



**Letter of Agreement between
Brighton Area Schools
And
Brighton Educational Support Personnel Association
December 18, 2023**

This Letter of Agreement (“LOA”) is entered into between the Brighton Area Schools (the “District”) and the Brighton Educational Support Personnel Association (“BESPA”)


WHEREAS, The Brighton Area Schools (the “District”) and the Brighton Educational Support Personnel Association (“BESPA”) have a collective bargaining agreement (“CBA”) in place between the parties that expires on June 30, 2025.


NOW, THEREFORE, The Parties agree as follows:

1. This LOA is written due to the lunch time being altered by the Brighton High School (“BHS”) Advisory course pilot running each Wednesday at the start of the 2023-2024 school year. This LOA will only apply to the regularly scheduled BHS employees under the BESPA contract that are directly affected by this pilot. The purpose is to account for the inconsistency of the Schedule on Advisory Wednesdays compared to the rest of the work week.
2. To clarify the following articles to account for the Advisory Wednesday schedule including more hours than the other four days in the work week;
 - a. Article 18, Division 3: Lunch/Break time will be increased on Advisory Wednesday's if the employee's hours reach the next tier of time.
 - b. Article 20, Paid Time Off (PTO): If an employee utilizes PTO on an Advisory Wednesday in which their hours have been increased compared to the rest of the work week, they will be paid according to the increased scheduled time.
 - c. Article 21, Holidays: If a paid holiday falls on an Advisory Wednesday, an employee will be paid according to the increased scheduled time.
3. This is intended as a temporary agreement and all other contractual components related to daily hours, not stated in 2a, 2b, and 2c of this LOA, will utilize employee's daily hours from non-advisory days.
4. 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.

Jacob Anastasoff

Assistant Superintendent of HR
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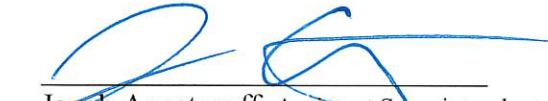
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5. The pilot, and this LOA, will expire on January 26, 2024. A new LOA must be mutually agreed upon by both parties in order to continue the altered Wednesday schedules.


On Behalf of the District:



Jacob Anastasoff, Assistant Superintendent of HR
Brighton Area Schools

Date 12/18/2023

On Behalf of BESPAs:



Christine Gaunt
BESPA President

Date 12/18/23