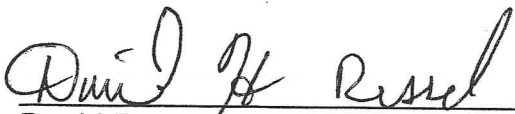



**LETTER OF AGREEMENT**  
**Between**  
**The Vicksburg Community Schools**  
**And**  
**The Vicksburg Education Support Personnel Association**

It is hereby agreed between the Board of Education of the Vicksburg Community Schools (The District) and The Vicksburg Education Support Personnel Association VESPA (The Association) that:

1. VESPA agrees that commencing immediately, with regard to Article 6F, the Administration shall have the right to move any custodian to any other open custodial positions.
2. A custodian who is moved involuntarily to a lower-paid shift and position shall remain at the pre-transfer rate of pay.
3. Upon the effective date of this Letter of Agreement, there shall subsequently be no grievances, individual or otherwise, filed with respect to the placement decisions on any individual custodian, as it relates to Article 6F.
4. The terms of this agreement do not alter or effect any other terms of the Master Agreement between VESPA and the Vicksburg Community Schools.
5. The District and VESPA further agree that the terms of this Letter of Agreement supersede any conflicting or contrary provisions within the existing agreement and shall be incorporated within a successor collective bargaining agreement upon its ratification.

This agreement shall become effective upon signing by the Parties.

  
\_\_\_\_\_  
David Russel  
Vicksburg Education Support Personnel  
Association (VESPA)

  
\_\_\_\_\_  
Charles Glaes, Superintendent  
Vicksburg Community Schools

05-07-15  
Date

5/7/15  
Date