



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.

Board of Education

Date

Board of Education

Date

OESPA President

Date

Kenneth Miller

*Executive Director of
Human Resources, Payroll
and Benefits*

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