



## Letter of Agreement re: Bus Aide Pay Scale

Revised: 1/5/2026

LETTER OF AGREEMENT between Holland Public Schools and Holland Education Support Personnel Association.

This Letter of Agreement ("Agreement") is entered into by and between the Holland Public Schools Board of Education ("District") and the Holland Education Support Personnel Association ("Association"), collectively referred to as the "Parties."

The purpose of this Agreement is to align the Bus Aide Pay Scale with Michigan's Minimum Wage Law (effective January 1, 2026). The updated minimum wage is \$13.73 / hour. The updated pay scale follows:

Increase step 1 to the new Michigan Minimum Wage. Increase each subsequent step by \$.18 (current pay scale step difference) and 4% (25-26 increase amount).

1	2	3	4	5	6	7	8	9	10	11	12	13
\$13.73	\$14.28	\$14.47	\$14.65	\$14.84	\$15.03	\$15.22	\$15.40	\$15.59	\$15.78	\$15.96	\$16.15	\$16.34

This LETTER of AGREEMENT is EXECUTED by the parties and shall not set a precedent or establish a past practice between the parties and shall be valid through the end of 2025-2026 school year and shall NOT become part of the successor agreement.

A handwritten signature in blue ink, appearing to read 'Heather Bowes', is written over a horizontal line.

For HESPA: Heather Bowes  
HESPA President

1-6-26

Date

A handwritten signature in blue ink, appearing to read 'Katie Pennington', is written over a horizontal line.

For the District: Katie Pennington  
Deputy Superintendent

1-5-2026

Date