

Letter of Agreement
Between the
Novi Community School District
And the
Novi Education Association

Tier One Mentee Professional Development

The parties agree that Professional Development for teachers in their first year of employment (Tier 1 mentees) with the Novi Community School District is important. The parties also recognize that time outside of the normal school day should be compensated.

Therefore, the following structure will be followed for Tier 1 mentees:

- 1) Tier 1 mentees will be required to attend six (6) one hour after school professional development sessions during their first year of employment. These sessions will be relevant and meaningful to the professional growth of teachers new to the profession and/or to the district.
- 2) Tier 1 mentees who attend at least five (5) of the six (6) sessions will receive \$500; attend four (4) of the six (6) sessions will receive \$250; attend fewer than four (4) sessions will receive \$0.
- 3) If a Tier 1 mentee cannot attend a session, s/he must complete a Tier 1 Professional Development Absence form and submit it to his/her administrator. The administrator will sign the form and submit it to the Human Resources office.

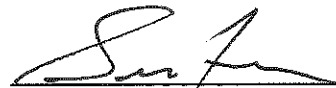
Agreed,



Novi Community School District

Date: 9-27-18

Agreed,



Novi Education Association

Date: 9-27-18