HASTINGS AREA SCHOOL SYSTEM

www.hassk12.org
269.948.4400 (phone); 269.948.4425 (fax)
232 West Grand Street, Hastings, Michigan 49058

**August, 12th 2025**

## Letter of Agreement: 2025-2026 School Year

This Letter of Agreement (LOA) is entered into by and between the Hastings Area School System ("District") and the Hastings Area Bus Drivers Association ("Association") for the 2025-2026 school year, effective August 1, 2025, through July 31, 2026. This LOA is not permanent contract language, serves as a temporary agreement pending negotiations for a three-year contract to commence in spring 2026, and if not superseded by a new contract ratified by the parties shall automatically expire on July 31, 2026.

### 1. Duration

- This LOA governs terms for the 2025-2026 school year only.
- Negotiations for a three-year collective bargaining agreement will begin in spring 2026.

### 2. Work Hours

- Employees are guaranteed a minimum 5-hour workday, structured as follows:
  - **Route Time**: 2 hours total (1 hour per route), included in the contract.
  - **Shuttle Time**: 1 hour total (½ hour per shuttle), included in the contract.
  - **Pre/Post-Trip Checklist**: 1 hour total (½ AM & PM, split into two 15-minute increments), required for job duties but not included in contract compensation.
  - **Cleaning Time**: 2 hours per week previously allocated for cleaning is removed from contract language and is unpaid, absorbed within the 5-hour minimum workday.

### 3. Pay

- Salary schedule from 2024-2025 will remain in place.

### 4. Sick Days

ADMINISTRATION

Dr. Nick Damico, Superintendent
Amy L. Singleton, Assistant Superintendent of Business and Finance
Beth A. Stevens, Assistant Superintendent of Achievement

BOARD OF EDUCATION

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Valerie A. Slaughter, Vice President
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Michael A. Nickels, Treasurer
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Justin R. Peck, Trustee
Bradley W. Tolles Jr., Trustee

- Sick days are increased from 10 to 12 days for the 2025-2026 school year.
- Modifications to sick day provisions:
    - One (1) personal business day is reclassified as a sick day.
    - Language on page 15, letter I of the prior agreement, providing 7 hours of pay, is struck and converted to a sick day.
    - Sick days are frontloaded: 6 days allocated in August 2025 and 6 days in January 2026.
- Vacation days must be used on non-instructional days.

## 5. General Provisions

- This LOA supersedes any conflicting terms in prior agreements and is only good for the 2025-2026 school year.
- All other terms and conditions of employment not addressed herein remain unchanged.
- This agreement is subject to ratification by both parties and approval by the Hastings Area School System Board of Education.

**Agreed and Accepted:**

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[District Representative Name]
Title: _____
Date: _____

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[Association Representative Name]
Title: _____
Date: _____

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Amy L. Singleton, Assistant Superintendent of Business and Finance
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