

Letter of Understanding  
Between the  
Novi Community School District  
And the  
Novi Educational Support Personnel Association

During the 2017-20 contract negotiations, the parties agreed to change the longevity language in Article 23, Section E, stating the longevity payout would occur within one (1) month after the employee's anniversary date. Previously, longevity payments occurred in December.

This change has a negative impact on those employees hired after September in a given school year as it potentially causes them to receive one fewer longevity payment than members hired under the new language. Therefore, the parties agree NESPA will generate a list of NESPA employees impacted by the language change, and those employees who did not receive a longevity payment in their tenth year will receive an additional longevity payment, at the old contract rate and equal to the 10<sup>th</sup> year missed payment, in the summer of 2018.


Agreed,



Novi Community School District

Date: 8-15-18

Agreed,



Novi Educational Support Personnel Assoc.

Date: 8/15/18