

# **BRIDGMAN PUBLIC SCHOOLS**

## **LETTER OF AGREEMENT**

This letter of Agreement is entered into between the Bridgman Board of Education (the "District") and the Bridgman 5-C Education Association MEA/NEA (the "Association") who do mutually agree to amend Appendix C page 42-44 of the current Bridgman Public Schools Teachers' Master Contract 2026-2029.

### **Proposed Language Changes –**

#### **Athletic Program Staffing and Team Expansion**

##### **A. Assistant Coaches for Large Rosters**

When participation in a Bridgman High School (BHS) or F.C. Reed Middle School (RMS) athletic program exceeds twenty (20) student-athletes, and the sport does not otherwise have an Assistant Coach position provided for under this Agreement, the District may appoint one (1) Assistant Coach for that sport.

The Assistant Coach position is intended to provide support to the Head Coach in managing a large number of student-athletes. The Assistant Coach shall work under the direction of the Head Coach and shall not be considered the coach of a separate team.

The appointment of an Assistant Coach shall be at the sole discretion of the District and shall be limited to a one (1) season assignment. An Assistant Coach appointed pursuant to this provision shall be compensated at six percent (6.0%) of the Level 1 Base Salary as established in Schedule A of this Agreement.

Appointment as an Assistant Coach shall not create an expectation of continued employment, reappointment, advancement on the coaching salary schedule, or any right to future coaching assignments.

##### **B. Additional Sub-Varsity Teams**

When participation in an existing varsity sport is sufficient to support multiple levels of competition, the District may establish one (1) or more additional sub-varsity teams. Examples may include, but are not limited to, Freshman, Junior Varsity, or other levels determined by the District.

The decision to create, continue, modify, consolidate, or discontinue any sub-varsity team shall be solely within the discretion of the District. Prior to establishing an additional team, the District shall determine that a sufficient number of eligible student-athletes are available to field teams that can safely and competitively participate in interscholastic competition.

Each additional sub-varsity team shall have its own Head Coach. A coach assigned to lead an additional sub-varsity team established under this provision shall be compensated at seven and half percent (7.5%) of the Level 1 Base Salary as established in Schedule A of this Agreement.

Appointments to coach an additional sub-varsity team shall be for one (1) season only and shall not create an expectation of continued employment, reappointment, advancement on the coaching salary schedule, or any right to future coaching assignments.

The establishment of an Assistant Coach position or an additional sub-varsity team under this provision shall not create a past practice, guarantee, or obligation for the District to continue such position or team in future seasons.

This Letter of Agreement shall become effective June 8, 2026 and shall expire on June 30, 2029.

Bridgman Public Schools

Bridgman 5-C Education Association

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Eric Ramso, President  
Bridgman Public Schools Board of Ed.

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Angie Ales, President BEA

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Tishia Roberts, Secretary  
Bridgman Public Schools Board of Ed.

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Amy Knowlton, Secretary BEA

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Date

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Date