



Letter of Agreement
between
Board of Education of Brighton Area Schools
and
Brighton Educational Association

June 13, 2023

The Brighton Area School District and Brighton Education Association have a Master Agreement that defines various working conditions and other agreements between the parties. This Letter of Agreement will provide guidance for the implementation of the fourth specials rotation for the 2023-2024 school year, and reflect adjustments made to the fourth special rotation from the LOA that was in place for the 2022-2023 school year (attached for reference).

Article 12.A.5 is as follows:

All teachers at the elementary level shall have at least forty-five (45) minutes of uninterrupted/continuous preparation time provided during the instructional day, not including the fifteen (15) minutes at lunch. All teachers at the intermediate and secondary levels shall have one class-period of uninterrupted/continuous preparation time provided during the instructional day.

The parties agree to modify the above language as follows:

Excepting specials teachers, all elementary teachers will receive 52 minutes of prep time as stated above.

Article 12.D.5.b is as follows:

All teachers shall have a planning and conference period. It is agreed that this amount of time is to be used professionally by the teaching staff for the purpose directly related to their classroom teaching assignments.

- 1) All intermediate and secondary teachers shall have a planning and conference period of one (1) class period per day.
- 2) All elementary teachers shall have a planning and conference time of no less than ninety (90) minutes per day.

The parties agree to modify the above language as follows:

1. **Elementary teachers will receive no less than 100 minutes of planning time per day, as stated above.**



Article 12.D.6 is as follows:

Elementary fine arts classes will be forty-five (45) minutes in length.

The parties agree to modify the above language as follows:

Elementary specials classes will be 52 minutes in length for 2023-2024 and the 2024-2025 school years.

Article 12.D.7 is as follows:

Fine arts teachers at an elementary building may collectively agree to use their ninety (90) minutes of daily prep time as follows:

- a. Forty-five (45) minutes of consecutive prep time prior to student instruction at the start of the school day, except the two days a month when such teachers will attend staff meetings.
- b. The remaining forty-five (45) minutes may be divided to fit the needs of the teachers' schedules.

The parties agree to modify the above language as follows:

Elementary specials teachers will have no less than 100 minutes of daily average prep time and 15 minutes of that 100 will be contiguous with lunch, and

- a. Forty-five (45) minutes of consecutive prep time prior within the instructional day, in addition to the 15 minutes contiguous with lunch.
- b. The remaining forty (40) minutes may be divided between the beginning and end of contractual hours.

This Agreement is non-precedent setting and contains the entire understanding between the parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the parties.

BRIGHTON EDUCATION ASSOCIATION

BRIGHTON AREA SCHOOLS

Handwritten signature of Barry Goode in cursive.

Barry Goode, President

Handwritten signature of Chad E. Scaling in cursive.

Chad E. Scaling, Human Resources

9/7/23

Date

9/13/23

Date