

Gateway School District



Transition Agreement

BETWEEN THE GATEWAY SCHOOL DISTRICT AND MICHAEL ZOURELIAS

This Transition Agreement is entered into on August 1, 2026, and is made by the Gateway School District and Michael Zourelas to provide transition consulting services to the District.

The parties agree that Mr. Zourelas will work as needed to assist with the transition based on the needs of the District. Mr. Zourelas will be compensated at the hourly rate of \$75.00 per hour. The parties will work in advance on a flexible schedule consisting of in-person and virtual times that is mutually accommodating to both sides. This agreement shall commence upon Mr. Zourelas' retirement, effective July 31, 2026, and shall expire no later than June 30, 2027 . Either party can discontinue this agreement at any time without cause. All hourly compensation earned by Mr. Zourelas for consulting services rendered under this agreement shall be deposited directly into his 403(b) account as an employer contribution, subject to applicable IRS limits.

In witness whereof, the Parties hereto have caused this Agreement to be duly executed with the express intention to be legally bound as of the day and year appearing below.

ATTEST:

Ms. Janet Estok, Board Secretary

Date

Ms. Leslie McBride, Board President

Date

Mr. Mike Zourelas

Date