



# Letter of Agreement re: Schedule B Positions

Revised: 9/10/2025

LETTER OF AGREEMENT between Holland Public Schools and Holland Education Association

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

The purpose of this Agreement is to update the Schedule B positions and pay rates for 2025-2026. Pursuant to Appendix D, Section I of the HEA-HPS Master Agreement, an Extra Duty Study Committee has made recommendations for changes to the current Schedule B assignments. The list of changes from the Master Agreement follows..

K - 12 ACTIVITIES	Percentage of \$40,000	
Be Nice (x6 - one each for HHS, HMS and four K-5s)	2	each
Ballet Folklorico Sol Azteca	2	
Building School Improvement Chairs (One per building) (Will serve on DCIT, along with building principal.)	8	each
Diagnostic Department Chairs (SSW,SLP, OT/PT, Psych)	6	each
PBIS Team Chair (one per building)	8	each
PBIS Team Member (four per building)	4	each
Curriculum Counsel Advisor (1 per building)	3	each
Inclusion and Equity Alliance Building Chairperson (1 per building)	4	each

HIGH SCHOOL ACTIVITIES	Percentage of \$40,000	
Band Director	15	
Assistant Band Director	5	
Musical Assistant/Musical Director	6	
Musical Technical Assistant	2	
Orchestra Director	11	
Vocal Music Director	11	
Theater Director (Competition, Senior High Play, Musical)	22.5	
Theater Production 1 Assistant (x2)	3.5	each
Theater Production 2 Assistant (x2)	3.5	each
Forensics	8	
Forensics Assistant (2 @ 5.5 each)	5.5	each
Boomerang	2	
Color Guard	3.25	



Student Senate Advisors (2)	7	each
Student Senate Assistant Advisor (1)	2	each
Graduation Coordinators (2) – Holland High School	4	each
Test Coordinator	6	
Communications Coordinator	3	
Accommodations Test Coordinator	6	
Department Chairpersons – 10 Total Positions	6	each
1 - Math; 2 - Science; 3 - Social Studies; 4 - Communications Arts; 5 - Special Education; 6 - Visual and Performing Arts; 7 - World Languages and English as a Second Language; 8 - Business, Technology, Physical Education and Family Consumer Science; 9 - Guidance Counseling; 10 - Holland Early College) (Will NOT attend DCIT but will serve as HHS SIT members.		
Dutch Dance	8	
Dutch Dance Costume Coordinator	3.25	
Robotics	8	
National Art Honor Society	2	
National Honor Society	4	
Quiz Bowl	8	
Quiz Bowl Assistant	2	
Disc Golf Coordinator	2	
Cooking Club	3	
SLIC	2	
Students for Social Justice	2	
Teen Court	2	
Youth In Government	2	
SHORE Director	2	
Peer to Peer Director	5	
Peer to Peer Assistant	1.5	
Unified Sports Coaches (3 Sports Seasons at 2.0 each)	2	each

MIDDLE SCHOOL ACTIVITIES	Percentage of \$40,000	
Band Director - 8th Grade	3	
Band Director - 7th Grade	2	
Band Director- 6th Grade	1	
Musical Assistant (x2) - 7th and 8th Grades	3	
Orchestra Director - 8th Grade	3.5	
Orchestra Director- 7th Grade	2	
Orchestra Director - 6th Grade	1	
Vocal Music Director - 8th Grade	3.5	
Vocal Music Director - 7th Grade	2	
Vocal Music Director- 6th Grade	1	
First Robotics	2	
History Fair/National History Day	5	
Chess Club	2	
HMS School Improvement Team Members (2 per grade level)	4	

Spelling Bee	1.5	
Pep Squad	2	
Drama Club	2	
Student Council (Middle School- one per grade)	3	
Communications Coordinator	2	
Middle Testing Coordinator	6	
Accommodations Test Coordinator	3	
Peer to Peer Director	3	
Peer to Peer Assistant	1.5	

K-5 ACTIVITIES	Percentage of \$40,000	
Safety Patrol (West Elementary only)	2	
K - 5 School Improvement Team Members (x5 per bldg.)	4	each
Power Council (1 at each K-5)	3	each
Elementary Vocal Music (x2)	2.5	each
Communications Coordinators (1 per building)	1	each
Peer-to-Peer (West)	3	
Peer-to-Peer (Jefferson and Heights)	2	each
Girls on the Run (one each for K-5s)	1.5	each
TTQ (one each for K-5s)	1.5	each

ATHLETICS	Percentage of \$40,000	
Varsity Boys Assistant Tennis Coach	5.8625	
JV Sideline Cheerleading Coach	6.468	
JV Wrestling Coach	10	
JV Sideline Cheerleading Coach	6.82	
Varsity Girls Assistant Tennis Coach	6.65	
Varsity Boys Volleyball Coach	10	

Lisa Dekker

For the HEA: Lisa Dekker  
Chief Negotiator

10/21/25

Date

Kathy R. Pennington

For the District: Katie Pennington  
Deputy Superintendent

10-21-2025

Date