HOLLAND PUBLIC SCHOOLS

Letter of Agreement
Staff Assignment Requests

Revised: 10/12/2026

This LETTER OF AGREEMENT between the Holland Public Schools Board of Education (Board or District), the Holland Education Association (HEA), and the Holland Educational Association (HESPA) sets forth the agreement of the parties regarding the timeline for staff assignment requests for the 27-28 school year.

(Article 8: Vacancies and Transfers) Personnel considering a request for transfer or change of assignment are encouraged to consult with the Deputy Superintendent - Human Resources to discuss any concerns related to a contemplated request for change.

A. TRANSFER or CHANGE OF ASSIGNMENT: Bargaining unit members who desire a transfer or change of assignment shall make their desires known on the annual questionnaire which will be distributed by the Deputy Superintendent - Human Resources no later than March 1, including any restrictions on the type of assignment. This questionnaire will close one month after it is distributed to bargaining unit members. Bargaining unit members desiring a change in assignment to a vacancy are to respond via on-line application to vacancies posted on the District's web-site prior to the deadline.

This LOA shall expire at the end of the current negotiated contract period (July 27, 2027).

For the Association: Lisa Sokolowski
HEA Chief Negotiator

10/20/26
Date

For the District: Katie Pennington
Deputy Superintendent

10-26-26
Date