



## Letter of Agreement Bus Aide Pay

Revised: 1/13/2026

This LETTER OF AGREEMENT between the Holland Public Schools Board of Education (Board or District) and the Holland Educational Support Personnel Association (HESPA) set forth the agreement of the parties regarding Bus Aide Pay.

Bus Aide vacancies must be posted for two weeks without interest from qualified candidate(s) before Instructional Aides will be considered for the position. After the two-week posting window has lapsed, an Instructional Assistant may be considered for a Bus Aide position. If an Instructional Assistant adds Bus Aide hours to his/her schedule, the hourly rate of pay for Bus Aide duties will match the Instructional Aide hourly rate of pay.

The LETTER OF AGREEMENT is executed by both parties and shall not become part of the successor agreement.

A handwritten signature in blue ink that appears to read "Heather Bowes".

For the Association: Heather Bowes  
HESPA President

A handwritten signature in blue ink that appears to read "Katie Pennington".

For the District: Katie Pennington  
Deputy Superintendent

1-13-2026

1-13-2026

Date

Date