appendix A of the 2022-2025 BASAA Contract.
6. Refer to the attached Appendix A for the modified 2022-2025 BASAA Salary Schedule.
7. No other salaries or contract language shall be modified through this LOA. The School District and the Association also agree that this Letter of Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties regarding salary changes.



8. This Letter of Agreement is entered into on February 19, 2024, and will become part of the 2022-2025 BASAA CBA.

On Behalf of the District:

On Behalf of BASAA:



Jacob Anastasoff, Asst Supt of HR
Brighton Area Schools



Dan Aten, President
Brighton Area Schools Administrator Association

Date 2/19/24

Date 2/19/24

Appendix A – 2022-2025 Salary Schedule

*Amended by the January 29, 2024 BASAA LOA as a result of the BEA salary trigger

<u>Director Salary Schedule</u>	2022-2023 Salary	* 2023-2024 Salary	* 2024-2025 Salary
Student Nutrition	\$ 68,785.00	\$ 96,504.00	\$ 98,434.00
Operations	\$ 91,511.00	\$ 96,504.00	\$ 98,434.00
Accounting	\$ 94,800.00	\$ 99,973.00	\$ 101,973.00
Technology	\$ 97,040.00	\$ 102,333.00	\$ 104,380.00
Athletics	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00

<u>Principal Salary Schedule</u>	2022-2023 Salary	* 2023-2024 Salary	* 2024-2025 Salary
Elementary Principal (1-4)	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00
Intermediate Lead Principal	\$ 117,202.00	\$ 123,597.00	\$ 126,068.00
Intermediate Grade Level Principal	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00
Middle School Lead Principal	\$ 117,202.00	\$ 123,597.00	\$ 126,068.00
Middle School Grade Level Principal	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00
High School Lead Principal	\$ 130,702.00	\$ 137,833.00	\$ 140,590.00
High School Grade Level Principal	\$ 114,433.00	\$ 120,677.00	\$ 123,090.00

<u>Grandfather Salary Schedule</u>	2022-2023 Salary	* 2023-2024 Salary	* 2024-2025 Salary
Scott Brenner	\$ 119,480.00	\$ 126,000.00	\$ 128,520.00


2/19/24


2/19/24