

TRANSITION AGREEMENT

This Transition Agreement ("Agreement") is between Shane M. Peters ("Shane") and the Board of Education of Bridgman Public Schools ("District").

1. Voluntary Resignation

Shane M. Peters will voluntarily resign from his employment with Bridgman Public Schools effective September 30, 2026, in order to pursue other professional and personal interests.

The parties agree that this resignation is voluntary and mutually agreed upon and is not the result of disciplinary action, misconduct, poor performance, or a finding of wrongdoing.

2. Payout

The District will pay Shane M. Peters a total amount of \$37,902.42 for his accumulated sick and vacation time as required by his contract, and in exchange for the Release provided in Section 6 of this Transition Agreement, less applicable taxes and required deductions.

Payment will be made in four substantially equal installments during October and November 2026:

October 9, 2026: \$9,475.61

October 23, 2026: \$9,475.61

November 6, 2026: \$9,475.60

November 20, 2026: \$9,475.60

The four payments total \$37,902.42 before applicable taxes and required deductions.

3. Medical Deductible Payment

Because Shane M. Peters' District health insurance coverage will end September 30, 2026, the District will provide a \$4,000.00 payment to offset the medical deductible Shane M. Peters has already paid during the current plan year.

The payment will be issued no later than October 1, 2026, less applicable taxes and required deductions.

4. HSA Contribution

Shane M. Peters will not be required to reimburse or repay the District for the Board HSA contribution made on January 2, 2026.

The contribution is considered fully earned and will remain with Shane M. Peters. The District will have no right to recover, offset, or seek repayment of the contribution as a result of his departure or this Agreement.

5. Compensation and Benefits

Shane M. Peters will receive all compensation and benefits earned through September 30, 2026, in accordance with applicable employment terms and District policies.

Health insurance and other employment-related benefits will end in accordance with the applicable District plan terms following the conclusion of employment.

6. Mutual Release

- a. To the extent permitted by law, Shane M. Peters and the District mutually release one another from claims arising from his employment or conclusion of employment, except for obligations created by this Agreement or rights that cannot legally be waived (i.e., waiver or release of any liability related to criminal activity). Shane Peters and District understand and agree that this Agreement is a full and final accord and satisfaction between and among them as to any and all such claims.
- b. Shane Peters acknowledges that he has voluntarily submitted his resignation from employment with District under the terms of this Agreement. In consideration of the payments made to him under this Agreement, Shane Peters agrees to discharge and release District, Board (including individual Board members, administrators, employees and/or agents of District and/or Board) from any and all claims, complaints, charges, demands, grievances, unfair labor practice charges, claims for arbitration, and/or other causes of action (pending or contemplated) of any kind which Shane Peters currently has or may claim to have against any of the above including, but not limited to, the following:
 - Claims or grievances for breach of contract, wrongful discharge, constructive discharge, violation of constitutional rights, discrimination with respect to disability, age, sex, religion, race, national origin, veteran status and/or marital status which may have arisen under the Federal Civil Rights Acts, the Americans With Disabilities Act, the Age Discrimination and Employment Act, the Older Workers Benefits Protection Act, Section 504 of the Vocational Rehabilitation Act, Michigan Elliott-Larsen Civil Rights Act, and/or the Persons With Disabilities Civil Rights Act, Michigan Teachers' Tenure Act, Whistleblowers Protection Act, retaliation claims, and other pertinent state and federal statutes;
 - Claims for personal injury and/or damages of any kind including, but not limited to, those claims for infliction of emotional or mental distress, invasion of privacy, defamation and/or injury to reputation; and
 - Any kind of contractual, legal or equitable claim arising during and from Shane Peters's employment and/or voluntary resignation and separation from employment with District including, but not limited to, any and all of the circumstances leading to Shane Peters's voluntary resignation and separation pursuant to the terms of this Agreement.
- c. Shane Peters acknowledges that he is advised that he has a period of twenty-one (21) days during which to consider the terms of this Agreement prior to accepting and signing this Agreement in accordance with the federal Older Workers' Benefit Protection Act. If Shane Peters decides to sign this Agreement prior to the expiration of the twenty-one (21) day period, he represents that it is his desire to do so, and that he had the opportunity to consult with legal counsel of his own choosing, and that he is not waiving his right to consider this Agreement for the entire twenty-one (21) days at the demand, advice or suggestion of either Board or District. Shane Peters acknowledges that he is provided a

period of seven (7) days following his execution of this Agreement within which to revoke his agreement to same.

7. District Property

Shane M. Peters will return any District property in his possession by his final date of employment, unless otherwise agreed.

8. Final Agreement

This Agreement represents the complete understanding between the parties regarding the matters addressed herein.

Shane M. Peters acknowledges that he has had the opportunity to review this Agreement and seek independent legal advice before signing.

SHANE M. PETERS

Signature: Shane M. Peters

Date: 9-15-26

BOARD OF EDUCATION
BRIDGMAN PUBLIC SCHOOLS

By: _____

Title: _____

Date: _____

