

**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 Article 10 Section 2 page 19 of the current Bridgman Public Schools Teachers' Master Contract 2023-2026.

Current Language – Article 10 Section 2: Level advancements and/or Pay Raises are dependent upon receiving an Effective or Highly Effective evaluations of previous assignments or are "exempt" and are not to be considered automatic.

**Proposed Language Change – For the 2025-2026 school year, pay increases reflect a newly negotiated salary schedule and do not represent traditional level advancements. Future level advancements and/or pay raises will not be automatic and will remain contingent upon receiving an 'Effective' rating, unless specifically exempt**

All other language in Article 10 shall remain as written.

Bridgman Public Schools



Eric Ramso, President  
Bridgman Public Schools Board of Ed.



Tishia Roberts, Secretary  
Bridgman Public Schools Board of Ed.

5/14/25  
Date

Bridgman 5-C Education Association

  
Angie Ales, President BEA

  
Amy Knowlton, Secretary BEA

5-13-25  
Date