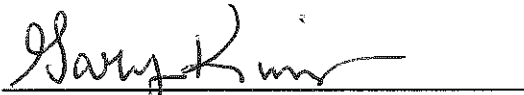


Letter of Agreement  
Between the  
Novi Community School District  
And the  
Novi Transportation Association

The parties agree that if a Transportation Assistant, who is also a certified driver, fills in for an absent driver, the Transportation Assistant will receive driver's pay for the hours spent driving commensurate with the Transportation Assistant's step on the salary schedule.

It is understood that having a Transportation Assistant fill in for an absent driver does not guarantee getting the next driver vacancy position, nor does it prevent the Transportation Director from using substitute drivers.

Agreed,



Gary Kinzer  
Asst. Superintendent of Human Resources  
Novi Community School District

Date: 1-23-18

Agreed,



Michael McMillin  
Novi Transportation Association

Date: 1-23-18