

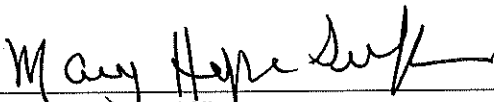
**MEMORANDUM OF UNDERSTANDING
EXCEPTIONS FOR EMPLOYMENT IN NON-RECIPROCAL STATES**

This Memorandum of Understanding is entered into between Oakton College Adjunct Faculty Association ("AFA") and Oakton College (the "College") this 29th day of February 2024.

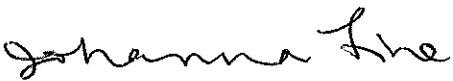
Five adjunct faculty members identified on Exhibit A attached) as of February 29, 2024 who currently reside out of Illinois in a non-reciprocal state will be granted an exception to Board Policy #4006, "Out-of-State Employment" to be eligible for continued employment beyond December 31, 2024 while residing in their current state. The work they may do is limited to work that is identical to their current assignments (instruction). If any of these five individuals move to any other non-reciprocal state while an active Oakton employee, or do not perform any work or services for the College in any academic year, their employment with Oakton College will be terminated once all work assignments are completed.

The parties further acknowledge and agree that this Memorandum of Understanding is expressly non-precedential and shall not be cited by either party as binding precedent in other personnel or policy matters.

This Memorandum of Understanding is authorized by the signatures of the parties' representatives as set forth below,



Mary Hope Griffin
President
Adjunct Faculty Association



Johanna Fine
Chief Human Resources Officer,
Oakton College