

MEMORANDUM OF Agreement
Additional Assignments in Appendix A Term of Appointment

For the duration of the current bargaining agreement, additional assignments listed in Appendix A, with the exception of the Team Coordinator and Writing Specialist, will be selected on an annual basis for a one (1) year term of appointment.

The Team Coordinator position will be offered for a three (3) year term of appointment. Experience already completed as the Team Coordinator, prior to this MOA, will apply to the three (3) year term of appointment.

The Writing Specialist will remain assigned to Erin Micklo for the remainder of this contract unless there is unremedied unsatisfactory performance or management determines that the position will no longer exist.

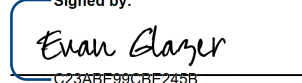
Bargaining members may reapply for all additional assignments listed in Appendix A at the end of their term of appointment. It is a management right to hire each position. Employees can be removed from the position for performance reasons as outlined below.

Members may be removed from these positions or not reoffered positions based on unsatisfactory performance. Due process must be followed in the deselection process; individuals must be given the opportunity to remediate any deficiencies identified. There is no guarantee of any compensation and is at Management's discretion based on budget and other Academy priorities. All work must be preapproved. If approved, hours (where not listed below) will be determined by Management

Dr. Evan Glazer

President

Illinois Mathematics and Science Academy

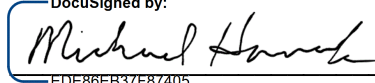
Signed by:

C23ABE99CBE245B...

Date 3/31/2025

Michael Hancock

President, IMSA Council 604

Local 604 AFT/IFT

DocuSigned by:

EDE86EB37F87405...

Date 3/31/2025