



AT-WILL EMPLOYMENT AGREEMENT ADDENDUM

This At-Will Employment Agreement Addendum (“Addendum”) is hereby issued to Michelle Cho (“Employee”). This Addendum has been created to reflect the updated terms of employment for the Employee as an Executive Director at East Bay Innovation Academy (“EBIA” or the “School”) effective 7/1/2021. This Addendum incorporates by reference the At-Will Employment Agreement (“Agreement”) already in place between the parties. With the exception of the modifications outlined below, all rights and obligations in the Agreement shall remain in full force and effect.

1. Compensation

The annual salary for this position is \$150,249.96, increase of 3% COLA from SY 21 salary, subject to all regular withholdings. The employee shall be paid twice monthly. This salary shall be applied retroactively starting July 1, 2021.

2. Employment Rights

The Employee shall continue to serve in the aforementioned position on an at-will basis. This means that either the Employee or EBIA may terminate the employment relationship at any time, with or without cause or advance notice.

If you are in agreement with this offer of continued employment pursuant to the updated terms outlined above, please sign below and return this to EBIA. This offer is in effect for five (5) business days. Any failure to timely return this offer shall be construed as you voluntarily declining continuing employment with EBIA.

Signature: _____

_____ Date

Rochelle Benning, Board Chair

3/16/2022

_____ Date