

BRIGHTON AREA SCHOOLS – BEA SALARY SCHEDULE A.1

2025-2026

Step	BA	MA	MA+30
1	\$52,211	\$55,856	\$58,393
2	\$55,191	\$58,497	\$61,742
3	\$58,175	\$61,704	\$65,159
4	\$61,160	\$64,901	\$68,641
5	\$64,143	\$68,097	\$72,055
6	\$67,121	\$71,299	\$75,472
7	\$70,102	\$74,498	\$78,893
8	\$73,079	\$77,697	\$82,315
9	\$76,063	\$80,899	\$85,728
10	\$82,561	\$84,096	\$89,147
11	\$87,556	\$91,163	\$96,669
12		\$96,628	\$102,475

2026-2027

Step	BA	MA	MA+30
1	\$53,516	\$57,252	\$59,853
2	\$56,571	\$59,959	\$63,286
3	\$59,629	\$63,247	\$66,788
4	\$62,689	\$66,524	\$70,357
5	\$65,747	\$69,799	\$73,856
6	\$68,799	\$73,081	\$77,359
7	\$71,855	\$76,360	\$80,865
8	\$74,906	\$79,639	\$84,373
9	\$77,965	\$82,921	\$87,871
10	\$84,625	\$86,198	\$91,376
11	\$89,745	\$93,442	\$99,086
12		\$99,044	\$105,037

2027-2028

Step	BA	MA	MA+30
1	\$54,854	\$58,683	\$61,349
2	\$57,985	\$61,458	\$64,868
3	\$61,120	\$64,828	\$68,458
4	\$64,256	\$68,187	\$72,116
5	\$67,391	\$71,544	\$75,702
6	\$70,519	\$74,908	\$79,293
7	\$73,651	\$78,269	\$82,887
8	\$76,779	\$81,630	\$86,482
9	\$79,914	\$84,994	\$90,068
10	\$86,741	\$88,353	\$93,660
11	\$91,989	\$95,778	\$101,563
12		\$101,520	\$107,663

General Provisions for Schedule A.1

1. In the event a “Counselor/Social Worker” has a teaching certificate and is later assigned to a classroom teaching position covered by Schedule A.1, the employee's initial placement on Schedule A.1 will be in the appropriate degree column and to the step on the column which closest to, but not less than, their present salary as a “Counselor/Social Worker”.
2. Employees may be requested by the Board of Education to work an extended year. Any change in such requests shall be made known to the affected employees no later than May 1. Salary for the extended period of work will be at the employee’s per diem rate.
3. In addition to Schedule A.1 above, employees will receive 2.8% of base salary for completion of 30 hours of District Provided Professional Development. The 2.8% stipend is based on 1.0 base salary schedule A.1 for full and part time employees. This stipend will be prorated if the employee does not complete the DPPD days. It is the employee’s responsibility to monitor their own professional development hours.
4. For the duration of this contract only, September 1, 2025-August 31, 2028, the parties agree that if during the time period of this contract the audited fund balance ever falls to or below 13% that reduction in education association costs will be negotiated and will be enacted to maintain a 13% fund balance. Association concessions will be limited to 64% of the district’s budget. (Example: Assuming Association’s percentage of the budget is 64%, if the district is \$100,000 short of maintaining a 13% fund balance, the Association concessions regarding personnel cost, as negotiated, will be limited to \$64,000).

Financial Summary for 2025-2028

- For 2025-2026: Lanes; Steps; 3.5% added to the 2024-2025 Schedule A.
- For 2026-2027: Lanes; Steps; 2.5% added to the 2025-2026 Schedule A.1.
- For 2027-2028: Lanes; Steps; 2.5% added to the 2026-2027 Schedule A.1.

Upon an executed contract, the difference in salary identified in Schedule A.1 and the salary already paid to the employee for the 2025-2026 fiscal year shall be evenly distributed over the remaining pays of the 2025-2026 fiscal year.

Formula for Off-Scale End of Fiscal Year Payments for Contract Years 2026-2027 and 2027-2028

Definitions:

“Blended Count”:

This term “Blended Count” refers to the final blended count, less shared services, as calculated on the District’s State Aid Financial Status Report each respective school year.

“Adjusted State Aid Revenue” as defined in the State Aid Financial Status Report as follows:

1. Source Document is the District State Aid Financial Status Report issued in June of the current fiscal year. All Assumed Local Revenue, Current Year Allowances, and Prior Year Adjustments will be included in the calculation of the “Adjusted State Aid Revenue” except as noted below.

2. Categoricals that are computed on a per pupil basis are adjusted, based on the blended enrollment indicated on the State Aid Financial Status Report, to exclude the portion of revenue attributed to the Shared Services.
3. Per Pupil Calculation includes the Assumed Local Revenue
4. Excludes any MPSERS reimbursement that are pass-through amounts.
5. Excludes Categoricals that are Food Service based
6. Excludes Shared Services Adjustments
7. Includes Special Education Reimbursements from Livingston Educational Service Agency (not identified on the State Aid Financial Status Report)

“BEA Salaries/Benefits”: defined as follows:

BEA Salaries

1. Contract Amount
2. Professional Development Pay
3. Merit Pay
4. Longevity Pay
5. Overage & Imbalance Pay

BEA Benefits

1. FICA – Current FICA rate multiplied by total salaries
2. MPSERS – Total Salaries multiplied by current MPSERS rates
 - a. MPSERS rate is effective October – September 30
 - b. Contract effective date is September 1 – August 31
3. Medical Insurance – District contribution for Medical Insurance for the contract period
4. Non-Medical Insurance – District contribution for all other Insurance coverage for the contract period
5. Cash in Lieu – District payment for Medical Insurance opt-out for the contract period

Bargaining Unit Count (BUC):

The total number of Bargaining Unit Member FTEs counted as any employee with full time status or greater being counted as a value of one (1) FTE and each part-time or shared-time employee being counted as a value equivalent to their FTE rate. To be included in the BUC a member must have completed their contractual obligations for the school year and not be currently on an unpaid leave as recognized in Article 9.G.

This formula will be applied by June 30 of each contract year, beginning June 30, 2027. This formula only activates a payment if the formula falls below 64%. If this formula activates then an ORS qualifying payment to the employees shall be made as soon as feasibly possible and the payments shall be accrued in each fiscal year the formula is applied. The payment made to each full-time member will be an equal amount regardless of their step and lane placement on Salary Schedule A.1. Part-time and job-share members will receive a pro-rata portion of the payment equivalent to their part-time or shared-time FTE. To receive payment the employee(s) must also qualify to be part of the Bargaining Unit Count (BUC) as described in this article.

FORMULA: 64% of the District’s “Adjusted State Aid Revenue” as determined by the following calculation: “BEA Salaries/Benefits” divided by “Adjusted State Aid Revenue.” This formula will be calculated in June of the 2026-2027 and 2027-2028 school years, and if the bargaining unit compensation for the respective school year is less than the formula amount, each bargaining unit member will be made whole up to the formula amount per the preceding paragraph.

SCHEDULES B AND C

General Provisions for Schedules B and C

1. Any new Schedule B position(s), proposed by an employee shall be submitted to the building level principal. The proposal shall be submitted at least eight weeks before the proposed start date for the new position. The Superintendent or designee may accept a new proposal if there is less than eight weeks before the start date if it is deemed to be in the best interest of the District. The proposal shall include the following information: proposed job description (tailored to the specific sport/activity), proposed stipend, funding sources, and supporting rationale. The proposal will be subject to review and possible approval by a committee consisting of the building level principal, Superintendent or designee, the Association President, and association level VP.
2. Employees selected to serve in a Schedule B position may be employed or removed at the District's discretion. Employees selected for these positions shall serve a term of up to four (4) years, at which time other employees shall be considered. If a non-bargaining unit person is serving in a Schedule B position that person shall serve a one-year term, at which time bargaining unit employees shall be considered for the position.
3. For the duration of the contract either party may ask to negotiate a change in the stipend payment for Schedule B if the work responsibilities change. Any such change agreed upon by both parties shall be recognized in a Letter of Agreement with the change to be included in subsequent contracts.
4. Stipends shall only be paid for positions delineated in the contract.

SCHEDULE B

*Grant positions may vary by title, job description, number of positions, and compensation, annually, subject to grant application. All members with extra-curricular positions funded by grants should know the responsibilities and compensation level of the position in advance of starting the position.

**Bus duty amounts are paid for approximately 10 minutes of bus duty per day. In the event that buses are regularly scheduled for arrival or departure to require bus duty in excess of 10 minutes, additional pay will be provided at the current rate for additional bus duty in increments of 10 minutes. Regularly scheduled is considered to be the assigned schedule after one month of school where administration has been informed of the regular early/late arrival or dismissal pattern and has had no less than three weeks to make adjustments. The additional, prorated amount will not continue to be paid if adjustments to the schedule are made later in the year that limit bus duty requirements.

Members should continue to perform the responsibilities of these positions as they have been typically performed.

SCHEDULE B – NON-ATHLETIC

Position	Stipend
HS Accommodations Coordinator (1)	\$4,000
HS Testing Supervisor (1)	\$4,000
HS Robotics (1)	\$4,000
HS Science Olympiad (1)	\$4,000
HS Project Unified (2)	\$4,000
NHS (2)	\$4,000
Executive Board (2)	\$3,850
Senior Class Council (2)	\$3,850
MS Science Olympiad (1)	\$3,000
HS Musical Theater Lead Choreographer (1)	\$3,000
HS Musical Theater Music Director (1)	\$3,000
MS Robotics Coordinator (1)	\$3,000
E/I Robotics Coordinator (1)	\$3,000
Curriculum Coordinator (35) a. 10 or more staff members in department b. 9 or fewer staff members in department	(a) \$2750 (b) \$2000
Junior Class Council (2)	\$2,300
HS Play Director (1)	\$2,270
MS Musical (1)	\$2,150
HS Model UN (1)	\$2,000
MS Accommodations (1)	\$2,000
MS Test Supervisor (1)	\$2,000
HS Technology Key Communicator (1)	\$2,000
Sophomore Class Council (2)	\$2,000
HS Musical Theater Acting Coach (1)	\$2,000
HS Musical Theater Stage Manager/Designer (1)	\$2,000
HS Back-Up Testing Supervisor (1)	\$1,685
Intermediate Leadership (2)	\$1,550
MS Leadership (2)	\$1,550
HS Musical Theater Orchestra Director (1)	\$1,500
HS Musical Theater Producer (1)	\$1,500
HS Musical Theater Assistant Choreographer (1)	\$1,500
I/MS Yearbook (2)	\$1,500
MS DC Coordinator (1)	\$1,500
MS NJHS (1)	\$1,500
Freshman Class Council (2)	\$1,400
Elementary Safety Patrol (4)	\$1,250
Elementary Student Council (4)	\$1,250
MS Project Unified (2)	\$1,000
HS Department Key Communicators (11)	\$1,000
Data Coordinators (grant-determined)*	\$1,000
E/I Bus Duty (43)**	\$750
MS Back-Up Testing Supervisor (1)	\$500

SCHEDULE C

Schedule C positions are those teaching assignments that involve work responsibilities beyond contract time and are NOT optional. Schedule C lists the added compensation (beyond Schedule A.1) for these co-curricular assignments. For the duration of the contract either party may ask to negotiate a change in the stipend payment for Schedule C if the work responsibilities change. Any such change agreed upon by both parties shall be recognized in a Letter of Agreement with the change to be included in subsequent contracts.

Position	Stipend
Marching Band (3)	\$4,500
High School Band (1)	\$4,500
Intermediate School Band (1)	\$4,150
Middle School Band (1)	\$4,150
HS Orchestra (1)	\$4,150
MS Orchestra (1)	\$4,150
I Orchestra (1)	\$4,150
High School Choir (1)	\$4,150
High School Yearbook (1)	\$3,350
I/MS Choir (2)	\$3,200
DECA (2)	\$2,300
Elementary School Choir (4)	\$2,275
Video Production (1)	\$1,500
High School Newspaper (1)	\$1,500
High School Leadership (1)	\$1,500
Art – All Levels	\$1,000
Elementary Music (4)	\$1,000
5th Grade Camp (13)	\$491