



**Letter of Agreement between
Brighton Area Schools
And
Brighton Education Association
Effective September 11, 2024**

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 to extend the Brighton High School (“BHS”) advisory course pilot for the 2024-2025 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-minute advisory as a 7th hour class each Wednesday, shortening hours 1-6 (see Attachment A).
4. On advisory Wednesdays, to suspend 11.E.4 (p. 26) regarding the daily allowable maximum 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.

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. Advisory will Not occur in weeks where other schedule disruptions take place (e.g. shortened hours on assembly days).
9. The pilot, and this LOA, will expire on June 30, 2025. The future of the advisory program will be determined by mutual agreement of the parties through the negotiations process. Teachers will be surveyed periodically during the 2024-2025 school year 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 9/11/24

On Behalf of BEA:



Barry Goode
BEA President

Date 9/11/24