

Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: July 22, 2025
Re: Adoption of the 2025-2028 Tentative Agreement between RIESPA and the RIMSD #41 Board of Education

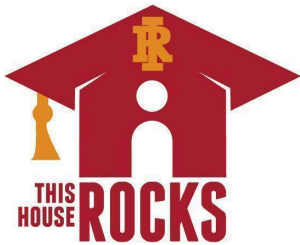
On Monday, July 7, 2025, the Rock Island Educational Support Personnel Association (RIESPA) ratified tentative agreements for a new Collective Bargaining Agreement (CBA). This CBA includes the following employees; paraprofessionals, security, hall monitors, and nurses. The three-year agreement will be in effect for the 2025-26, 2026-27, and 2027-28 school years.

The new CBA includes significant updates to job classifications, compensation, and working conditions. These changes are designed to better meet the district's operational needs while continuing to support and recognize the essential contributions of the employees covered under this CBA. A summary of the major changes is provided below:

- All paraprofessional classifications will now follow a standardized 182-day work year.
- Security personnel will continue to work 8.5 hours per day, with compensation for 8 hours.
- Nurses and instructional paraprofessionals will work 7 hours per day and be paid for 6.5 hours.
- A half-day for RIESPA members will be four (4) hours.
- The stipend for the District Nurse has been removed, as the position is not represented by RIESPA.
- Substitute pay for RIESPA members will increase from \$40 per day to \$60 per day. Substitute pay for a half day will increase from \$20 per day to \$30 per day.
- RIESPA members completing student teaching within the district will now retain their regular salary during their student teaching assignment.
- Nurses who conduct hearing and vision screenings will receive a \$500 annual stipend.
- Professional development days will now include sessions specifically tailored for paraprofessionals, ensuring more targeted and relevant learning experiences.
- The process for accessing the tuition reimbursement pool has been clarified to promote transparency and equity for all members.
- RIESPA members with 20 or more years of continuous service who choose to retire under the Illinois Municipal Retirement Fund (IMRF) will receive a retirement stipend as follows:
 - Retirement by June 30, 2026: \$7,500

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



Sharon Williams, Ed.D.
Superintendent of Schools

- Retirement by June 30, 2027: \$3,750
 - Retirement by June 30, 2028: \$2,500
- Insurance premiums costs will be as follows according to percentages, removing fixed dollar amounts:
 - **Single coverage:** 86% Board / 14% Employee
 - **Single +1:** 82% Board / 18% Employee
 - **Family:** 83% Board / 17% Employee
- **Salary increases will be as follows:**
 - 2025-2026 - 5% salary increase/IMRF contribution rate: 4.75% of the employee's hourly rate
 - 2026-2027 - 4.5% salary increase/IMRF contribution rate: 4.75% of the employee's hourly rate
 - 2027-2028 - 4% salary increase/IMRF contribution rate: 4.75% of the employee's hourly rate

We are confident that this agreement represents a fair, sustainable, and forward-thinking commitment to the paraprofessional members of RIESPA. It strengthens our ability to attract and retain high-quality support staff while continuing to provide critical services to our scholars and school communities.

It is recommended that the Board of Education adopt the newly ratified RIESPA Collective Bargaining agreement for the 2025-2028 school years.

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org