



# Brighton Area Schools

125 South Church Street, Brighton, Michigan 48116  
(810) 299-4090  
[www.brightonk12.com](http://www.brightonk12.com)

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

**July 19, 2022**

The Brighton Area School District continues to offer a Shared-Time Program which provides educational services to parochial schools across the state of Michigan. The District employs additional staff to accomplish the educational needs of the students and the program.

The District and Association agree that this program requires completion of extra duties in the fringe benefit and payroll area for two employees on an annual basis. To compensate these two employees for extra duties, employees will be paid a stipend of \$20 per shared time teacher calculated as of October 1 each year. This stipend will be paid half in December and half in June each year to a maximum of \$6000 annually. (Example: If 250 shared-time teachers are employed by the district as of October 1, each employee would receive \$2500 in December and \$2500 in June.)

The School District and the Association also agree that this Letter of Agreement shall only be valid while the Shared-Time Program is in operation. If this program is discontinued or substantially changed, the extra duties stipend will not be paid and the parties agree to meet to discuss.

This Agreement shall expire at the end of the 2022-25 Master Agreement and 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. The parties agree to review this LOA in the spring of 2025.

BRIGHTON EDUCATION SUPPORT  
PERSONNEL ASSOCIATION

Christine Gaunt, President

7/19/22

Date

BRIGHTON AREA SCHOOLS

Chad Scaling, Human Resources

7-19-2022

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The Brighton Area School District has added medical assistants on a temporary basis to handle issues related to the pandemic.

The District and Association agree that these medical assistant positions will become positions covered by the BESPA Master Agreement if they are continued for the 2023-24 school year. If it is determined to continue the positions in 2023-24, the parties will meet in August 2023 to discuss the wages, hours, and working conditions for these positions.

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 SUPPORT  
PERSONNEL ASSOCIATION

Christine Gaunt, President

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