

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

October 4, 2019

The East Bay Innovation Academy (“EBIA”) and Ms. Judith Borcelis have determined that it would be mutually beneficial for Ms. Borcelis to teach an additional section (Pre-calc, Period 1) in exchange for \$13,308.42 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 Ms. Borcelis. 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. Ms. Judith Borcelis shall teach Pre-Calc during Period 1 during school year 2019-20, beginning Monday October 7, 2019.
2. Ms. Borcelis will be compensated an additional \$13,308.42, to be evenly spread across remaining SY 19-20 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: 11 October 2019

Date: 10/11/19

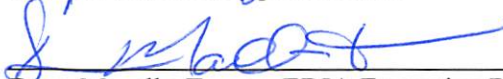
Date: 10/11/19



Judith Borcelis



Rich Rizzo, ETA Representative



Dean Marolla-Turner, EBIA Executive Director