



**Letter of Agreement between  
Brighton Area Schools  
And  
Brighton Education Association  
October 4, 2023**

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

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

**NOW, THEREFORE, The Parties agree as follows:**

1. This LOA is written for the Brighton High School (“BHS”) Advisory course pilot running at the start of the 2023-2024 school year and will only apply to employees under the BEA contract involved in this pilot.
2. On advisory Wednesdays, to suspend Article 11.D.9 (p. 23) regarding daily supervision and instruction time. Student contact time on advisory Wednesdays will not exceed five hours and fifty minutes.
3. On advisory Wednesdays, to suspend Article 11.D.17 (p. 24) regarding teaching more than 5 periods. The pilot will utilize a 55 minutes Advisory as a 7th hour class each Wednesday, shortening hours 1-6 by 10 minutes each. (see Attachment A).
4. On advisory Wednesdays, to suspend 11.E.4 (p. 26) regarding our daily max of 175 students. BHS Administration will create balanced classes of 19-25 students from the initiation of the pilot.
5. Teacher advisory duties are defined as taking accurate attendance, monitoring student behavior, and assisting/mentoring students as needed. Teachers will not be expected to prepare lessons, assign or grade any assignments, or assist students with coursework outside their certification areas. Teachers are encouraged to assist students enrolled in their own courses. Students will be able to travel to other advisories with the recipient teacher’s permission.

**Jacob Anastasoff**

Assistant Superintendent of HR  
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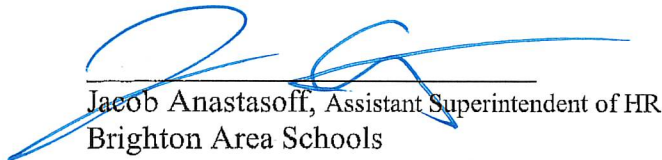


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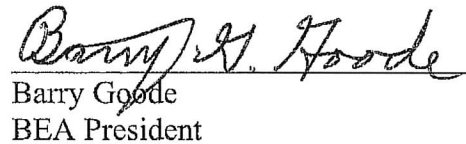
6. Employees under the BEA contract (Counselors, Social Workers, Shared Staff, etc.) that are not assigned a scheduled Advisory class will be actively engaged in Advisory in a supportive role.
7. The School District and the Association also agree that this Letter of Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties.
8. The pilot, and this LOA, will expire on January 26, 2024. A new LOA must be mutually agreed upon by both parties in order to continue the advisory program. Both parties will meet in November, 2023, and December, 2023, to make a decision about the future of the Advisory program. Teachers will be surveyed periodically throughout the semester to gather feedback for improvement adjustments that are mutually agreed upon.

**On Behalf of the District:**

  
Jacob Anastasoff, Assistant Superintendent of HR  
Brighton Area Schools

Date 10-4-2023

**On Behalf of BEA:**

  
Barry Goode  
BEA President

Date 10/4/23

**Appendix A.**

**Wednesday Advisory Schedule (Beginning 9/13/2023)**

44 minute class periods, 55 minutes for Advisory Hour

*Advisory during lunches*

5th hr is 50 minutes to show announcements

Hour of Instruction	Time	
1	7:30-8:14 am	
	Passing Time 8:14-8:21 am	* 7 minute passing
2	8:21-9:05 am	
	Passing Time 9:05-9:12 am	* 7 minute passing
3	9:12-9:56 am	
	Passing Time 9:56-10:03 am	* 7 minute passing
4	10:03-10:47 am	
	Passing Time 10:47-10:54 am	* 7 minute passing to Advisory / lunch
Advisory (A )	11:33 am -12:28 pm	
	A Lunch 10:54-11:24 am	* 9 minute passing from lunch to Advisory
Advisory (B)	10:54-11:24 am, 12:03-12:28 pm	* 4 minute passing before & 5 minutes after lunch (9 min total)
	B Lunch 11:28 am-11:58 pm	
Advisory (C)	10:54-11:49 am	* 9 minute passing from Advisory to lunch
	C Lunch 11:58-12:28 pm	
	Passing Time 12:28-12:37 pm	* 9 minute passing from Advisory/lunch to 5th hour
5	12:37-1:27 pm	*50 min class - show announcements 5th hr on Advisory Day
	Passing Time 1:27-1:36 pm	* 9 minute passing
6	1:36-2:20 pm	

Lunch Schedules:	
A Lunch	10:54-11:24 am
B Lunch	11:28 am-11:58 pm
C Lunch	11:58-12:28 pm