

**Memorandum of Understanding**  
**Between**  
**The Novi Community School District, its Board of Education ("District")**  
**and**  
**The Novi Educational Support Personnel Association ("Union")**

**Whereas** the parties have been bargaining to achieve a successor to the current collective bargaining agreement ("contract") which expires on June 30, 2020; and

**Whereas**, notwithstanding their best efforts, the bargaining process has been slowed by the coronavirus pandemic, closure of schools and the limitations and restrictions placed on group activities by the Executive Orders of the Governor; and

**Whereas** the parties have determined that they will be unable to complete the bargaining as a result of these events and restrictions by June 30, 2020; and

**Whereas** the parties wish to preserve and maintain the contractual relationship between the parties and the rights, protections, understandings and terms and conditions of the current contract;  
Now therefore the parties agree as follows:

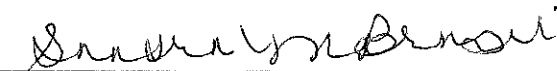
1. The contract shall be extended by the parties from June 29, 2020 through <sup>October 30, 2020</sup> ~~August~~ 30, 2020. The extension includes all letters of agreement, memorandums of understanding and other similar agreements reached by the parties during the term of the contract. The documents are listed in Schedule B attached and incorporated herein.
2. All provisions of the contract shall remain in full force and effect during the term of the extension and any additional extensions. The parties acknowledge compensation shall be frozen at current levels. Office personnel and paraprofessionals eligible for merit pay, attendance incentives and other similar contractual payments that come due during the term of this extension shall receive said payments.
3. Additional extensions may be agreed to by the parties.
4. Should the parties achieve a ratified successor agreement during the term of these extensions, this agreement shall automatically become void and of no further effect.
5. During the period the Contract is extended, both parties will make continuous good faith efforts to schedule and attend bargaining sessions once the legislature has determined school revenues for the 2020/21 school year.

Novi Community School District,  
Its Board of Education

By: 

Dated: 6-22-20

Novi Educational Support  
Personnel Association, MEA/NEA

By: 

Dated: 6-22-20