



# Consolidated School District 158

650 Academic Drive  
Algonquin, Illinois 60102  
(847) 659-6158 • www.district158.org

Consolidated School District 158 Education Support Personnel Association (HESPA) and the Board of Education agree to extend all elements of the current collective bargaining agreement through the 2015-16 school year, with the exception of pay and performance pay. Pay and performance pay are listed below and are part of the new agreement.

## PAY:

Annual hourly rate increases at a rate of CPI, with a minimum of 2% and a maximum of 5% (plus applicable stipends and longevity per sections 14.01A and C.)

## PERFORMANCE PAY:

The Board of Education and HESPA agree that successful implementation of the District Strategic Plan is vital. If all elements of the Strategic Plan are addressed appropriately, then the Board feels there should be a performance bonus.

The Board will provide a one-time payment, up to .5% of the HESPA total base labor cost to be shared equally among all HESPA employees, based on attainment of measures in the Strategic Plan. Base labor costs exclude Board paid IMRF, stipends, extra duty assignments, extra days, supervision, etc.


The Strategic Plan for the District calls for the following Goals to be attained:

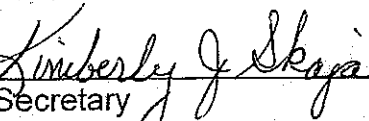
- Goal 1- Continuously Improve Student Growth and Achievement**
- Goal 2- Provide safe, healthy, and nurturing environments conducive to learning and wellness.**
- Goal 3- Attract, support, develop, and retain the best and brightest staff.**
- Goal 4- Foster ownership through trusting and engaged partnerships.**
- Goal 5- Prioritize and allocate resources effectively and equitably while operating with increased efficiency.**

The Board will determine what percentage of the overall Strategic Plan has been met in June of each year. The percentage that has been met will determine the payment to be made. For example, if the Board determines that 80% of the overall Strategic Plan has been satisfied, .80 of the .5% payment opportunity will be used. The total dollar amount will be paid in equal amounts to all HESPA members in the last payroll in June of each year as a one-time payment. The payment will be IMRF creditable but will not be added to each employee's base salary.

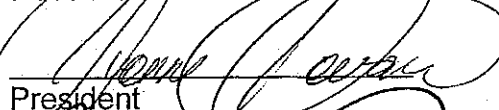
This agreement is signed this 8<sup>th</sup> day of November 2012.


FOR THE BOARD:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

FOR THE ASSOCIATION:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

Expiration: This document expires on June 30, 2016.