



RANTOUL CITY SCHOOLS
BROADMEADOW-EASTLAWN-NORTHVIEW-PLEASANT ACRES-JW EATER
400 EAST WABASH AVENUE, RANTOUL, IL 61866
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RCSEA/RCS Memorandum of Understanding
Junior High Overload 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 attract and retain staff, 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 Junior High Overload Stipend.

1. Junior High Overload Stipend: In recognition of a teacher taking an overload, as defined as teaching an additional section of students and giving up his/her plan time for the entirety of the year, that teacher will be given a \$10,000 stipend. In the event that the administration determines that the overload is no longer needed, the rationale will be provided to the RCSEA and the stipend will be prorated for the days that the teacher was working the overload.
2. The stipend outlined in this MOU will be paid in equal installments over pay periods of the year the funds were issued, except as further provided in Section 3.
3. 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.
4. This Agreement is non-precedential in nature and the result of negotiations between the parties. This Agreement shall expire June 1, 2026.

IN WITNESS WHEREOF:

_____/_____
Board President / Date

_____/_____
RCSEA Association President / Date