

MEMORANDUM OF Agreement
College and Academic Counselor Overload Rate

For the duration of the current bargaining agreement, the statement currently in the collective bargaining agreement, "The typical student load for a CAC is approximately 160 students. If there is a significant increase in students assigned to a CAC (e.g. one CAC position is vacant), an overload will be paid a rate 20% of current salary" will be amended to the following:

If a CAC position is vacant or a CAC is on 100% leave during the months of August or December through June, the overload will be paid at a rate of 20% of the current salary of the CAC providing the coverage (i.e. CAC coverage provided during the month of December due to an FMLA leave would be at a rate of 20% of the covering CAC's current salary) . If a CAC position is vacant or a CAC is on 100% leave during the high workload months of September, October, or November, the overload will be paid at the percentage of the workload that the current CAC is covering, based on their individual salary (i.e. if there are 4 CAC positions and one person is out during these three months, the compensation for each of the CACs that would be covering would be at 33% of their current rate, prorated for time of coverage) ."

Dr. Evan Glazer

President

Illinois Mathematics and Science Academy

Signed by:



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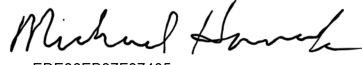
Date 10/7/2026

Michael Hancock

President, IMSA Council 604

Local 604 AFT/IFT

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Date 10/7/2026