



**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**  
**Illinois Teacher Vacancy Grant**  
**June 18, 2025**

This Memorandum of Understanding, entered into this June 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 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 financial resources as part of the funding received through the Illinois Teacher Vacancy Grant.

1. A \$750 stipend per teacher who serve on the Recruitment and Retention Committee, a committee to inform future decisions around recruitment and retention strategies. The Committee will include two teachers per elementary school, two teachers from the junior high, one teacher from Pre-K, and one teacher from the RISE program Teachers must apply to be considered for a position on the committee. The continuation of this committee and its associated stipend will be reevaluated annually throughout the grant cycle.
2. The stipend for junior high mathematics teachers who are currently receiving a stipend as defined by the current Collective Bargaining Agreement will be paid an additional stipend of \$2500. This additional amount will be annualized. This item will not be diminished during the initial three year grant cycle, unless the grant amount is diminished or discontinued. In the event the grant amount is diminished or discontinued, the stipend will be discontinued in its entirety for the following school term.
3. Longevity stipends will be given to full-time teachers during this grant cycle as outlined below. A teacher will only receive a longevity stipend once through the initial three year grant cycle. As an act to retain our new teachers, 1st year teachers will receive a \$1000 stipend paid in equal installments per pay period during their second year. Teachers entering their 4th year of continuous certified service with RCS will receive \$1,250. Teachers entering their 7th year of continuous certified service with RCS will receive \$1,750. Teachers entering their 10th or higher year of continuous certified service with RCS will receive \$2,250, with this stipend only being provided once. This item will not be diminished during the initial three year grant cycle.

Certified staff years of RCS service at start of 2023-2024	Year paid
1st year (paid during their 2nd year)	2024-2025
2nd year	2025-2026
3rd year	2024-2025
4th year	2023-2024
5th year	2025-2026

6th year	2024-2025
7th year	2023-2024
8th year	2025-2026
9th year	2024-2025
10th year or more	2023-2024

4. All stipends outlined in this MOU will be paid in equal installments over the remaining pay periods of the year the funds were issued. The Illinois Teacher Vacancy Grant is allocated for 3 years. Both Parties agree to review the MOU prior to August 1 of each year. In the event that the State of Illinois ceases to fund this grant, this MOU will cease to be effective immediately, with no obligation to pay further stipends set forth herein.

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.

This Memorandum of Understanding will expire on May 30, 2026.

**IN WITNESS WHEREOF:**

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Board President / Date

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RCSEA Association President / Date