

**SIDE LETTER BETWEEN  
EAST BAY INNOVATION ACADEMY  
AND  
EBIA TEACHERS ASSOCIATION**

**September 5, 2019**


The East Bay Innovation Academy ("EBIA") and Mr. Calvin Ye have determined that it would be mutually beneficial for Mr. Ye to teach an additional section (Fitness, Period 5) in exchange for \$12,000 stipend. While the CBA does not yet articulate the Work Day for Upper School unit members in detail, EBIA recognizes the additional burden this arrangement would place on Mr. Ye. In order to amicably resolve this irregularity, and without assigning fault to any Parties, EBIA and the EBIA Teachers Association ("ETA") agree as follows:

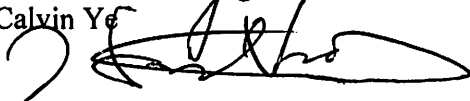
1. Calvin Ye shall teach Physical Education during Period 5 during school year 2019-20.
2. Mr. Ye will be compensated an additional \$12,000, to be evenly spread across pay periods. Upon execution, a true-up payment will be made to catch up for past pay periods.
3. EBIA and its unit members will file no grievances, unfair practice charges, or other causes of action relating to the issues that are the subject of this Agreement.
4. The Parties acknowledge and agree that this Agreement supersedes and takes the place of any side letter on the same subject matter previously executed by the parties. The parties further acknowledge and agree that this Agreement does not establish past practice at EBIA.

Date: 9-5-19

Date: 9/6/19

Date: 9-5-19

  
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Calvin Ye

  
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Hari Vasu-Devan, ETA Representative

  
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Dean Marolla-Turner, EBIA Executive Director