MEMORANDUM OF AGREEMENT

Upon completion of IMSA's currently contracted compensation study, but no later than December 2024, representatives of IMSA Management and the IMSA Council will meet to review the compensation data collected about the following bargaining unit positions relative to comparable positions within IMSA's geographic and peer groups: Learning Strategies Coordinator, Librarian, Producer/Media Director. Total compensation market survey information will be considered to increase compensation for these positions based on employees' credentials and years of experience. Salary increases will be retroactive to the beginning of FY24.

DocuSigned by:

Evan Glazer C23ABE99CBE245B.. Dr. Evan Glazer

President Illinois Mathematics and Science Academy

5/8/2024

Date

DocuSigned by: ~.

Dr. Michael Hancock

President, IMSA Council 604

Local 604 AFT/IFT

5/8/2024

Date