



## **MEMORANDUM OF UNDERSTANDING**

The Oswego Education Support Professionals Association, IEA-NEA ("OESPA") and the Board of Education of Oswego Community Unit School District No. 308 ("District") (collectively referred to as "Parties") agree, without precedent, as follows:

### **A. Pay Increases**

All pay increases for the 2023-2024 school year listed in Article 13.3 (Pay Rates) of the 2020-2024 Professional Agreement between the Parties shall take effect on March 1, 2023 instead of at the start of the 2023-2024 school year.

### **B. Performance Incentive**

#### **Eligibility:**

OESPA-covered Employees are eligible for a performance incentive if they meet the following requirements:

1. Employee who was in an active status on the last student attendance day during the 2022-2023 school year,
2. Employee who remains in an active status through September 15, 2023, and
3. Employee who had no criteria rated as "needs improvement" or "unsatisfactory" on their most recent performance evaluation.

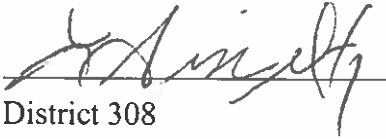
#### **Amount:**

Eligible OESPA-covered Employees shall receive the following lump-sum performance incentive on the second regularly scheduled paycheck of September 2023:

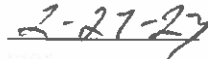
- For those Employees with a Seniority Date on or after July 1, 2018:
  - Majority of evaluation criteria rated as "meets expectations" on most recent performance evaluation: \$200
  - Majority of evaluation criteria rated as "exceeds expectations" on most recent performance evaluation: \$250
- For those Employees with a Seniority Date on or before June 30, 2018:
  - Majority of evaluation criteria rated as "meets expectations" on most recent performance evaluation: \$400
  - Majority of evaluation criteria rated as "exceeds expectations" on most recent performance evaluation: \$500


Final Decision

The Administration shall retain the final decision regarding the incentives described in this Memorandum of Understanding and disputes arising from the interpretation of this Memorandum of Understanding shall not be subject to the grievance procedure.



District 308

  
Date

  
OESPA President

  
Date



COMMUNITY UNIT  
SCHOOL DISTRICT  
*World-Class Schools Serving Caring Communities*

### **MEMORANDUM OF UNDERSTANDING**

The Oswego Education Support Professionals Association, IEA-NEA ("OESPA") and the Board of Education of Oswego Community Unit School District No. 308 ("District") agree, without precedent, as follows:

Until February 1, 2022, a referral incentive of \$250.00 will be offered to any OESPA covered employee who refers a candidate for any vacant OESPA covered position that is fully qualified for the vacant position at the time of application, is hired for the vacant position, and remains employed in the vacant position for the duration of the probationary period.

The referral incentive shall be paid on the regularly scheduled payday following the referred candidate's successful completion of the probationary period and is contingent on the referring employee being employed in an "active" status in an OESPA covered position on said payday.

Proof of referral in the form of a signed and dated statement by the referred candidate will need to be submitted to the Human Resources Department prior to the referred candidate's first day of work.

#### **Final Decision:**

The Administration shall retain the final decision regarding the incentive described within this Memorandum of Understanding, and disputes arising from the interpretation of this Memorandum of Understanding shall not be subject to the grievance procedure.

Donna Marino  
Board of Education

10/12/2021  
Date

Pat Hume  
Board of Education

10/12/2021  
Date

Gymn Wade  
OESPA President

10/12/2021  
Date

**Kenneth Miller**

*Executive Director of  
Human Resources, Payroll  
and Benefits*

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