



**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. The intention of this bonus is to honor the breakfast/lunch number increase due to the universal free meals established by the state of Michigan, beginning the 23-24 school year.
2. BAS Student Nutrition employees under the BESPA contract, will receive the following end of school year bonus if they meet the requirements in section 3 below. They must hold the following Title/hours prior to June 1, 2024 for the 23-24 bonus and June 1, 2025 for the 24-25 bonus.
 - a. \$1000 - Coordinators, Managers, Drivers, Technicians, Head Cooks/Bakers, Clerks
 - b. \$750 - Assistants with four (4) or more contracted hours per day
 - c. \$500 - Assistants with less than four (4) contracted hours per day
3. Requirements to receive the bonus
 - a. Must be currently employed by BAS on the date in which the bonus is dispersed by payroll or retire after the last day of the school year.
 - i. If an employee is employed from the 1st day of the school year and retires between January 29, 2024 and the last day of the 23-24 school year, they will receive 50% of the 23-24 Bonus.
 - ii. If an employee is employed from the 1st day of the school year and retires between January 27, 2025 and the last day of the 24-25 school year, they will receive 50% of the 24-25 Bonus.
 - b. Must be employed by BAS, with a start date on or previous to December 1, 2023 to receive 100% of the 23-24 bonus.
 - i. Those employees with a start date including and between December 4, 2023, and March 22, 2023, will receive 50% of the 23-24 bonus.
 - c. Must be employed by BAS, with a start date on or previous to November 29, 2024 to receive 100% of the 24-25 bonus.
 - i. Those employees with a start date including and between December 2, 2024, and March 21, 2025, will receive 50% of the 24-25 bonus.

4. The bonus payment for the 23-24 school year will be applied to the last paycheck in June, 2024. The bonus payment for the 24-25 school year will be applied to the last paycheck in June, 2025.
5. 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.
6. This Letter of Agreement is entered into this 1st day of December 18, 2023 and expires on June 30, 2025, if the Michigan universal free meals continues through the 2024-2025 school year. If the Michigan universal free meals ends after the 2023-2024 school year, this Letter of Agreement will expire on June 30, 2024.

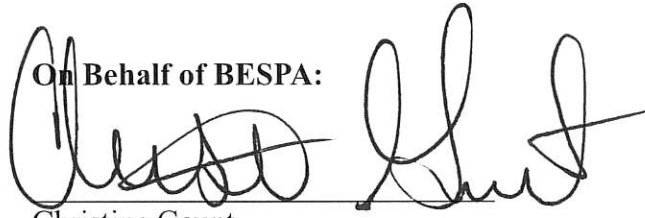
On Behalf of the District:



Jacob Anastasoff, Assistant Superintendent of HR
Brighton Area Schools

Date 12/18/23

On Behalf of BESPAs:



Christine Gaunt
BESPA President

Date 12/18/23