

**LETTER OF AGREEMENT**  
**between**  
**HASTINGS AREA SCHOOL SYSTEM BOARD OF EDUCATION**  
**and**  
**HASTINGS EDUCATION ASSOCIATION**  
**September 12, 2022**

WHEREAS the parties negotiated a (3) year contract in good faith for the 2022-2025 school years,

WHEREAS the Association and the District agree to the following change to the Master Agreement effective September 12, 2022,

Article V.A.  
Teaching Hours

High School: 7:55 a.m. - 3:15 p.m.  
Middle School: 7:50 a.m. - 3:10 p.m.  
Elementary: 7:45 a.m. - 3:05 p.m.

*The following should be changed in the above article for the remainder of the contract term:*

**Elementary: 7:40 a.m. - 3:00 p.m.**

  
\_\_\_\_\_  
For the Board of Education

11.9.22  
Date

  
\_\_\_\_\_  
Witness For the Board of Education

11-9-22  
Date

  
\_\_\_\_\_  
For the Association

10/3/22  
Date

  
\_\_\_\_\_  
Witness For the Association

10/3/22  
Date

**LETTER OF AGREEMENT**  
**between**  
**HASTINGS AREA SCHOOL SYSTEM BOARD OF EDUCATION**  
**and**  
**HASTINGS EDUCATION ASSOCIATION**  
**September 12, 2022**

WHEREAS the parties negotiated a (3) year contract in good faith for the 2022-2025 school years,

WHEREAS the Association and the District agree to the following change to the Master Agreement effective September 12, 2022,

Article XI Terminal Pay

E. An employee may choose to convert terminal pay into a pre-tax benefit or any defined tax free vehicle, once 50 days of sick time have been accumulated. Employees opting to convert accumulated sick time must notify the District prior to the first pay period of each school year.

*The following should be added in the above article for the remainder of the contract term:*

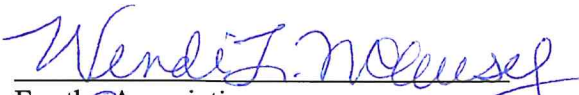
E. An employee may choose to convert terminal pay into a pre-tax benefit or any defined tax free vehicle, once 50 days of sick time have been accumulated. Employees opting to convert accumulated sick time must notify the District prior to the first pay period of each school year. **No teacher, in the use of this article, can go under 50 accumulated days of sick time.**

  
\_\_\_\_\_  
For the Board of Education

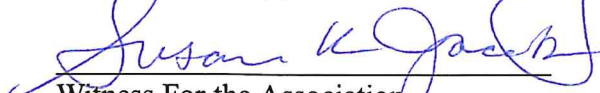
11.9.22  
Date

  
\_\_\_\_\_  
Witness For the Board of Education

11-9-22  
Date

  
\_\_\_\_\_  
For the Association

11/7/22  
Date

  
\_\_\_\_\_  
Witness For the Association

11/7/22  
Date

**LETTER OF AGREEMENT**  
**between**  
**HASTINGS AREA SCHOOL SYSTEM BOARD OF EDUCATION**  
**and**  
**HASTINGS EDUCATION ASSOCIATION**  
**November 7, 2022**

WHEREAS the parties negotiated a (3) year contract in good faith for the 2022-2025 school years,

WHEREAS the Association and the District agree to the following change to the Master Agreement effective November 7, 2022,

**SCHEDULE C**

**I. Parent-Teacher Conferences**

A. Elementary conferences shall be two days at two different times a year, as noted in Schedule B, and shall be scheduled individually. Teachers shall only be required to be in attendance from 4-8 p.m. on those days. Elementary teachers may vary the specific hours listed above with permission of their building principal provided they do not schedule less than eight (8) hours of parent-teacher conference time outside of the school day in which students are in session during the weeks listed in Schedule

B. Elementary conferences shall be two days at two different times a year, as noted in Schedule B, and shall be scheduled individually. Conferences are generally scheduled between the hours of 4 pm and 8 pm. Teachers shall only be required to be in attendance for the number of conferences they have scheduled (generally 15 minutes per student), with the bulk of them between 4pm and 8 pm. Elementary teachers may vary the specific hours listed above with permission of their building principal. Elementary teachers without normal classroom assignments (special education, music, art, PE, library, etc.) shall mutually arrange a schedule with their building principals resulting in attended time similar to classroom teachers.

*The following should be changed in the above article for the remainder of the contract term:*

**SCHEDULE C**

**I. Parent-Teacher Conferences**

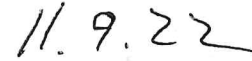
~~A. Elementary conferences shall be two days at two different times a year, as noted in Schedule B, and shall be scheduled individually. Teachers shall only be required to be in attendance from 4-8 p.m. on those days.~~

Elementary teachers may vary the specific hours listed above with permission of their building principal provided they do not schedule less than eight (8) hours of parent-teacher conference time outside of the school day in which students are in session during the weeks listed in Schedule

B. A. Elementary conferences shall be two days at two different times a year, as noted in Schedule B, and shall be scheduled individually. Conferences are generally scheduled between the hours of 4 pm and 8 pm. Teachers shall only be required to be in attendance for the number of conferences they have scheduled (generally 15 minutes per student), with the bulk of them between 4pm and 8 pm. Elementary teachers may vary the specific hours listed above with permission of their building principal. Elementary teachers without normal classroom assignments (special education, music, art, PE, library, etc.) shall mutually arrange a schedule with their building principals resulting in attended time similar to classroom teachers.



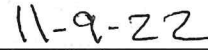
For the Board of Education



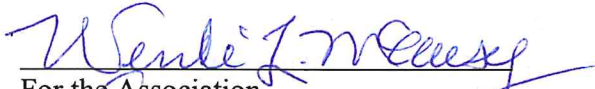
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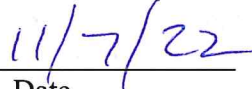
Witness For the Board of Education



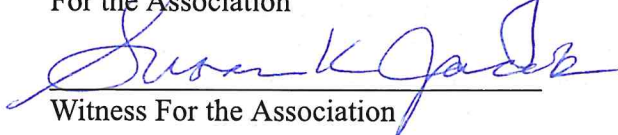
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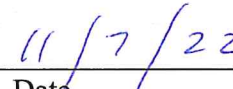
For the Association



Date



Witness For the Association



Date

**LETTER OF AGREEMENT**  
**Between**  
**HASTINGS AREA SCHOOL SYSTEM BOARD OF EDUCATION**  
**and**  
**HASTINGS EDUCATION ASSOCIATION**

**November 22, 2022**

**2023–2024 and 2024-2025 School Calendars**  
**and Article IV and Article IX**

1. This Letter of Agreement is developed, approved and executed under the provisions of Article XVI of the 2022–2025 Master Agreement between the Hastings Area School System Board of Education (the “Board”) and the Hastings Education Association (the “Association”).
2. Effective with the signing of the Letter of Agreement between the Board and the Association, the language of the following provision, which appeared as Schedule B in the Master Agreement between the Board and the Association, the 2023–2024 and 2024–2025 will be added:

**Schedule B**

**2023–2024**  
**SCHOOL CALENDAR**

**Staff Days 181**

**Student Days 177**

First Day for Teachers (Meetings in a.m. – teacher workday in p.m.)	Weds. Aug. 16
Staff Professional Development Day – Full day (8:00 a.m. – 3:00 p.m. including a duty-free 60 minute lunch)	Thurs. Aug. 17
First full day for students	Tues. Aug. 22
Staff Professional Development Day – Full day – Virtual (No Students)	Fri. Aug 25
Labor Day Break	At Close of Day
School Resumes	Thurs. Aug. 31
Fall Break	Tues. Sep. 5
School Resumes	At Close of Day
Staff Professional Development – ½ Day (12:00 p.m. – 3:00 p.m.)	Thurs. Oct. 19
Thanksgiving Holiday	Tues. Oct. 24
School Resumes	Tues. Oct. 31
Semester Records Day – ½ Day (12:00 p.m. – 3:00 p.m.)	At Close of Day
Winter Break	Tues. Nov. 21
School Resumes	Mon. Nov. 27
Staff Professional Development – Full Day (No Students)	Fri. Dec. 22
Mid-Winter Break	Mon. Dec. 25
School Resumes	Mon. Jan. 8
Staff Professional Development – Full Day (No Students)	Fri. Jan. 26
Early Dismissal – ½ Day	At Close of Day
Spring Break	Thurs. Feb. 15
School Resumes	Tues. Feb. 20
Memorial Day Break	Fri. Mar. 15
School Resumes	Thurs. Mar. 28
End of Second Semester – ½ Day (Records Day)	Fri. Apr. 1
	Mon. Apr. 8
	At Close of Day
	Thurs. May 23
	Tues. May 28
	Weds. June 5
Contingency Day	Thurs. June 6
Contingency Day	Fri. June 7

Elementary Grading Periods

End 1<sup>st</sup> Semester – December 22  
 End 2<sup>nd</sup> Semester – June 5

Elementary Conferences

October 3 & 5  
 As needed in Spring

Middle School Grading Periods

End 1<sup>st</sup> Quarter – October 19  
 End 2<sup>nd</sup> Quarter – December 22  
 End 3<sup>rd</sup> Quarter – March 14  
 End 4<sup>th</sup> Quarter – June 5

Middle School Conferences

October 4  
 February 13

High School Grading Periods

End of 1<sup>st</sup> Semester – December 22  
 End of 2<sup>nd</sup> Semester – June 5

High School Conferences

October 18  
 March 14

**2024–2025  
 SCHOOL CALENDAR**

**Staff Days 181****Student Days 177**

First Day for Teachers (Meetings in a.m. – teacher workday in p.m.)	Weds. Aug. 14
Staff Professional Development Day – Full day (8:00 a.m. – 3:00 p.m. including a duty-free 60 minute lunch)	Thurs. Aug. 15
First full day for students	Tues. Aug. 20
Staff Professional Development Day – Full day – Virtual (No Students)	Fri. Aug. 23
Labor Day Break	At Close of Day Thurs. Aug. 29
School Resumes	Tues. Sep. 3
Fall Break	At Close of Day Thurs. Oct. 17
School Resumes	Tues. Oct. 22
Staff Professional Development – ½ Day (12:00 p.m. – 3:00 p.m.)	Thurs. Oct. 31
Thanksgiving Holiday	At Close of Day Tues. Nov. 26
School Resumes	Mon. Dec. 2
Semester Records Day – ½ Day (12:00 p.m. – 3:00 p.m.)	Fri. Dec. 20
Winter Break	Mon. Dec. 23
School Resumes	Mon. Jan. 6
Staff Professional Development – Full Day (No Students)	Fri. Jan. 24
Mid-Winter Break	At Close of Day Thurs. Feb. 13
School Resumes	Tues. Feb. 18
Staff Professional Development – Full Day (No Students)	Fri. Mar. 14
Early Dismissal – ½ Day	Thurs. Apr. 3
Spring Break	Fri. Apr. 4
School Resumes	Mon. Apr. 14
Memorial Day Break	At Close of Day Thurs. May 22
School Resumes	Tues. May 27
End of Second Semester – ½ Day (Records Day)	Weds. June 4
Contingency Day	Thurs. June 5
Contingency Day	Fri. June 6

Elementary Grading Periods

End 1<sup>st</sup> Semester – December 20  
 End 2<sup>nd</sup> Semester – June 4

Elementary Conferences

October 1 & 3  
 As need in Spring

Middle School Grading Periods

End 1<sup>st</sup> Quarter – October 17  
 End 2<sup>nd</sup> Quarter – December 20  
 End 3<sup>rd</sup> Quarter – March 13  
 End 4<sup>th</sup> Quarter – June 4

Middle School Conferences

October 2  
 February 12

High School Grading Periods

End of 1<sup>st</sup> Semester – December 20  
 End of 2<sup>nd</sup> Semester – June 4

High School Conferences

October 16  
 March 13

3. Effective with the signing of the Letter of Agreement between the Board and the Association, the language of the following provision, which appeared as in Article IV.B.2.a. in the Master Agreement between the Board and the Association, following highlighted area will be updated:

Accrued compensatory time may be used at the discretion of the teacher provided that, compensatory time shall not be scheduled for use on more than three (3) consecutive school days. Furthermore, compensatory time may not be scheduled contiguous to Christmas, **Fall, Labor Day, Memorial Day**, mid-winter and/or spring break. Exceptions for special circumstances may be granted by the signed approval of the building principal and contingent upon substitute availability. Within five (5) days the teacher must confirm with the building principal that a substitute has been obtained.

4. Effective with the signing of the Letter of Agreement between the Board and the Association, the language of the following provision, which appeared as in Article IX.A.5. in the Master Agreement between the Board and the Association, following highlighted area will be updated:

Compensatory time and/or paid leave shall not be scheduled for use on more than three (3) consecutive school days. Furthermore, compensatory time and/or paid leave (other than for illness) may not be scheduled contiguous to Christmas, **Fall, Labor Day, Memorial Day**, mid-winter and/or spring break. Exceptions for special circumstances **may be** granted by the signed approval of the building principal and contingent upon substitute availability. Within five (5) days the teacher must confirm with the building principal that a substitute has been obtained.

5. This Letter of Agreement shall remain in effect until the expiration of the 2022–2025 Master Agreement.

**HASTINGS AREA SCHOOL SYSTEM  
BOARD OF EDUCATION**

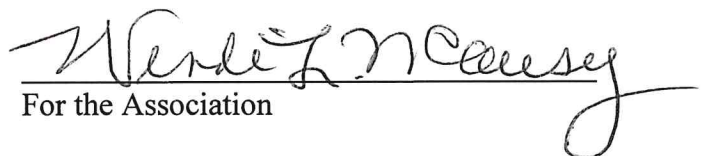
  
For the Board of Education

11.22.22  
Date

  
Witness for the Board of Education

11-22-22  
Date

**HASTINGS EDUCATION ASSOCIATION**

  
For the Association

12/5/22  
Date

  
Witness for the Association

12/05/22  
Date