

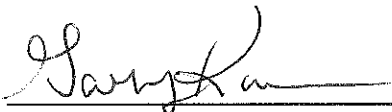
Letter of Agreement
Between the
Novi Community School District
And the
Novi Educational Support Personnel Association
Reclassification Changes

Pursuant to the Letter of Agreement in the 2017-2020 Master Agreement between the parties, a Reclassification study of positions within the Novi Educational Support Personnel Association (NESPA) was reviewed, using a point-based rubric system.

The results of the study are as follows:

- 1) Three positions within NESPA were reclassified from a Level B to a Level A. Those positions are: Secretary, Director of Athletics/Physical Education, Secretary, Director of Maintenance and Operations, and Secretary, Director of Student Services.
- 2) The secretaries in these three positions will receive a retro-active salary payment for the difference of their 2018-19 Class B hourly rate and their 2018-19 Class A hourly rate.
- 3) This retro-payment will be from July 1, 2018 and be included on the October 10, 2018 paychecks.


Agreed,



Novi Community School District

Date: 9/24/18

Agreed,



Novi Educ. Support Personnel Assoc.

Date: 9/24/18