



June 21, 2022

Austin Schleeter

VIA Email: aschleeter@morganhr.com

Re: Employee Name Employee Title Current compensation; Full Time Equivalent (FTE) Annual Salary (\$XXXXXXX) Annual Stipends (\$XXXXXXX); Annual Bonuses (\$XXXXXXX) Hours Worked per week (XX.X); The employee has contract with school/district: Y/N Annual Contract Duration if other than 12 months (months) Date of hire (MM/DD/YYYY); Job Date (if other than Date of Hire) (MM/DD/YYYY) Previous job (if known); Highest attained degree (HS, BS, MS, PhD, JD, other) Highest degree's emphasis; Highest degree date or year (MM/YYYY or YYYY) Certifications (especially if required/preferred for job) FLSA status (EXEMPT, NONEXEMPT); Direct Manager Name Direct Manager's Title.

For each unique job submitted (per employee job title), please provide any and all policies and respective guidelines that describe the following:

Determining the rate of pay for new hires; Determining the rate of pay for promotions; Determining the salary adjustments for current job holders/incumbents Determining salary adjustments mid-term to their contract or school year Determining counter-offers for employees announcing their resignation

Dear Mr. Schleeter:

This letter will serve as Oswego Community Unit School District 308's response to your June 6, 2022 request under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information. Attached is our response to your request.

To promote district transparency and assist others who may have a similar question, this responsive document will be posted online on the district's website. To access it, go to www.sd308.org and select *Our District > Freedom of Information Act Request > FOIA Request Responses>FOIA Requests Responses -2022>then select FOIA ID #22-36*.

Please let me know if you have additional questions. Thank you.

John Petzke

John Petzke, CFO
Freedom of Information Officer