

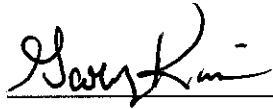
**Memo of Understanding  
between the  
Novi Community School District  
and the  
Novi Education Association**

**NBCT Merit Pay Structure**

The District and the Novi Education Association agree that as long as Merit Pay is paid for National Board Certification (or the equivalent for licensed non-classroom personnel) determined by the district, that any Teacher eligible will receive the one-time stipend for the year in which they achieve National Board Certification or the equivalent, as outlined in the CBA.

Agreed,

**Novi Community School District**



Gary Kinzer

3-24-21

Date

**Novi Education Association**



Heather Burnside

3-24-2021

Date