



**RCSEA/RCS Memorandum of Understanding**  
**Vertical & Horizontal Articulation Stipend**  
**July 17, 2025**

This Memorandum of Understanding, entered into this July 17, 2025 between the Board of Education of Rantoul City Schools District No. 137 (hereafter “Board”) and the Rantoul City Schools Education Association, IEA/NEA (hereafter “RCSEA”).

**WHEREAS**, the Board and RCSEA are Parties to a Collective Bargaining Agreement (hereafter “CBA”) that defines terms and conditions of employment for the bargaining unit represented by the RCSEA in its duty as the sole and exclusive bargaining representative, and the Parties recognize the Board’s authority to use its finances to improve instructional practices, and the Parties remain committed to the terms and conditions of employment outlined in the existing CBA;

**NOW, THEREFORE**, the Board and RCSEA agree as follows: The District is authorized to provide the following additional compensation for a Vertical & Horizontal Articulation Stipend.

1. This Memorandum is for Certified staff who will participate in professional learning and collaboration to support vertical and horizontal articulation aligned with each school’s School Improvement Plan (SIP).

**Scope of Work**

Each staff member agrees to participate in scheduled evening sessions and additional planning activities outside of the contractual day. Expectations are as follows:

- JW Eater and Northview staff will complete 20 hours of work (4 evening sessions totaling 12 hours + 8 additional planning hours)
- All other participants will complete 27.31 hours of work (12 hours of evening sessions + 15.31 additional planning hours)

Staff agree to:

- Participate in all required planning sessions and complete all assigned work
- Collaborate with colleagues across grade levels and buildings
- Align work with SIP goals and submit any required documentation or deliverables

**Compensation**

All participants will be paid at a rate of \$40.17 per hour. Stipends will be based on total hours worked up to the limits specified below:

Site	Staff Count	Hours per Person	Stipend per Person	Total Stipend Allocation
JW Eater	8	20	\$803.40	\$6,427.20
Northview	6	20	\$803.40	\$4,820.40
Broadmeadow	6	27.31	\$1,097.07	\$6,582.42
Pleasant Acres	6	27.31	\$1,097.07	\$6,582.42

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Eastlawn	6	27.31	\$1,097.07	\$6,582.42
PreK	4	27.31	\$1,097.07	\$4,388.28
RISE Academy	2	27.31	\$1,097.07	\$2,194.14
Total	38	—	—	\$37,577.28

**Term**

This MOU covers work completed between July 1, 2025, and August 30, 2026 and expires on August 31, 2026.

2. **Six Percent (6%) / Retirement Limitation.**

- For eligible teachers who are currently participating in, or enter into, the retirement incentive program as stated in the CBA, the entire sum of any of the above additional stipends shall be paid after the final work day of the teacher and after the final paycheck for services performed.
- For eligible teachers who participate in the retirement incentive program as stated in the CBA after receiving any of the above stipends, the above stipends will not be included in the calculation toward the retirement incentive increase.
- In the event a teacher retires within four years of payment of any of the above additional stipends, and the stipend resulted in the teacher exceeding an increase in creditable earnings of six percent (6%), the employee shall be required to pay back the additional duty pay amount to the School District, and creditable earnings for the teacher will be adjusted to reflect the repayment. An equivalent post-retirement pay will then be paid to the teacher after the teacher's final workday and after the final paycheck for services performed.

3. This Agreement is non-precedential in nature and the result of negotiations between the parties. This Agreement shall expire August 31, 2026.

**IN WITNESS WHEREOF:**

\_\_\_\_\_  
Board President / \_\_\_\_\_  
/ Date

\_\_\_\_\_  
RCSEA Association President / \_\_\_\_\_  
/ Date