



RANTOUL CITY SCHOOLS
BROADMEADOW-EASTLAWN-NORTHVIEW-PLEASANT ACRES
PREK CENTER – RISE ACADEMY – JW EATER
1 AVIATION CENTER DRIVE, RANTOUL, IL 61866
217.893.5400 – WWW.RCS137.ORG

RCSEA/RCS Memorandum of Understanding
Compensation for Moving Work Spaces/Classrooms
April 17, 2025

This Memorandum of Understanding, entered into this April 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 compensate staff as it sees necessary, 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 to certified staff members who work in an elementary building for moving their work spaces/classrooms due to the change in the organization of the schools.

1. Certified classroom teachers working in an elementary school that need to move their classroom or work space within the same building will be compensated for:
 - a. Up to 8 hours at a rate of \$20.00 per hour to be completed between May 24, 2025 and June 6, 2025. Time needs to be recorded on a timesheet, submitted to the building principal for approval, and sent to Christy Deer at Central Office for processing on or before June 10, 2025. Payment will be made on the June 30, 2025 payroll.
 - b. Up to 8 hours at a rate of \$20.00 per hour to be completed between August 5, 2025 and August 12, 2025. Time needs to be recorded on a timesheet, submitted to the building principal for approval, and sent to Christy Deer at Central Office for processing on or before August 15, 2025. Payment will be made on the August 30, 2025 payroll.
2. Certified classroom teachers working in an elementary school that need to move their classroom or work space to a different building will be compensated for:
 - a. Up to 24 hours at a rate of \$20.00 per hour to be completed between May 24, 2025 and June 6, 2025. Time needs to be recorded on a timesheet, submitted to the building principal for approval, and sent to Christy Deer at Central Office for processing on or before June 10, 2025. Payment will be made on the June 30, 2025 payroll.
 - b. Up to 8 hours at a rate of \$20.00 per hour to be completed between August 5, 2025 and August 12, 2025. Time needs to be recorded on a timesheet, submitted to the building principal for approval, and sent to Christy Deer at Central Office for processing on or before August 15, 2025. Payment will be made on the August 30, 2025 payroll.
3. Other certified staff members working in an elementary school (e.g. Social Workers, SLPs, Special Education Teachers, specials teachers) or certified PreK staff that need to move their classroom or work space to a different building will be compensated for:

RANTOUL CITY SCHOOLS EXISTS TO BUILD A STRONGER COMMUNITY BY EDUCATING OUR STUDENTS.

- a. Up to 8 hours at a rate of \$20.00 per hour to be completed between May 24, 2025 and June 6, 2025. Time needs to be recorded on a timesheet, submitted to the building principal for approval, and sent to Christy Deer at Central Office for processing on or before June 10, 2025. Payment will be made on the June 30, 2025 payroll.
- b. Up to 8 hours at a rate of \$20.00 per hour to be completed between August 5, 2025 and August 12, 2025. Time needs to be recorded on a timesheet, submitted to the building principal for approval, and sent to Christy Deer at Central Office for processing on or before August 15, 2025. Payment will be made on the August 30, 2025 payroll.

4. 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.

5. This Agreement is non-precedential in nature and the result of negotiations between the parties. This Agreement shall expire August 13, 2025 (first day of staff attendance for 2025-2026).

IN WITNESS WHEREOF:

Board President / _____
/ Date

RCSEA Association President / _____
/ Date