

LETTER OF AGREEMENT
Between
Whiteford Agricultural Schools
And the
Whiteford Education Support Personnel Association (WESPA)

This Letter of Agreement is entered into this 16th day of November 2025 between Whiteford Agricultural Schools, referred to as the "School District" and the Whiteford Education Support Personnel Association, referred to as the "Association".

In consideration of the mutual covenants hereinafter set forth, the School District and the Association agree to the interpretation of "drive time" for regular route drivers addressed in **Article 15, Item B-5a** (pages 15-16) of the current Master Agreement dated July 1, 2025 - June 30, 2027 to be reflective of the following for ORS purposes:

Home (School *) Departure AM
+ Departure from School AM
+ PM Line up (10 minutes prior to latchkey student dismissal)
+ Home (School *) Arrival PM
+ 30 minutes for pre/post trip duties

* which site is used depends on whether drivers take bus home or it is parked on site

In addition, both parties agree to the compensation of regular route drivers for necessary fueling and weekly bus cleaning time as follows with such time reported on a timecard and submitted semimonthly in accordance with the pre-established pay cycles:

.25 hour for weekly fueling **
.25 hour for additives (DEF, coolant) and/or changing of wiper blades (as needed) ***
.25 hour for weekly bus cleaning ****
\$21.67 per hour for the 2025-2026 fiscal year (\$75.86 daily rate / 3.50)

** additional time may be necessary depending on fuel/athletic trips

*** only applies to those drivers who park their buses at their homes

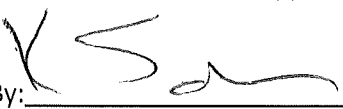
**** if additional weekly time is needed (i.e., dirty bus from multiple field trips, wet/muddy athletic trip), the reason should be noted as such on the timecard. Anything outside of the weekly cleaning of the bus should be pre-approved per the existing terms of the original 2025-2027 Master Agreement (Article 11, Item G-5, pages 9-10).

Both parties also agree that this Agreement shall not be deemed a precedent or past practice for purposes of the labor relations between the parties. This letter of agreement will expire on June 30, 2026 and will be subject to future contract negotiations beyond June 30, 2026.

Whiteford Agricultural School District

Whiteford Education Support Personnel Association

By: 
Scott L. Huard, Superintendent

By: 
Kris Schroyer, President

Date: 11/10/25

Date: 11-11-25