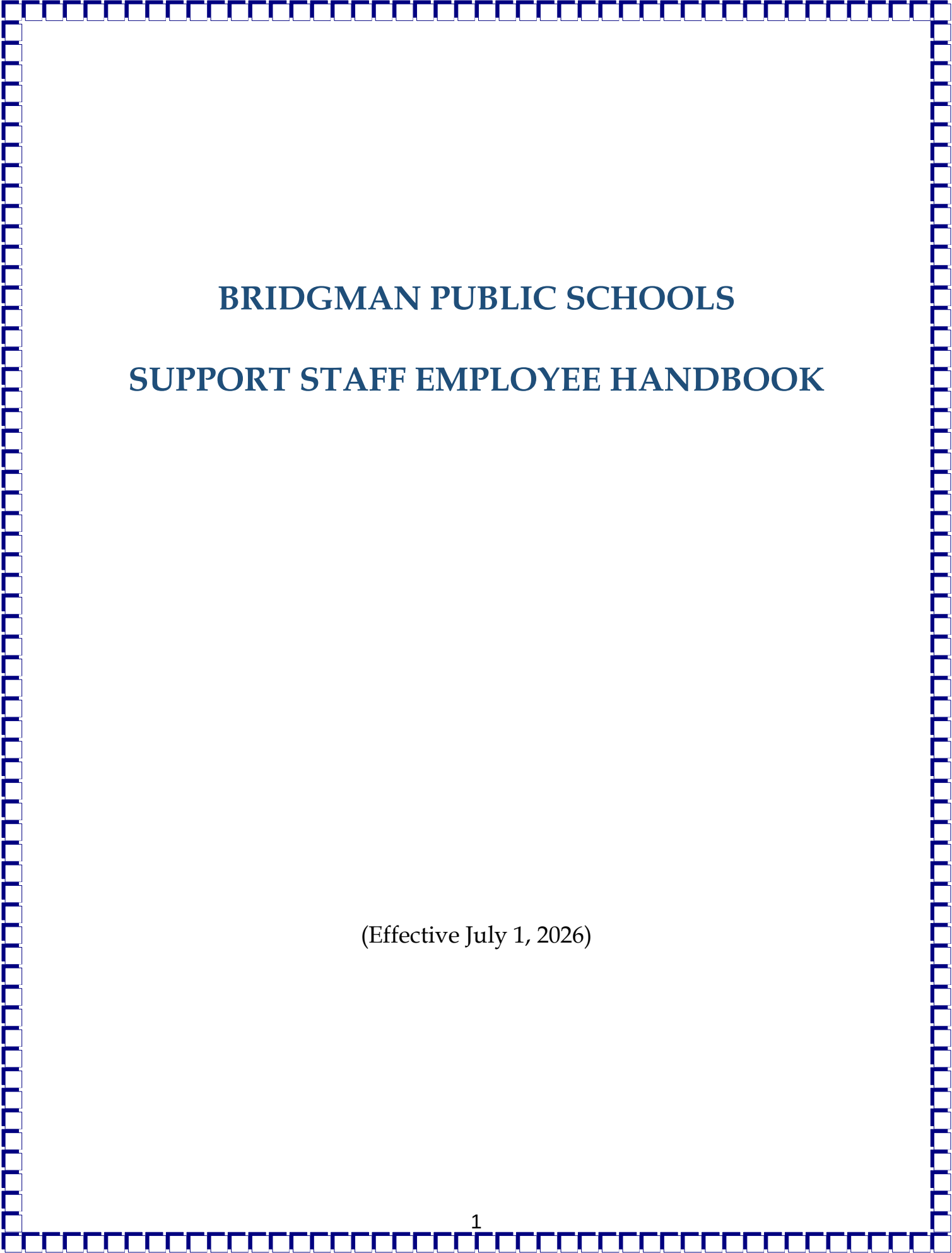




BRIDGMAN PUBLIC SCHOOLS

SUPPORT STAFF EMPLOYEE HANDBOOK

(Effective July 1, 2026)

**BRIDGMAN PUBLIC SCHOOLS
SUPPORT STAFF
EMPLOYEE HANDBOOK**

- INTRODUCTION -

The purpose of this handbook is to offer prospective and current support staff employees information regarding their employment with Bridgman Public Schools. Employment of support staff is defined in the Bridgman Public Schools Board of Education Policy #4120. If, after reading this handbook, you have specific questions, please refer them to the Superintendent's Office.

NON DISCRIMINATION CLAUSE:

The Board of Education does not discriminate on the basis of race, color, national origin, sex, (including sexual orientation or gender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.

Bridgman Public Schools

BENEFITS FOR SUPPORT STAFF EMPLOYEES

All employees receive the following benefits in compliance with the laws, rules, and regulations of the State and Federal Government. **Please refer to your job title for other benefits you may be eligible for.**

- I. **Terms of Employment:** This employee handbook is not an employment contract between the Bridgman Public Schools and its support staff employees. No employee, supervisor, administrator or other person, except for the Board of Education, has the authority to enter into any employment agreement on behalf of the School District for any specified period of time, pursuant to any particular conditions, or to make agreements contrary to the terms expressed in this Handbook.

The Bridgman Public Schools employs its support staff on an at-will basis. This means that the employment relationship is for an indefinite period of time and can be terminated at any time by the School District or the support staff employee, with or without cause and with or without notice.

The contents of this handbook and all policies, regulations and benefits contained in this handbook are subject to change or elimination at the Bridgman Public Schools' discretion and without prior notice.

- II. **Retirement:** The District pays the contribution to the Michigan Public Schools Employees' Retirement System.
- III. **FICA (Social Security):** The District pays a matching amount of the FICA tax to the Social Security Administration.
- IV. **Worker's Compensation:** The District purchases Worker's Compensation insurance for all employees.
- V. **Jury Duty:** Employees who are summoned for jury duty will be released from work for that purpose. Once the Employee provides the Business Manager with any pay received from the Court, excluding mileage and travel fees, the employee will be paid their regular wages.
- VI. **Sick Days:** Employee is granted paid sick time off of work as stated under each position in this manual. This benefit will be available when needed by the employee when the employee is absent because of acute personal illness or incapacity in which the employee has no reasonable control, or immediate family illness* or injury. The Employer may require verification of illness or medical clearance to return to work.
- VII. **Family and Medical Leave Act (FMLA):** To the extent required by the provisions of the federal Family and Medical Leave Act, an employee shall be granted leave for the purposes and subject to the terms and conditions as provided by that law.
- VIII. **Bereavement Days*:** A maximum of five (5) days leave per incident will be paid at the discretion of the supervisor. Bereavement leave is not cumulative.

- IX. **Vacation:** Employee is granted paid vacation time off of work as stated under each position in this manual. Vacation will need to be used before December 31st of the next year.
- X. **Paid Holidays:** To be eligible to receive holiday pay as noted below, **the employee must have completed their regularly scheduled work day preceding the holiday and their regularly scheduled work day following the holiday.** Exceptions will be made if the employee is on paid vacation or paid sick leave on a work day preceding or following a holiday.

The twelve (12) holidays are:

(a) Independence Day	(f) New Year's Day
(b) Labor Day	(g) Martin Luther King Day
(c) Thanksgiving (2 days)	(h) Presidents' Day
(d) Christmas (2 days)	(i) Good Friday
(e) New Year's Eve	(j) Memorial Day

The eleven (11) holidays are:

(a) Labor Day	(f) Martin Luther King Day
(b) Thanksgiving (2 days)	(g) Presidents' Day
(c) Christmas (2 days)	(h) Good Friday
(d) New Year's Eve	(i) Memorial Day
(e) New Year's Day	

- XI. **Paid Time Off (PTO)** – Employee is granted paid time off of work as stated under each position in this manual. All time off for personal days and sick days are now accumulated into one paid time off account.
- All employees will be given ten (10) PTO days at the start of each school year.
 - Number of Days are subject to proration for employees that don't start at the beginning of a school year.
 - Cumulative to a maximum of one hundred (100) days.
 - An employee who does not use his/her yearly allotted Paid Time Off (PTO) may return the yearly allotted PTO days (10 days) back to the district for full compensation on the last day of the school year.
- XII. **Snow Days:** Employees with vacation days have a choice of using a vacation day with pay or taking an unpaid day off.

Employees without vacation days have a choice of using a PTO day with pay or taking an unpaid day off.

Custodial expectations on Snow Days are as follows: Day shift custodians are expected to report to work no later than 2 hours after their scheduled shift start time and second shift custodians are expected to report to work at their scheduled shift start time (unless otherwise instructed).

- XIII. **Overtime:** Overtime will be paid for any hours **worked** during a normal week (Sunday-Saturday) above 40 hours. Overtime hours are calculated on "**worked**" hours only. Paid holiday, vacation, PTO and sick leave hours taken by an employee are not used to calculate overtime because

these hours are not actually “**worked.**” **All overtime requires permission of your immediate supervisor.**

- XIV. **Insurance:** Employee is granted insurance benefits as stated under each position in this manual.

The District shall contribute toward Long-Term Disability Insurance.

Employees will be responsible for 20% of the premiums.

In lieu of medical insurance, the employee will receive five hundred dollars (\$500.00) per month, unless otherwise indicated.

The employee must meet insurability requirements established by the District’s designated carrier to assure any of the insurance coverage set forth above.

IT IS THE RESPONSIBILITY OF THE EMPLOYEE TO NOTIFY THE BUSINESS OFFICE OF ANY CHANGES IN HIS/HER FAMILY DEPENDENCY STATUS WITHIN TEN (10) DAYS OF SAID CHANGE.

Health Savings Account (HSA) Reimbursement – For the District to be in compliance with Internal Revenue Code (IRC) Section 223, as administered by the U.S. Department of the Treasury and the Internal Revenue Service, if an employee separates from employment with the District for any reason prior to the end of the calendar year, the employee shall reimburse the District for the prorated portion of any Board-contributed HSA funds representing the remaining months of the year in which the employee is no longer employed.

Employees transferring from a school year position to a full year position shall receive prorated benefits for the time in each position.

*Note: “a member of the household or a person with whom one has had an association equivalent to family ties” for the purposes of determining eligibility for Family Illness or Bereavement Leave.

**School Secretary
2026-2027**

Wages: **\$20.14/hr.**

Reports to Building Principal

Benefits:

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, life, dependent life, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year. If insurance is accepted, employee will need to make arrangements to pay premium over the summer months.
3. Bereavement Days: See page 3 of handbook.
4. Paid Holidays: Eleven (11) paid holidays.
5. Paid Time Off (PTO): See page 4 of handbook.

210 Day Secretary

40 hours per week

**Business Office Assistant
2026-2027**

Wages: **\$23.88**

Reports to Superintendent

Benefits: *

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, life, dependent life, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year.
3. Sick Days: Ten (10) days per year worked cumulative to a maximum of one hundred (100) days.
4. Bereavement Days: See page 3 of handbook.
5. Paid Holidays: Twelve (12) paid holidays.
6. Vacation Days: Ten (10) days per year during the first five (5) years of employment. Fifteen (15) days per year beginning the sixth year of employment.

**Paraprofessionals
2026-2027**

Wages: **\$15.00/hr.**

Hours as assigned by Building Principal, 181.5 days per school year maximum

Reports to Building Principal

Benefits:

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year. If insurance is accepted, employee will need to make arrangements to pay premium over the summer months.
3. Bereavement Days: See page 3 of handbook.
4. Paid Holidays: Eleven (11) paid holidays.
5. Paid Time Off (PTO): See page 4 of handbook.

**High School Media Center Paraprofessional/District Testing Coordinator
2026-2027**

Wages: **\$17.43/hr.**

Hours as assigned by Building Principal, 181.5 days per school year maximum

Reports to Building Principal

Benefits:

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year. If insurance is accepted, employee will need to make arrangements to pay premium over the summer months.
3. Bereavement Days: See page 3 of handbook.
4. Paid Holidays: Eleven (11) paid holidays.
5. Paid Time Off (PTO): See page 4 of handbook.

**Grounds Technician
Maintenance Technician
2026-2027**

Wages: **\$28.27/hr.**

40 hours per week, 52 weeks per year

Grounds Technician – Reports to Superintendent
Maintenance Technician - Reports to Superintendent

Benefits:

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, life, dependent life, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year.
3. Sick Days: Ten (10) days per year worked cumulative to a maximum of one hundred (100) days.
4. Bereavement Days: See page 3 of handbook.
5. Paid Holidays: Twelve (12) paid holidays.
6. Vacation Days: Ten (10) days per year during the first five (5) years of employment. Fifteen (15) days per year beginning the sixth year of employment.

**Transportation Drivers
2026-2027**

Bus Drivers: \$22.55/hr.

Washing Bus (66 pass.): **\$22.55/hr.**

Washing Other: **\$17.22/hr.**

Reports to Superintendent

Benefits:

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, life, dependent life, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year.
3. Bereavement Days: See page 3 of handbook.
4. License Fee: The cost above a regular operator's license fee will be reimbursed.
5. Physicals: The Board of Education will reimburse bus drivers for the cost of required DOT physicals upon submission of a valid receipt.
6. Paid Time Off (PTO): See page 4 of the handbook

**Custodian
2026-2027**

LEVEL 3: \$17.60

Reports to Enviro-Clean Contract Manager

Benefits:

1. Retirement
2. Insurance: Group health and hospitalization, dental, vision, life, dependent life, and long term disability insurance, or cash in lieu of insurance per Section 125 of the Internal Revenue Code. Cash in lieu is \$6,000/year spread out over the school year.
3. Sick Days: Ten (10) days per year worked cumulative to a maximum of one hundred (100) days. An employee in this classification who does not use his or her yearly allotted sick days (10) may return the yearly allotted sick days (10) back to the district for full compensation on the last day of the school year.
4. Bereavement Days: See page 3 of handbook.
5. Paid Holidays: Twelve (12) paid holidays.
6. Vacation Days: Ten (10) days per year during the first five (5) years of employment. Fifteen (15) days per year beginning the sixth year of employment.

**Aquatic Staff
2026-2027**

Lifeguard: **\$13.73/hr - \$15.00/hr**

Hours as assigned by the Aquatic Center Manager, not to exceed 29 hours per week.

Reports to Aquatic Center Manager

ACKNOWLEDGEMENT OF RECEIPT OF SUPPORT STAFF HANDBOOK

My signature below indicates that I have received a copy of the Bridgman Public Schools Support Staff Handbook.

I understand that this handbook contains information regarding the rules, regulations and benefits which affect me as an employee.

I acknowledge that I have read and understood Bridgman Public Schools policies.

I also understand that Bridgman Public Schools may revise, supplement or rescind policies, procedures or benefits described in the manual, with or without notice.

Print Name _____

Signature _____

Date _____