

BRIDGMAN PUBLIC SCHOOL DISTRICT
Employment Contract
Athletic/Aquatic/Community Recreation Director

The Board of Education ("Board") of Bridgman Public School District ("District") and Robert E. Haskins ("Employee"), pursuant to Section 1229(2) of the Revised School Code of the State of Michigan, by Board action at a meeting held on May 11, 2026, employs Robert E. Haskins as Athletic/Aquatic/Community Recreation Director for a two (2) year period commencing on July 1, 2026, and ending on June 30, 2028, according to the following:

~~This contract is between the Bridgman Public School District Board of Education (subsequently referred to as "Board" or "School District") and **Robert Erik Haskins** (subsequently referred to as "Employee").~~

~~1. **Term:** The Board agrees to employ the Employee for a term beginning July 1, 2025, through June 30, 2026. Any extension of this Contract, except pursuant to Section 1229 of the Revised School Code, must be in writing and executed by both parties.~~

2.1. **Credentials:** Employee represents that he possesses, holds, and will maintain all certificates, credentials, and qualifications required by law and regulation, including the provisions of the Michigan Revised School Code, the regulations of the Michigan Department of Education, those required by the School District to serve in the position assigned. Employee agrees, as a condition of his continued employment, to meet and maintain all certification and continuing education requirements for this position, as are and may be required by law and/or the State Board of Education. If at any time Employee fails to maintain all certificates, credentials, continuing education requirements and/or qualifications for this position, this Contract shall automatically terminate and the District shall have no further obligation hereunder.

3.2. **Tenure Exclusion:** Employee shall not be deemed to be granted, nor shall Employee acquire, tenure as an administrator in the above referenced position or in any other non-classroom or non-teaching position to which Employee may be assigned.

4.3. **Work Period:** The Employee's assigned position is for 220 workdays per contract year. Employee is discouraged from taking time off when school is in session. ~~is considered a year round employee and is required to work at least 260 days from July 1, 2025 through June 30, 2026.~~

5.4. **Exempt Position:** Employee understands that while "regular" business hours for the central office are from 7:30 a.m. – 4:00 p.m., the position of Athletic/Aquatic/Community Recreation Director is one of considerable responsibility and requires that Employee work beyond regular central office hours. Employee understands that as Athletic/Aquatic/Community Recreation Director, Employee is an "exempt" Employee for purposes of the federal Fair Labor Standards Act and is therefore, not eligible for compensation for "overtime."

6.5. **Duties:** Employee agrees to devote his talents, skills, efforts and abilities toward competently, professionally and proficiently fulfilling all duties and responsibilities of the position. Employee agrees to faithfully perform duties assigned by Board and Superintendent and to comply with the directives of Board and Superintendent. Further, Employee agrees to comply with

~~and fulfill all responsibilities and tasks required by state and federal law and regulations, and by Board and Superintendent to carry out the educational programs and District policies. Further, Employee pledges to use his best efforts to maintain and improve the quality of the operation of District and constantly promote efficiency in all areas of his responsibility. Employee will not perform professional services outside his administrative duties, or perform work for any other employer or entity without Board approval. Employee agrees to serve the School District and to faithfully perform the duties and responsibilities of the position of Athletic/Aquatic/Community Recreation Director or the duties and responsibilities of any other position to which Employee may be assigned, with or without notice, in a competent and professional manner in compliance with the laws, rules and regulations applicable to the School District and in compliance with the present and future policies, rules, regulations, By-laws and practices of the School District.~~

7.6. **Evaluation:** Employee understands that Employee's performance, including attitude, teamwork and cooperativeness, is subject to an annual evaluation, from the Superintendent or designee, as required by Board policy or law.

8.7. **Compensation:** In consideration of the satisfactory performance of all duties and responsibilities assigned to the Employee, the Board agrees to compensate the Athletic/Aquatic/Community Recreation Director in accordance with the Bridgman Public Schools Administrator Salary Schedule, as outlined in the Appendix attached to this contract, for the following periods:

- July 1, 202~~6~~⁵ – June 30, 202~~6~~⁷
- July 1, 2027 – June 30, 2028

Compensation adjustments shall align with the terms and conditions set forth in the Bridgman Public Schools Administrator Salary Schedule.

a. Should Employee be assigned or transferred to another position, the salary shall be established by Board for that position. Upon separation or unpaid leave of absence of Employee during any fiscal/contract year, his salary shall be adjusted to reflect payment, on a per diem basis, for the number of days on which services were actually and physically rendered during the contract year. Any amounts due Employee upon separation or commencement of unpaid leave shall be remitted by Board to him as soon as such amounts can diligently be determined. Any salary amounts received by Employee in excess of days actually worked during the fiscal/contract year shall be deducted from Employee's remaining wages and Employee, by executing this Contract, gives his written consent for such deduction. Any wage overpayments not recoverable by Board through wage deduction shall be remitted to Board by Employee within three (3) business days of separation from employment. If not paid in this manner, Employee agrees that judgment may be entered against him in any Michigan court of competent jurisdiction for such amount(s).

9.8. **Fringe Benefits:** Employee shall be entitled to the same fringe benefits as outlined in the Student Services Director contract; however, fringe benefits shall not be duplicated or applied concurrently under both contracts. ~~All benefits will be prorated as appropriate.~~

~~40-9.~~ **Assignment and Transfer:** Employee is subject to reassignment and transfer at the discretion of the Superintendent. The Board, in its sole discretion, may readjust the Employee's salary to be commensurate with the reassignment of position or duties.

~~44-10.~~ **Role Model:** Employee understands that the position for which he has been hired, Athletic/Aquatic/Community Recreation Director, is an important position in the School District with considerable responsibility. Employee understands that the position of Athletic/Aquatic/Community Recreation Director has high visibility in the School District and, in that capacity, Employee is viewed as a role model for students, staff and the School District community. Employee agrees to act in a professional manner consistent with School District policies, practices, rules, regulations and state and federal laws, including while off-duty.

~~42-11.~~ **Termination of Contract and Non-Renewal of Contract:** The Board shall be entitled to terminate the Employee's Contract at any time during the term of this Contract when it determines that Employee has engaged in an act of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, theft, conviction of a crime (misdemeanor or felony), failure to properly correct or cease any insubordination, failure to comply with directives or instructions, any action or omission to act which the Board believes does or may materially and adversely affect its programs or operations, or any other causes that are not arbitrary and capricious.

Nonrenewal of the Employee's contract may occur in accordance with the provisions of Section 1229 of the Michigan Revised School Code, MCL 380.1229.

~~43-12.~~ **Layoff:** This contract may be terminated or transferred during its term pursuant to a reduction in personnel, as determined by the Board. Employee shall be given at least fourteen (14) calendar days advance written notice of termination prior to the effective date of layoff or transfer. In the event of layoff, the Board shall have no further obligation under this contract.

~~44-13.~~ **Severability:** If any provision of this Contract is ruled illegal or unenforceable by a court of competent jurisdiction, the remainder of the Contract not affected by the ruling shall remain valid and in effect.

~~45-14.~~ **Governing Law:** This Contract shall be governed by and interpreted in accordance with the laws of the State of Michigan.

~~46-15.~~ **Entire Agreement:** This instrument contains the entire agreement of the parties relating to the subject matter and may not be waived, changed, modified, extended or discharged orally but only by agreement in writing and signed by both parties.

~~47-16.~~ **Headings:** The headings of the sections of the Contract are for convenience only and shall not affect the meaning or construction or limit the scope or intent of any of the provisions of this Agreement.

**BRIDGMAN PUBLIC SCHOOL DISTRICT
BOARD OF EDUCATION**

Dated: _____

By: _____

Its: President

Dated: _____

By: _____

Its: Secretary

Dated: _____

By: _____

Employee