

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.

APPENDIX C

EXTRA-CURRICULAR SALARIES

- A. Athletic Coaches will *"top out"* at the completion of Level 12.
- B. Athletic Coaches will be able to transfer into the Bridgman Public Schools system six (6) years/Level six (6) of prior sport specific coaching experience either at Bridgman Public Schools or another public school district located in the State of Michigan.
- C. The contents of the updated Appendix C in not retroactive.
- D. Payment for all Appendix C activities will be made at the conclusion of a season and/or activity.
- E. The Superintendent, building principal and/or athletic director upon failure of a coach or advisor to complete their responsibilities, may withhold payment.
- F. A formal evaluation will be conducted annually by the District Athletic Director on each Varsity coach. In consultation with the Varsity coach, the District Athletic Director will complete a formal evaluation on each Middle School and/or Sub-Varsity coach. The final evaluation will be placed in the coach's personnel file.
- G. A formal evaluation will be conducted annually by the Building Principal on each club advisor and placed in the advisor's personnel file.
- H. Any employee who wishes to start a new club and/or activity at Bridgman Public Schools shall submit a written proposal describing the activity of the club/activity; to the Building Principal where said club/activity will take place.

The Building Principal will then schedule a meeting with the employee to discuss the proposal.

If the Building Principal approves the proposal, he/she will then submit the proposal with additional information and/or comments to the Office of the Superintendent for final approval. If the Office of the Superintendent approves the proposal, the employee will be paid \$500.00 per year until the contract expires and then a determination will be made through the negotiations process if said club/activity should be added permanently into Appendix C of the Master Contract.

Each year, during the evaluation cycle, the Building Principal will determine the validity and sustainability of each club in their building for the following school year and report the approved Clubs and Activities to the Office of the Superintendent by June 15.

Extra-Curricular

Academic Clubs

• 7 th and 8 th Grade Class Trip	2 person	\$500.00 per person
• BHS National Honor Society	2 person	\$1,500.00 per person
• RMS Broadcast Club	1 person	\$3,500.00
• RMS Yearbook Club	2 person	\$500.00 per person

Service Clubs

• BES Student Council	1 person	\$1,500.00
• BHS Student Senate	1 person	\$2,000.00
• BHS GSA Club	1 person	\$1,000.00
• BHS Interact Club	1 person	\$1,000.00
• BHS Key Club	1 person	\$1,000.00
• RMS Student Council	1 person	\$2,000.00
• BHS SADD Club	1 person	\$1,000.00

Student Recreation Clubs

• BES Garden Club	1 person	\$1,000.00
• RMS Chess Club	1 person	\$1,000.00
• RMS Cooking Club	1 person	\$1,000.00
• RMS Garden Club	1 person	\$1,000.00
• Orange Crush Advisor	1 person	\$500.00 fall
• Orange Crush Advisor	1 person	\$500.00 winter

Competition Clubs

• BES First Lego League	1 person	\$1,000.00
• BES Science Olympiad Club	1 person	\$1,000.00
• BHS DECA Club	1 person	\$3,750.00
• BHS E-Sports Club	1 person	\$1,000.00
• RMS Math Counts	1 person	\$1,500.00
• BHS Quiz Bowl Club	1 person	\$1,000.00
• RMS First Lego League	1 person	\$1,200.00
• RMS Quiz Bowl	1 person	\$1,000.00
• RMS Science Olympiad	1 person	\$1,000.00
• RMS Sideline Cheer (Boys' Basketball)	1 person	\$750.00

Fine Arts Clubs

• BHS/RMS Drama Club	1 person	\$750.00
• BHS Art Club	1 person	\$750.00
• 5 th and 6 th Grade Choir Club	1 person	\$1,000.00
• Marching Program	1 person	\$3,800.00
• BHS Pep Band	1 person	\$1,000.00
• Other Band Activities	1 person	\$1,000.00
• BHS and RMS Glee Club	1 person	\$1,000.00
• School Musical/School Play (Districtwide)		\$2,500.00 (1 person) \$1,250.00 per person (2 person)

Class Advisory

• 9 th Grade Class Sponsor	2 person	\$500.00 per person
• 10 Grade Class Sponsor	2 person	\$850.00 per person
• 11 th Grade Class Sponsor	2 person	\$1,000.00 per person
• 12 th Grade Class Sponsor	2 person	\$850.00 per person

Athletics

FALL

- Varsity Football Head Coach 14.5%
- JV Football Coach/Varsity Football Asst. Coach 11%/9.5%
- Varsity Football Asst. Coach 9.5%
- Varsity Football Asst. Coach 9.5%
- Middle School Football Coach 8.0%
- Middle School Assistant Football Coach 4.0%
- Varsity High School Cross Country Coach 11.5%
- Middle School Cross Country Coach 6.0%
- Varsity Girls Swim Coach 12.5%
- Varsity Girls Diving Coach 6.5%
- Varsity Girls Volleyball Coach 12.5%
- JV Girls Volleyball Coach/Girls Varsity Asst. Coach 8.5%/7.0%
- 8th Grade Girls Volleyball Coach 6.0%
- 7th Grade Girls Volleyball Coach 6.0%
- Varsity Boys Soccer Coach 10.0%
- Middle School Boys Soccer Coach 6.0%
- Varsity Boys Tennis Coach 10.0%
- Varsity Football Sideline Cheer Coach 6.0%

WINTER

- Varsity Boys Basketball Head Coach 17.5%
- JV Boys Basketball Coach/Asst. Varsity Boys Coach 11.0%/9.5%
- 9th Boys Basketball Coach/Asst. Coach 9.5%/6.0%
- 8th Grade Boys Basketball Coach 6.0%
- 7th Grade Boys Basketball Coach 6.0%
- Varsity Girls Basketball Coach 17.5%
- JV Girls Basketball Coach/Asst. Varsity Girls Coach 11.0%/9.5%
- 8th Grade Girls Basketball Coach 6.0%
- 7th Grade Girls Basketball Coach 6.0%
- Varsity Boys Swim Coach 12.5%
- Varsity Boys Diving Coach 6.5%
- Varsity Basketball Sideline Cheer Coach 6.0%

SPRING

- Varsity Boys Baseball Varsity Coach 11.0%
- JV Boys Baseball Coach/Asst. Varsity Baseball Coach 7.5%/6.0%
- Varsity High School Girls Track Coach 10.0%
- Varsity High School Boys Track Coach 10.0%
- Middle School Boys Track Coach 6.0%
- Middle School Girls Track Coach 6.0%
- Varsity Co-Ed Golf Coach 10.0%
- Varsity Girls Softball Coach 11.0%
- JV Girls Softball Coach/Asst. Varsity Softball Coach 7.5%/6.0%
- Varsity Girls Soccer Coach 10.0%
- Middle School Girls Soccer Coach 6.0%
- Varsity Girls Tennis Coach 10.0%

Bridgman Public Schools

Bridgman 5-C Education Association

Eric Ramso, President
Bridgman Public Schools Board of Ed.

Angie Ales, President BEA

Tishia Roberts, Secretary
Bridgman Public Schools Board of Ed.

Amy Knowlton, Secretary BEA

Date

Date