



**RANTOUL CITY SCHOOLS**  
**BROADMEADOW-EASTLAWN-NORTHVIEW-PLEASANT ACRES-JW EATER**  
**400 EAST WABASH AVENUE, RANTOUL, IL 61866**  
**217.893.5400 - WWW.RCS137.ORG**

**RCSEA/RCS Memorandum of Understanding**  
**Reduction in Force Tie Breaker Provisions**  
**December 18, 2025**

This Memorandum of Understanding, entered into this December 18, 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 remain committed to the terms and conditions of employment outlined in the existing CBA; and

**WHEREAS**, Section 5.4 of the CBA defines procedures related to a Reduction in Force; and

**WHEREAS**, the parties have determined that Section 5.4 of the CBA does not adequately define tie-breaking procedures where there is a need for honorable dismissal of a teacher and placement on the Sequence of Honorable Dismissal List and seniority are equal, and have negotiated additional provisions to clarify said procedures in the event of a tie.

**NOW, THEREFORE**, the Board and RCSEA agree to the following:

1. **Tie Breaker Provisions:** In the event of a tie between two licensed staff members when determining honorable dismissal under a Reduction in Force, and after determining placement on the Sequence of Honorable Dismissal List in compliance with Section 24-12 of The School Code, the following provisions shall be followed in the order listed:
  - a. In the event that seniority is the same, the average numerical score of the last two summative ratings shall be calculated and rounded to the nearest hundredth. The higher score shall prevail.
  - b. In the event that the tie still remains, each employee shall draw a card from a newly opened deck of 52 cards with aces being defined as the highest card. The employee who draws the lower card shall be subject to honorable dismissal. In the event of both employees pulling the same value card, this process will repeat until different cards are pulled, and the employee with the lower value card shall be subject to honorable dismissal.
2. This Agreement is non-precedential in nature and is the result of negotiations between the parties. This Agreement shall expire on June 1, 2028.

**IN WITNESS WHEREOF:**

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

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

