

Side Letter Agreement



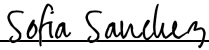

Early Childhood Services Retention Bonus

SEIU Local 1021 and the NCOE agree to the following:

Wages - Retention Bonus

In recognition of SEIU members employed in the Early Childhood Services programs and their ongoing dedication to supporting NCOE as an organization and the students they serve, all SEIU represented employees in Early Childhood Services shall receive a \$600 retention bonus on the May 2023 payroll. The retention bonus shall be prorated for SEIU members hired after the start of the 2022-23 school year. Both SEIU and NCOE acknowledge that this agreement, which is being made even though the 2022-23 SEIU contract is closed for all compensation items, represents a unique one-time circumstance and shall not be considered a precedent for any future circumstances or contracts.

The provisions herein shall take effect immediately on full execution of this Side Letter.

| For SEIU | For NCOE |
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