



**RANTOUL CITY SCHOOLS**  
**BROADMEADOW-EASTLAWN-NORTHVIEW-PLEASANT ACRES**  
**PREK CENTER - RISE ACADEMY - JW EATER**  
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To: Rantoul City Schools #137 Board of Education  
From: Thomas Magers, Director of Human Resources  
Date: June 18, 2025  
Re: Contract Negotiations

After meeting with the Rantoul City Educational Support Professionals (RCESP) we have come to a tentative agreement. Members of RCESP ratified the contract on May 23, 2025. Highlighted details are below.

- Three year contract (2025-2026, 2026-2027, and 2027-2028)
- Salary increases of 12.72% for 25-26, 4.5% for 26-27, and 4.25% for 27-28
  - Larger 1st year was to put us in alignment with area districts to remain competitive in hiring
  - Reworked the entire wage schedule to eliminate uneven steps
- Added sick time accrual for probationary employees
- Added vacation accrual for custodial staff with the ability to roll over 5 days from one year to be used by August 31 of the following year (2 additional months)
- Probationary employees should now receive a 45- and 90-day evaluation of performance to provide feedback
- Added Board Credit language similar to RCSEA in order to allow employees to gain hours of training to move over on the salary schedule without having to gain another degree
- Updated the retirement incentive - allows employee to get 4 years at 5.75%
- Updated sections related to placement of new hires to allow placement on salary schedule for all years of service applicable to their position. This will help us to stay competitive in hiring.
- Completed minor language clean-ups and made changes recommended by Bushue (HR Consultant) and legal counsel

It is the administrative recommendation that the board approve the 2025-2028 Collective Bargaining Agreement with the RCESP.