



ROCKFORD AREA SCHOOLS
INDEPENDENT SCHOOL DISTRICT 883
BOARD OF EDUCATION

Subject: *Negotiations update with EMR*

Meeting Date: October 20, 2025

Prepared by: Mike McNulty

Date Prepared: October 16, 2025

☒	Information	☒	Briefing	☐	Action		☐	Enclosure Item(s)
-------------------------------------	-------------	-------------------------------------	----------	--------------------------	--------	--	--------------------------	----------------------

The last meeting was October 13, the next meeting is October 20.

1. Meeting dates as of October 15 = May 19, June 16 and 23, July 14 and 21, August 11, September 8 and 22, and October 13.
2. The next meeting is October 20.
3. Language items:
 - a. EMR offer highlights
All the following are TA = dates changed appropriately to 2025-2027 throughout, language on Deferred Compensation table, MOA for ECFE/SR now in contract (Career Increments), retirement/rehiring, Deferred Comp eligibility. PFML and Sick & Safe Time being reviewed.
 - b. District offer highlights
All the following are TA = Q-Comp language, Return from leave, Retirement notification language, Homebound Instruction, Workers compensation language, Uncompensated Leave language, Mileage language, Comp Time deadline language, Compensated Leave language, Long Term substitute teacher language. Personal days being reviewed.
4. Financial items:
 - a. EMR offer highlights (using MSBA calculation) - total fiscal package: first offer- 8.48 % over two years = % increases in salary matrix, schedule C, ECFE/SR, health and dental insurance.
 - b. District counter to EMR highlights (using MSBA calculation) - total fiscal package 7.27% over two years.
 - c. EMR countered the District counter on their salary matrix. District reviewing EMR counter.



**ROCKFORD AREA SCHOOLS
INDEPENDENT SCHOOL DISTRICT 883
BOARD OF EDUCATION**