



RANTOUL CITY SCHOOLS
BROADMEADOW-EASTLAWN-NORTHVIEW-PLEASANT ACRES
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RANTOUL CITY SCHOOL DISTRICT NO. 137

AND

**RANTOUL CITY SCHOOL DISTRICT EDUCATION ASSOCIATION,
IEA/NEA**

2025-2028

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

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ARTICLE I: Recognition

Included: All full-time and regularly employed part-time licensed personnel working under a Professional Educator License (PEL).

Excluded: All managerial, supervisory, and confidential employees (specifically including the technology coordinator) and all others excluded by the Act including superintendent, principals, and any assistant principals who regularly evaluate certificated teachers.

Members of the bargaining unit are referred to in this agreement as “teachers.” Persons who hold teaching certificates, but whose positions do not require certificates are not teachers for purposes of this agreement.

ARTICLE II: Negotiation Procedures

2.1 Mediation

If the services of a mediator are needed, a mediator shall be jointly requested by the parties.

2.2 Attendant Costs

Cost for consultants chosen by any party shall be paid by that party. The costs for the mediator shall be shared equally by the Board and the Association.

ARTICLE III: Professional Grievance Procedure

3.1 Grievance Defined

Any claim by the Association, a group of teachers, or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this agreement shall be a grievance.

3.2 Purpose

The purpose of this article is to secure an early and fair resolution to the issues between the parties.

3.3 Time Limits Defined

All time limits in this grievance procedure consist of days in which school is in session for students, except when a grievance is submitted fewer than ten (10) days before the close of the school year, during the summer, or during the first ten (10) days of the school year, then time limits shall consist of all weekdays (Monday through Friday) and all time limits shall double.

3.4 Bypass

Upon mutual agreement of the parties any grievance may be initiated with the Superintendent or his designee and other steps may be omitted.

3.5 Class Grievances

Class grievances involving one or more teachers, or one or more immediate supervisors, and grievances involving an administrator above the building level may be filed initially with the Superintendent. Grievances involving two or more administrators shall be filed with the Superintendent.

3.6 Timely Written Responses

If no written response has been rendered within the time limits specified, the grievance shall proceed to the next step.

3.7 No Retaliation

The employer shall not retaliate against a teacher for participating in a grievance.

3.8 Teacher Rights and Representation

Teachers shall have the right to Association representation at the processing of a grievance at any level. No teacher shall be required to discuss any grievance if an Association representative is not present. However, teachers are not compelled to have an Association representative present. No adjustment of grievances shall be inconsistent with the terms of this agreement.

3.9 Association Representation

The Association shall have a right to have an Association representative present at the resolution of any grievance.

3.10 Time and Place

Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons necessary to the proceedings to attend. If the processing of a grievance is held by agreement during school hours, all teachers whose presence is necessary shall be excused without loss of pay, benefits or seniority for that purpose, for such time as is necessary for testimony.

3.11 Withdrawal of Grievance

A grievance may be withdrawn at any time without establishing precedent.

3.12 Informal Meeting

A teacher may present a grievance to his or her immediate supervisor informally in an attempt to adjust the same. However, no grievance shall be deemed initiated for purposes of the timeline specified in this Article Three unless it is timely filed in writing at the Supervisor Level.

3.13 Level One Procedure

Since the purpose of this procedure is to secure at the lowest level possible an equitable solution to the problems of the parties, the teacher and his/her immediate supervisor shall attempt to resolve the problem through informal communications. When requested by the teacher, an Association representative may accompany the teacher.

3.14 Supervisor Level

If the grievance is not satisfactorily resolved through an informal meeting, the grievance shall be submitted to the building principal (or immediate supervisor, if not a principal) in writing. The grievance shall specify the nature of the alleged violation, misapplication or misinterpretation, the specific provisions of this agreement that are alleged to have been violated and the remedy requested. The building principal (or supervisor) shall call a meeting within ten (10) days for the purpose of discussing the grievance. Should the principal fail to respond in writing within ten (10) days, the grievance shall proceed to the Superintendent step by filing a written appeal to the Superintendent.

3.15 Superintendent Step

The Superintendent shall arrange for a meeting within ten (10) days of his receipt of the written appeal. Should the Superintendent fail to respond in writing within ten (10) days of the Superintendent's meeting or if the Association is not satisfied by the Superintendent's response, the Association may submit the grievance to arbitration. The Board shall not be required to arbitrate any grievance unless the Association submits the grievance to Arbitration with the American Arbitration Association (or other arbitration body agreed by the parties) within thirty (30) days from the date of the Superintendent's response or the expiration of the time limits for the same.

3.16 Arbitration Step

The arbitration shall be conducted under, and in conformance with, the Voluntary Labor Arbitration Rules of the American Arbitration Association. Upon mutual written agreement of the parties the Streamlined Labor Association Arbitration Rules of the American Arbitration Association may be used. If an arbitrator cannot be agreed upon, a panel of arbitrators will be submitted to the parties, and the parties shall alternately strike names until one remains. Each side may strike an entire panel.

The arbitrator shall submit his or her decision and remedy (if any) in writing according to the rules of the American Arbitration Association, unless the parties waive a written decision. The arbitrator may not expand upon, alter, change, modify or fail to apply any of the terms and conditions of this agreement. The arbitrator may award such remedy as will, in appropriate cases, make the grievant(s) whole.

3.17 Postponement of Arbitration

If only one party requests a postponement of an arbitration hearing, that party shall bear all costs, if any, related to the postponement. If both parties request a postponement the cost, if any, related to the postponement will be divided evenly between the parties.

3.18 Costs

Each party shall bear the full cost of its own representation in the arbitration proceedings. The cost of the arbitrator shall be shared equally between the parties.

3.19 Court Reporter

Unless agreed upon in advance, the party requesting a court reporter shall assume full responsibility for the expenses of the reporter. However, if both parties request a transcript, then the parties shall share equally the cost of the reporter.

3.20 Personnel Files

All grievance forms and responses shall be filed separately from the personnel file of the teachers.

3.21 Time Bar

Time is of the essence in the grievance procedure. All grievances must be submitted in writing to the building principal within fifteen (15) days of the date that the teacher affected knew or should have known of the alleged violation, misinterpretation or misapplication of the contract. Failure to submit a grievance in writing within this time period, or failure to timely process any other step in the grievance procedure shall serve as an absolute bar to further proceedings.

3.22 Waive Requirements

The parties may agree in writing to waive any of the requirements of this Article.

ARTICLE IV: Association Rights and Responsibilities

4.1 Use of Building Space

The local Association shall have the right to request the use of school buildings for its official activities, and the right to transact official local Association business on school property. Approval of such requests shall not be unreasonably withheld. Association activities shall never interfere with or interrupt school operations, or use previously arranged by other groups or individuals. The time and space requested shall be submitted to the principal five (5) days in advance in writing, except the

principal may waive this restriction. If any custodial services are required, the Board may make a reasonable charge therefore.

4.2 Association Presentations/Orientation Meetings

The Association may make presentations no longer than one hour in total between meetings with new hires at teacher orientation meetings and/or at opening day. The meeting on opening day shall not exceed 30 minutes. At other meetings the Association may request time, in advance, from the administrator in charge of the agenda specifying the nature of the presentation in writing. Whether or not such a request shall be granted shall be in the exclusive discretion of the administrator. This provision shall not be deemed any limitation on the right of the District to control agendas of meetings.

4.3 School Mail

The Association shall have the right to use District mail service and mail boxes, to the extent they exist, for communications to bargaining unit members.

4.4 Association Activity Postings

Association shall have the right to post notices of its activities and matters of Association concern on bulletin boards designated by the Administration for such purposes. These bulletin boards shall be the exclusive location for posting of Association matters. At least one such board shall be provided in each attendance center, and shall be reasonably available to bargaining unit members. Bulletin boards will normally be in teacher lounges.

4.5 Requests for Information/Board of Education

The Board agrees to make available to the Association in response to reasonable requests for information regarding the financial resources of the District. Such requests may include annual financial reports and audits, the preliminary tentative budget when adopted, budget of the Board of Education, agendas and minutes of Board of Education meetings which are open to the public, treasurer's reports and a list of certified teachers. However, nothing in this paragraph shall require the Board of Education to create documents, data, statistics, or comparisons which do not otherwise exist.

4.6 Requests for Information/Association

The Association will make available any pertinent information as reasonably requested by the Board or its representatives.

4.7 Payroll Deductions

Teachers shall be permitted to authorize dues deductions for Association membership on forms to be provided by the Association. The Association shall provide to the Superintendent or designee at least ten days prior to the first payroll of the school year authorizations for dues deductions, unless the teacher has already provided written authorization to the Superintendent. Teachers may elect to have dues deducted over nine (9) months. The Administration shall have the right to adopt reasonable rules regarding the coordination of dues deduction with payroll preparation and distribution. Dues deducted shall be forwarded to the Association within ten (10) days of deduction.

Teachers hired after the beginning of the school term who have authorized dues deduction shall have the same deducted over the remaining payroll periods, and the Association shall provide such authorizations as soon as possible before the next payroll, unless the teacher has already provided written authorization to the Superintendent.

The Employer shall have no obligation for dues in arrears or dues not paid to the Association in any situation where net earnings are insufficient to cover the sum remaining due, or for dues (other than that regularly scheduled for deduction in the final paycheck) in case a teacher leaves service during the school year.

4.8 Illegal Discrimination

A teacher who believes the employer has engaged in illegal discrimination against him or her, on the basis of race or color, creed, sex, age, marital status, or national origin shall be afforded the opportunity to mediate the claim. The parties shall utilize the services of Federal Mediation and Conciliation Service, if available.

4.9 Board Agendas

Board agendas for meetings open to the public will be sent via email to the Association president and to each center. During the summer, such agendas shall only be emailed to the Association President. These will be processed at the same time as mailed/emailed to Board of Education members.

4.10 Authorized Agents

Authorized agents of the Association, upon notifying the school office, may meet with school teachers in the school building during duty-free times of such teachers. Preparation time is NOT duty-free time.

4.11 Association Presentations/Board of Education Meetings

The Board of Education shall afford an Association representative a reasonable opportunity to address the Board during the "open forum" section of public meetings of the Board of Education. However, if an Association presentation concerns an individual employee, or students, the Board may elect to hear the presentation in closed session, to the extent permissible under the Illinois Open Meetings Act.

If the Association plans a lengthy or detailed presentation, the Association shall notify the Superintendent reasonably in advance so the Superintendent can prepare for possible Board questions or issue.

4.12 Notification of Newly Hired Bargaining Unit Members

Names and addresses of newly hired bargaining unit members will be forwarded to the Association president and secretary/treasurer within 10 calendar days from the date of hire. The District shall provide the Association, at regular intervals not to exceed 30 days, information on all bargaining unit members, including: name, address, job title, date of hire, worksite location, home and personal telephone numbers (if on file), personal email address (if on file), and any other such reasonable information as possessed by the District.

4.13 Association-Administration Council

The Association shall designate two (2) representatives to meet with the Superintendent and his/her administrative designees at a minimum of four (4) mutually agreed times during the school year for the purposes of discussing district-wide issues. It is understood that the Board members may attend such meetings at their option, but that may make the meeting subject to the Open Meetings Act.

ARTICLE V: Teacher Rights and Protections

5.1 Personnel Files

A) The District shall maintain personnel files. No evaluative materials will be placed in the file unless the teacher has been offered an opportunity to read the materials.

This provision does not require that all teacher materials be kept in a single file. By way of example, and not limitation, materials relating to evaluations-in-progress, records concerning sick leave, personal leave, and payroll matters may be kept in electronic form or at the building level. This provision does not limit the right of the Employer to conduct investigations as to possible teacher

misconduct nor does this provision require the employer to notify teachers or to make materials available during pending investigations or if disclosure would prevent or hinder a full and fair investigation.

No material alleging teacher misconduct shall be placed in a teacher's personnel file more than thirty (30) days following the occurrence of the event, the Administration's knowledge of the same, or the conclusion of any appropriate investigation, whichever is later.

B) Within thirty (30) days following the placement of materials critical of a teacher's performance or misconduct is placed in the teacher's file, the teacher shall have the right to respond and such a response shall be attached to the material in the file. The teacher shall be afforded an opportunity to sign material critical of a teacher's behavior or evaluation prior to it being placed in the personnel file. If the teacher refuses to sign the administrator shall note the refusal and the date thereof.

C) Upon appropriate written request by the teacher to the Central Office, the teacher shall be provided a copy of said teacher's personnel records as provided in the Illinois Personnel Records Review Act.

D) Upon request, the Board will reproduce, at the teacher's expense, any material in his/her personnel file. This will not require the Board to produce multiple copies of the same document during the same school year.

E) Teacher personnel files at the administrative central office will be kept locked at all times outside the regular office hours.

5.2 Liability Protection

District shall, in compliance with and to the extent required by law, indemnify and protect all teachers from losses resulting from suits arising out of claims for damages, resulting from alleged negligent or other wrongful acts of the teacher committed in the scope of their employment or under the direction of the Board. This provision does not require the Board of Education to indemnify teachers for willful or wanton misconduct or other intentional acts.

5.3 Student Discipline

A) Maintenance of Classroom Behavior: The teacher has the right and responsibility to maintain a reasonable standard of orderly behavior in his/her classroom subject to and consistent with rules of the employer. Teachers shall have the right to use such reasonable force as may be necessary to protect the teacher, other teachers or students from physical assault or injury or damage to property. Teachers shall notify their principal or other immediate supervisor in case of any assault or battery or use of force by the teacher. The notification by the teacher must also include a written rationale/reason for the use of reasonable or excessive force.

1. The Administration may contact appropriate police authorities in cases where an assault or battery falls outside rules of student conduct. The teacher also has the right to contact police authorities but may not reveal the contents of student records except to the extent permitted by law.
2. Any student committing an assault or battery upon a teacher shall be disciplined in accordance with the District's discipline policy. However, students who are subject to an IEP shall be disciplined in accordance with such IEP.
3. If a student commits battery against a teacher, defined as intentional physical contact that causes serious bodily harm, and an out-of-school suspension is assigned to the student as a disciplinary action, a re-entry meeting will be held.

4. The Board shall indemnify and reimburse any teacher for any loss, damage to or destruction of the teacher's personal property as a result of a student's assault, battery or willful act during the teacher's performance of duties at school, or during a school-sponsored activity.

B) **Responsibility For and Assistance with Discipline:** The administration shall provide reasonable assistance to teachers in cases of students who are unusually difficult to control or discipline. However, the teacher has the primary obligation to maintain discipline of students assigned to him/her, as well as students in the immediate vicinity, such as, but not limited to hall supervision, playground duty, assemblies, etc., with the exception of the teacher's thirty (30) minute duty-free lunch.

Teachers may be required to be able to provide services to students of the entire range of abilities and circumstances. The Board will provide teachers with reasonable assistance and training in respect to any student who, due to educational, medical, or social situations, requires the teacher to take substantial and unusual steps in respect to that teacher's responsibilities to that student.

C) **Court Appearance:** If a teacher is required to appear in court or otherwise testify as a result of physical assault by a student, the teacher shall not suffer any loss of pay or leave.

D) **School and Classroom Environment Committee:** Management and the Association agree that a school and classroom environment conducive to learning is necessary for our students. At least three times per year, a discipline committee will meet to review student behavior, discipline, and/or school-wide environment data and make recommendations to improve school and classroom environments.

5.4 **Reduction in Force**

A) **Consultation with Association:** When the Administration determines that it may be necessary to recommend to the Board of Education that the number of teachers employed by the District be reduced because of decreased enrollment, lack of funds or other reasons, the Superintendent shall consult with the Association. The Association shall be given an opportunity to discuss with the Superintendent the number of teachers to be reduced in force, particular positions eliminated and to suggest alternatives to reduction in staff. The Board shall have no obligation to create positions, re-assign faculty, re-distribute workloads or duties among teachers, to avoid reduction-in-force, unless agreed by the parties.

B) **Certification and Qualification:**

- 1) Certification and qualification shall be based upon the provisions of the rules and regulations of the Illinois State Board of Education, current as of the date of the decision to reduce force, as published in the Illinois Administrative Code; and,
- 2) Opinions of the State Board of Education staff assigned the duties of interpreting the rules of certification and qualification shall be deemed determinative; and,
- 3) The decisions of the Board of Education or Superintendent determining qualification beyond those set forth in the rules of the State Board of Education shall be deemed final and correct; and,
- 4) Neither this section nor any other part of this agreement establishes any additional rights in respect to reduction in force
- 5) This section 5.4 shall not affect:
 - a) The right of the Board of Education or its administration to issue notices provided by the Illinois School Code.
 - b) The right of the Board of Education to dismiss teachers for reasons other than reduction in force.

C) **75 Day Lists:** By 75 days before the end of school of each year, the Administration, in consultation with the Association, shall develop a list, for distribution to the Association president

showing the length of continuing service and the areas of certification and qualification of each teacher. In addition, a 75 day seniority list shall be provided to the Association president at the time of distribution. A copy of the continuous service list shall be provided to the Association president at the time of distribution. The Association and teachers shall have ten (10) calendar days from the distribution date to file exceptions to either list with the Superintendent in writing. For subsequent lists, continuous service may only be challenged for the period since the last continuous service posting, or because a teacher is not shown as certified and qualified in an area in which the teacher is actually certified and qualified.

D) Re-employment Procedure:

1. **Teacher's Response to Recall:** A teacher who is offered re-employment through recall shall have ten (10) calendar days from the date of registered mailing or direct telephone contact to accept the recall offer. A teacher's failure to respond to a recall notice shall result in termination of the teacher's rights of recall for that position. It is the teacher's responsibility to provide current contact information.
2. **Reinstatement of Teachers:** Any teacher in group 3 or 4 removed or dismissed because of reduction in force shall have recall rights from the date of reduction in force notice and continuing until the day prior to the school year commencing the second year following the layoff notice based upon legal qualifications and any other qualifications established in the District on or before the May 10 prior to the date of the position becoming available. Any teacher in group 2 who qualifies for "limited" recall rights shall exercise those rights consistent with Section 24-12 of the School Code.
3. **Reinstatement Rights:** Any teacher who is recalled under this section shall have all accumulated sick leave, salary schedule position, and continuous service as when honorably dismissed.

5.5 Complaints

If an administrator receives a complaint concerning a teacher's performance or conduct, it shall be handled as follows:

- A. Whenever possible, the initial complaint will be managed by the building administrator or immediate supervisor.
- B. If the Administrator believes that the complaint is meritless, no further action shall be taken, except the Administrator may, in his or her discretion, advise the teacher that a meritless complaint has been made.
- C. If the Administrator believes the complaint may have merit, the Administrator shall conduct such investigation as he or she deems reasonable.
- D. A teacher has the right to request union representation during an investigatory meeting, if they reasonably believe the meeting could lead to disciplinary action against them.
- E. If the Administrator believes it will be helpful to resolve conflict, the Administrator may request the complaining person to meet at a reasonable time with the teacher and if such a meeting is convened the teacher shall attend. This provision shall not require notification of the teachers of allegations of criminal misconduct or other conduct harmful to children or the school district. This provision does not apply to investigations conducted by law enforcement agencies, including, by example, the Department of Children and Family Services.
- F. Nothing in this section may supercede relevant Board Policies, including but not limited to: 2:260 (Uniform Grievance Procedure), 2:105 (Ethics and Gift Ban), 2:265 (Title IX Grievance Procedure), 2:270 (Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:30 (Hiring Process and Criteria), 5:90 (Abused and Neglected Child Reporting), 6:120 (Education of Children with Disabilities), 6:170 (Title I Programs), 6:260 (Complaints About Curriculum, Instructional Materials, and Programs), 7:10

(Equal Educational Opportunities), 7:15 (Student and Family Privacy Rights), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:310 (Restrictions on Publications; Elementary Schools), 8:70 (Accommodating Individuals with Disabilities), 8:95 (Parental Involvement).

5.6 Job Descriptions and Evaluations

- A. **Job Descriptions:** The District shall provide a description of each teacher's duties and responsibilities in the form of a job description. Job descriptions are not incorporated into this agreement. The Association shall be given the opportunity to provide input in the development of each job description, but the final determination of job descriptions is reserved to the Board of Education.
- B. **Job Performance Prior to Evaluation:** Nothing in this agreement or the evaluation plan prohibits an administrator from noting an area of concern prior to evaluation. The teacher may be informed orally or in writing.
- C. **Evaluation Procedures:** Evaluation procedures will be followed as stated in the board approved Rantoul City Schools Evaluation Plan.
- D. **Rating System:** Teachers shall be evaluated as excellent, proficient, needs improvement, or unsatisfactory.

5.7 Teacher Discipline

Supervisors are encouraged to have informal conversations around employee minor misconduct prior to the issuance of formal discipline. Generally, progressive discipline (e.g. verbal warning, written warning, suspension without pay, discharge) will be followed subsequent to a predisciplinary or disciplinary meeting. For repeated and/or serious violations of rules or procedures, or intentional misconduct harmful to students, employees, the school community, or the School District, steps in progressive discipline may be omitted or skipped. Discipline may begin at any level at the discretion of the Administration or Board, including termination of employment in accordance with law. Suspension of a teacher for a period longer than five (5) days without pay shall be preceded by an opportunity for the teacher to be heard before the Board of Education. The majority decision of the Board shall be final, but such decision shall be subject to the grievance procedure. This paragraph has no effect upon dismissals under 24-12 of the School Code, or suspension by the Board pending dismissal.

5.8 Right of Teacher to Association Representative at Disciplinary Meeting

In the event that an administrator or the Board requires a teacher to attend a meeting for the purpose of disciplining a teacher, the teacher may be represented by another teacher or the Association representative. The teacher shall be given prior written notice of the reasons for such a meeting two (2) days in advance.

ARTICLE VI: Teacher Working Conditions

6.1 Requisitions

Each teacher shall be given the opportunity to submit requisition requests for instruction materials and supplies when needed.

6.2 Unsafe or Hazardous Conditions

No teacher shall be required to work under conditions which are hazardous or unsafe. However, this provision shall not have any application to persons who have unique illnesses or conditions which prevent them from performing or reduce their effectiveness in performing essential job duties.

EXAMPLE: A teacher suffers from agoraphobia (an irrational fear of being in places or situations from which escape might be difficult or embarrassing). As a result of this condition the teacher is unable to perform his or her duties because it requires being in the presence of large numbers of persons in public places. Since the condition is real one, the teacher is entitled to sick leave benefits (to the extent sick leave is available) but the teacher is not deemed to be working in an unsafe or hazardous condition or perform tasks which endanger his or her health because there is nothing in the teacher's work environment which would be unhealthy or dangerous to a person without agoraphobia. This is true even though being in a public place causes real symptoms and the condition of agoraphobia is well recognized in scientific literature.

EXAMPLE: A teacher suffers from an allergy to fragrances of all kinds. The teacher is unable to be in the presence of the general public (such as the student population) because fragrances are present on their clothing, hair, bodies, etc. The presence of fragrances is not an unsafe or hazardous condition nor do the teacher's work duties endanger his health because there is nothing in the teacher's work environment which would be unhealthy or dangerous to a person without allergies to fragrances. This is true even though being in the presence of fragrances causes real symptoms, and allergies to certain fragrances are well recognized as medical conditions.

Nothing in this provision affects the right or the obligation of the employer to make reasonable accommodations to persons with disabilities. No statute respecting disability is made part of this agreement.

6.3 Calendar

The Association may propose a calendar for consideration per state statute by the administration and Board of Education. The calendar, when adopted, shall include not more than one hundred eighty (180) days. Teachers shall not have more than one hundred eighty (180) teacher responsibility days. Unused emergency days will be removed at the end of the year. The Board of Education reserves the right to adopt the final calendar. The Board of Education reserves the right to amend the calendar from time to time as is necessary to ensure one hundred eighty (180) responsibility days, or the number of days required per state statute.

6.4 Class Size

Management and the Association agree that lower class sizes are preferred for our students. The following guidelines will be in effect regarding class sizes beginning with the 2019-2020 school year and are subject to change based on mutual agreement of the district's class size committee. Enrollment data will be pulled (after kindergarten registration) no later than May 1 of the current school year to determine optimal staffing for the subsequent school year. Kindergarten enrollment for the subsequent school year will be based on the currently enrolled kindergarten students or the number from kindergarten registration, whichever is higher. The district's class size committee will meet to review optimal staffing projections. The district will make every effort to meet optimal staffing levels prior to the start of the subsequent year.

By September 15 of the current school year, the district's class size committee will meet to determine if maximum class sizes have been exceeded based on current enrollment. Once the class size reaches the maximum number, the next enrolled child will require a remedy. The class size committee will meet to determine the most appropriate and practical remedy.

Remedies may include:

- Allotment of ESP staff time.
- Intra-building reassignment or rescheduling of students.

- Intra-district transfer.
- Provision of additional teaching staff.
- Discontinuing or combining classes with small enrollment.
- Overload stipend to classroom teacher.
- Other reasonable remedies as agreed to by the Class Size Committee

Either party of the Class Size Committee may request a meeting to review any unusual or emergency situations regarding enrollment.

For purposes of determining total enrollment in an elementary homeroom class, a student who is placed in the classroom for 150 or more instructional minutes per day without another adult (in addition to the homeroom teacher) will count toward that homeroom's class size.

6.4.5 EJHS Instructional Load

Due to junior high block scheduling, junior high instructional load will be assigned proportionately in accordance with students' needs and assessment data. The administration shall be responsible for all assignments.

6.5 Teacher Day/Preparation Time

- A. The length of the assigned school day for teachers shall not exceed seven hours and fifteen minutes or an average thirty-eight and one-half (38.5) hours per week. The work day shall begin no earlier than 7:30am (Eater 7:25am). The Administration shall assign duties among teachers during that workday. Teachers shall devote such additional time as may be necessary to the school improvement and assessment activities, Parent-teacher conferences and meetings, faculty meetings, student supervision, PTO meetings, school sponsored events, IEP and multidisciplinary conference meetings, special education hearings, and emergencies defined by the Administration. Administration may schedule after school meetings up to twice a month with an end time of up to 30 minutes after contractual hours. The Administration shall notify teachers when possible forty-eight (48) hours in advance of the need for duties or meetings beyond the regular workday.
- B. Full-time teachers shall have regularly scheduled preparation time as follows. Travel time is not considered preparation time.
 1. Teachers shall have preparation time totaling 40 minutes per day, or an average of two hundred (200) minutes per week, excluding early dismissal/late start days and any school improvement days. No more than two plan periods in a typical five-day work week will be used for scheduled meetings.
 2. Teachers who lose an assigned preparation period in order to internally substitute for that period due to the absence of the regularly assigned teacher for the period of at least 40 minutes shall be paid \$40.00, or for a partial period (at least 20 minutes) shall be paid \$20.00.
 3. Preparation time is not guaranteed in all situations, due to reasons such as shortened school day, special activities, field trips, special education IEP meetings, and other activities that alter the routine of the teacher's normal schedule.
- C. Special Education Meetings: For special education meetings scheduled to start 30 minutes or more past the end of the contractual work day, any teacher covered by this collective bargaining agreement who is required to attend said special education meeting and attends the entire meeting shall be paid at the extra duty rate. The case manager shall make every effort to schedule special education meetings during the contractual workday. If a meeting is required to start 30 minutes or more past the end of the contractual workday, this meeting must be pre-approved by the building principal, director of special education, or designee.

6.6 Lunch Period

Every teacher regularly assigned to work more than five consecutive clock hours per day shall be allowed a duty-free lunch period of not less than thirty (30) consecutive minutes. Teachers shall be permitted to leave the building during said lunch period.

6.7 Student Teacher

If a teacher requests supervision of a student teacher and that teacher's request is denied by the Administration, the Administration shall provide the teacher with a reason for the denial.

6.8 Vacancies and Transfers

- A. The administration will post internal and external vacancy notices of certified positions on the district website within 14 days of when the administration determines there is a vacancy. Posting on the district website will satisfy the internal posting requirement. No position will be permanently filled within ten (10) days of posting. During the posting period teachers may apply for a vacancy in writing to the principal of the building in which there is a posting as well as notifying the employee's current building principal. If principal is unavailable, notify the Human Resources Administrative Assistant.
- B. The Board of Education and administration reserve the right to fill vacancies and to transfer teachers as they determine in their discretion is in the best interest of the District.
- C. When it is necessary to involuntarily transfer or reassign teachers, volunteers shall first be considered unless it creates a hardship to fill the volunteer's current position. When an adequate number of volunteers are not obtainable, seniority will be strongly considered when involuntarily transferring or reassigning teachers.
- D. Once a coach/sponsor has completed a season activity in a manner deemed satisfactory, he/she could be reappointed to their position for the coming year. The coach/sponsor should be informed, within a reasonable amount of time at the conclusion of their season/activity or end of the school year, that he/she will not be rehired and a vacancy will be posted. Any vacancies would be posted internally first. If the position is not filled internally, it will be posted externally.

6.9 Retirement Incentive

The Board of Education will provide to its licensed teaching staff a retirement incentive that will include and be subject to the following provisions:

1. To be eligible:

- The teacher shall have a minimum of ten (10) years of continuous full-time service in Rantoul City Schools #137 by the intended date of retirement; and
- The teacher shall be eligible for a TRS retirement annuity, without discount, at the time of retirement; defined as being at least sixty (60) years of age with twenty (20) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District or be at least fifty-five (55) years of age with thirty-five (35) years of credible service as defined by the Illinois Teacher Retirement System by the last day of service in the District; and
- The teacher shall submit an irrevocable notice of retirement by May 1, up to four (4) school years prior to retirement. In no event may a teacher submit an irrevocable notice of retirement in order to exercise this retirement incentive before their fourth school year prior to retirement; and

2. If approved:

- The teacher shall be removed from the salary schedule and extra duty pay schedule; and
- The teacher shall receive an increase in their total creditable earnings over the prior year's total creditable earnings for each year of notice up to a maximum of four (4) years, as follows:
4 years prior to retirement: 5.75% for each year

3 years prior to retirement: 5.75% for each year

2 years prior to retirement: 5.75% for each year

1 year prior to retirement: 5.75%

- For example, a teacher who gives a four-year irrevocable notice of retirement shall receive an increase in total creditable earnings of 5.75% for each remaining year of service at the District.

EXAMPLE:

An employee applies for the retirement incentive program four years before retirement. The employee's TRS creditable earnings for last school year were \$40,000. The employee's TRS creditable earnings for the first year (fourth year prior to retirement) will be \$42,300 ($\$40,000 \times 1.0575 = \$42,300$). The employee's total TRS creditable earnings for the second year (third year prior to retirement) will be \$44,732 ($\$42,300 \times 1.0575 = \$44,732$). The employee's total TRS creditable earnings for the third year (second year prior to retirement) will be \$47,304 ($\$44,732 \times 1.0575 = \$47,304$). The employee's total TRS creditable earnings for the fourth year (final year prior to retirement) will be \$50,024 ($\$47,304 \times 1.0575 = \$50,024$).

- The teacher shall continue to perform all duties performed in the year prior to the first year the incentive is paid for the duration of the retirement notice period. If a teacher voluntarily resigns or is removed by the Board from any extra duty assignment following notice of retirement, the calculation of the teacher's percentage increase shall be reduced by the amount of the extra duty compensation that was being paid to the teacher; and

EXAMPLE:

The employee's TRS creditable earnings from the 2024-2025 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2024-2025. The employee submitted an irrevocable notice of retirement effective at the conclusion of the 2028-2029 school term, so under the retirement incentive, he/she would be scheduled to receive \$45,472.50 TRS creditable earnings for the 2025-2026 school year (i.e., $\$43,000.00 \times 1.0575 = \$45,472.50$). However, the employee resigns from his/her coaching position before the start of the 2025-2026 school year. The employee's TRS total creditable earnings for the 2025-2026 school year will be \$42,300.00 (i.e., $\$40,000.00 \times 1.0575 = \$42,300.00$) rather than \$45,472.50.

- A teacher who completes coursework or who otherwise would be entitled to movement on the salary schedule or extra duty pay schedule shall not receive additional compensation beyond the percentage increase provided by this retirement provision. Notwithstanding any other provision of this agreement or otherwise, a teacher approved for the retirement incentive shall not receive more than the total percentage increase in their total creditable earnings in any year during their participation in the retirement incentive as provided herein.

3. Restrictions/Limitations:

- If approved, a teacher will not be assigned nor be authorized to perform any additional extra duties or TRS reportable duties without the consent of and agreement of the teacher and Superintendent or designee; and
- Any teacher who commences participation in this benefit, but does not comply with or satisfy the provisions herein, including but not limited to completion of their remaining years of service following notice of retirement, shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase which would have been applicable to the teacher during the time period at issue; and
- In the event legislation is enacted which would significantly modify the cost of this retirement incentive or result in a surcharge to the Board, then unless the parties agree to continue this benefit in a subsequent collective bargaining agreement, it shall terminate upon the expiration

of this agreement and will not be available to teachers who have not applied for the benefit prior to the expiration date of this agreement.

4. Retirement Revocation:

In the event that a teacher has submitted his/her timely irrevocable letter of retirement, the teacher may withdraw the letter of retirement in the event of an illness, disability or death of a teacher's spouse or child(ren) with Board approval. This may be granted in extenuating circumstances at the Board's discretion without setting precedence.

6.10 AED Training

All RCS physical education teachers and certified nurses shall be required to become AED certified. The District shall be required to provide AED training or send a teacher to an AED workshop at no cost to the teacher. If the workshop occurs outside a normal workday for the teacher, the teacher shall be paid the daily substitute pay rate. Teachers receiving training will be covered by the district's liability policy while they remain teachers.

6.11 Electronic Devices - Damage

Teachers receive electronic devices to facilitate their work. Teachers will be responsible for the cost of replacement for physical damage (not caused by student(s)) or loss of electronic devices supplied by the Board to each teacher. Ordinary wear and tear and software installations are not included. The cost of repair will be collected from the next paycheck by payroll deduction.

6.12 Mileage for Travel between Buildings

Teachers who travel between buildings and for pre-approved conference travel will be reimbursed at the then-current IRS rate.

ARTICLE VII: Leaves

7.1 Sick Leave

A. Annual Allotment and Accumulation: Full-time teachers shall be granted sick leave based on the number of years employed by the District. Sick leave will be based on the following:

- 1. 0-10 years 15 sick days,**
- 2. 11-20 years 16 sick days,**
- 3. 21+ years 17 sick days.**

Sick leave shall accumulate. Sick leave is available for use in accordance with applicable law, including Family Medical Leave Act and Illinois's Employee Sick Leave Act. Teachers may use sick leave for a death in the Employee's immediate family or household.

Three or More Consecutive Days: Whenever a teacher is absent 3 or more consecutive days, a doctor's excuse/note may be requested upon return to work at the employee's expense pursuant to Section 24-6 of the School Code. The District may request a doctor's excuse/note for absences of less than 3 consecutive days at the District's expense when abuse is reasonably suspected and the reason provided to the employee in writing.

B. Sick Leave Bank: The purpose of this sick leave bank is to provide a teacher a cushion from economic loss occasioned by catastrophic illness or injury, sufficient to allow a teacher to return to work. If it appears that a teacher will be unable to return to work, use of the sick leave bank will not be available.

The original source of additional sick days shall be those “seeded” by the Board of Education as follows: The Board shall make a one-time contribution of sick leave days into the sick leave bank equal to the number of teachers in the bargaining unit as of July 1, 2012. There shall not be additional periodic contributions to the balance of sick leave bank days by the Board of Education (unless the Board chooses to do so in its sole discretion). Rather, sick leave bank days used by eligible teachers will be restored by those teachers who have used the days, and thus made available to future teachers.

The Board may grant the use of sick leave bank days for a catastrophic accident or illness involving the teacher, his/her spouse, or his/her child.

To be eligible to draw days from the bank, the teacher must meet the following conditions:

1. The teacher must have exhausted all sick leave and personal leave days.
2. The teacher must have been unable to work for at least ten (10) consecutive work days.
3. The teacher shall not be eligible for any disability (including Teachers Retirement System disability or the teacher’s private disability coverage) worker’s compensation, or other income protection.
4. The teacher shall have suffered at least three unpaid days due to the circumstance leading to the sick leave bank request.
5. The teacher’s sick leave bank request is supported by a physician’s statement, acceptable to the Board, demonstrating the need for the sick leave bank usage.
6. The Board may, but is not required to have an examination of the employee by a physician of the Board’s choosing to support the receipt or continuance of sick leave bank days.

The sick leave bank shall be administered by the Association. Teachers wishing to avail themselves of these days shall submit an application in writing to the Association President. The Association shall determine eligibility of individual cases, based upon need of the applying teacher, severity of illness or injury, likelihood that the teacher will be able to return to work as a result of utilizing the sick leave bank, potential need by other teachers, and other factors related to the best interest of the school district and its students.

A teacher who has used sick leave bank days will be required to “reimburse” the bank by contributing five (5) days per year from his or her subsequent annual allotments of sick leave, until the bank is restored by the same number of days utilized by the teacher.

Example – Teacher XY qualifies for and uses fifteen (15) sick leave bank days in 2019-2020. XY’s annual allotment of sick leave days in the next subsequent three years is used to reimburse the sick leave bank as follows:

- In 2020-21, five (5) sick leave days of XY’s 2013-2014 annual sick leave allotment are used to reimburse the sick leave bank, leaving the XY owing the District ten (10) days.
- In 2021-22 five (5) more days of XY’s 2014-2015 annual allotment are used to reimburse the sick leave bank, leaving XY owing five (5) days to the sick leave bank.
- The final five (5) days are repaid by XY to the sick leave bank from the XY’s allotment of sick leave days for 2022-2023.

If the teacher leaves service prior to the time all days are restored, the employer shall be entitled to deduct the remaining unrestored days from the teacher’s final paycheck at the teacher’s then current daily rate of pay during the time the sick leave bank was utilized.

The employer shall complete a wage deduction agreement at the time of use of sick leave bank days, which will provide that the sick leave bank days are a cash advance, and authorizing the deduction from salary in case used sick leave days are not restored at the time a teacher leaves service (as provided in Title 56, Ill. Admin. Code, Part 300.750). In no circumstance may a teacher use more than forty (40) sick leave bank days, unless this restriction is waived by the Board in its sole discretion.

C. Sick Leave Reimbursement

A retiring employee will have the option of selling back to the district all accumulated sick leave days in excess of 340 days which cannot be used to establish TRS creditable service at \$25 per day. This payment shall be paid post-retirement, i.e., after the employee's last day of service and after the employee receives his or her final paycheck for services.

7.2 Personal Leave

Teachers shall be granted three (3) days of personal leave annually, which may accrue to a total of six (6), not to be used in more than three (3) consecutive days. After a teacher has accumulated six (6) personal leave days any additional days accumulated may be converted to sick leave. Notice of personal leave shall be submitted in Human Resources data system as early as possible and, except in emergency situations, shall be given at least two (2) school days prior to the day of the leave. Unused personal leave may accumulate as sick leave. No more than two (2) teachers per building may be absent due to personal leave on a given day. This limitation may be waived per the discretion of the superintendent. If more than two (2) teachers per building request personal leave for the same day, the leave shall be granted in order of date of submission into the Human Resources data system. However, if the teacher's absence utilizing personal leave would create an operational hardship for the school district, then the Superintendent at his or her discretion may deny the use of personal leave by providing the teacher with the reasons for the same in writing.

The Superintendent may waive these restrictions in his/her discretion. Personal leave is available only with prior administrative approval:

- to extend any school holiday, vacation or break
- during the first and last two (2) weeks of school
- during parent teacher conferences, teacher in-services, and half-day school improvement dates.

7.3 Jury Duty/Court Leave

A teacher who is called for jury service or subpoenaed to testify to appear in a matter in which neither the teacher nor the Association is a party of interest during his or her scheduled working hours shall receive his/her full salary for the time served or subpoenaed to appear in court. The teacher shall surrender to the employer all payments received as a juror or witness except mileage allowance, meal allowance and parking fees.

7.4 Military Leave

RCS will follow all federal and state laws and current board policy in regards to military leave.

7.5 Professional Leave

Professional leave will be granted at the discretion of the Superintendent. Meals, mileage, conference and hotel fees will be reimbursed as provided in Board policy.

7.6 Association Leave

The Association shall be granted up to twelve (12) teacher days annually district- wide for leave for Association business. The Association shall certify the dates on which leave is requested at least five (5) school days in advance of such leave. The Superintendent may waive notice requirements in case of emergency, such as an alternate replacing an original delegate to the IEA convention. The cost of all

substitutes for Association Leave shall be paid by the Association. Up to three IEA members may be absent on the same day.

7.7 Unpaid Leave of Absence:

A teacher may apply for leave for absence without pay for a period not in excess of one (1) year. Reasons for such leave request may include, but are not necessarily limited to, birth or adoption of a child or other child-care leave, family emergency, leave for educational reasons, and emergencies

The Board of Education shall grant such leaves as are in the best interest of the District. Leaves of less than three (3) months duration where dates are approved by the Administration in advance need not be approved by the Board of Education. If eligible for FMLA leave, all accrued leave must be used first. If no accrued leave is available then the leave will be unpaid.

A teacher who, due to illness or other disability, is unable to work and who has exhausted all available sick leave shall apply for a leave of absence. Leave of absence due to disability shall normally be granted for periods of up to one (1) year. Teachers may request leave of absence for periods in excess of one (1) year. Such leaves shall be granted only when there is reason to believe that the teacher will be able to return to work as an active teacher at the end of the leave.

Teachers on unpaid leave of absence may continue insurance benefits at their own expense, subject to carrier restriction.

Teachers shall not be eligible for any paid leave which occurs during an unpaid leave of absence, but this shall not prohibit a teacher from seeking an unpaid leave of absence following or immediately preceding use of paid leave under this agreement.

A tenured teacher who takes an unpaid leave of absence shall receive one (1) year of continuous service credit if the teacher works (or is on paid leave allowed by this contract) for ninety (90) or more days. If the teacher works (or is on paid leave) for fewer than ninety (90) days, the teacher shall receive no continuous service credit for the year. Number of days worked shall be determined by the District's records prepared for or submitted to Teachers' Retirement System. Sick leave may be used for maternity disability if supported by a physician's statement. This paragraph is not a waiver of the School Board's rights under School Code Sections 24-5 or 24-6. This paragraph does not control whether a leave of absence causes a school year not to count toward the acquisition of tenure for non-tenured teachers. Non-tenured teachers must work a minimum of 120 school days during the school year and return to work the following school year to avoid a break in continuous service and have the year count toward contractual continued service.

7.8 School-Sustained Injuries Leave

RCS will follow worker's compensation law as required. An injury/accident report form must be completed and submitted to Administration.

7.9 Family and Medical Leave Act

For purposes of the Family Medical Leave Act the year shall be a rolling year from the employee's first day of FMLA leave. Both the employer and eligible teachers retain their rights under the Family Medical Leave Act. Refer to the Family Medical Leave Act board policy.

Employees eligible for FMLA shall not be limited to thirty days paid benefit time toward the maximum twelve weeks of FMLA leave for the birth or adoption of a child as defined in FMLA. Paid benefit time shall run concurrently up to the twelve week FMLA period, as further defined in Board Policy 5:185 and applicable law. In the event an employee exhausts their paid benefit time prior to exhaustion of FMLA leave, the remainder of the leave shall be unpaid. Nothing herein authorizes an employee to

elect unpaid leave in lieu of paid benefit leave being applied concurrently during the FMLA leave. This agreement shall not be retroactive to any FMLA leave taken prior to the 2021-2022 school term.

7.10 Bereavement

Each full-time teacher shall be allowed three (3) days of absence per year without loss of pay upon the death of a member(s) of the immediate family or households defined as the following: parents, spouse, domestic partner, brothers, sisters, children, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, step-parents, step-children, aunts, uncles, and grandparents of either the Employee or Employee's spouse. A miscarriage shall be considered a death of a member of the immediate family or household. Up to two additional paid days may be allowed at the discretion of the superintendent.

ARTICLE VIII: Fringe Benefits

8.1 Group Health Insurance

A. For the duration of this contract, the Board will contribute toward the monthly cost of the district group health plan for each eligible full-time teacher. The Board will cover 91% of the base premium for the single health plan selected by the teacher, with the teacher responsible for the remaining 9%. "Eligible teachers" are defined as full-time employees who are regularly scheduled to work at least 30 hours per week and are on the employer's permanent payroll. Part-time and seasonal employees are not eligible for this health insurance. Teachers who work less than a full school year will receive a prorated contribution from the Board toward the cost of their single health coverage.

The Board is not obligated to make any contribution for teachers less than full time, even if eligible. Teachers may pay for district health plan premiums not paid by the Board by payroll deduction.

When both spouses are employed by the Board, one spouse may choose to apply the Board's contribution toward teacher/spouse or family coverage instead of individual coverage. However, in no case will the Board's contribution exceed the cost of the applicable premium for the selected plan. For example, if the total monthly premium for single coverage is \$100, the Board will pay \$91 per employee. In the case where both spouses are employed, the employees may each combine the Board's contribution of \$91 for a total of \$182 towards purchasing family coverage. If family coverage costs less than \$182, say \$175, the Board would only pay \$175, and neither employee would be entitled to an additional financial benefit.

Teachers and dependents of teachers whose employment in the District terminate (including the teacher's death, retirement, reduction-in-force or termination) may be eligible to continue group health coverage for themselves or their dependents at the employee's or dependents' sole expense. The group health plan provides continuation coverage as required by applicable law. Information regarding continuation coverage is available at the websites of the United States Department of Labor and the Illinois Department of Insurance. The District may establish uniform rules or procedures from time to time regarding payments of premiums and other matters regarding continuation coverage.

8.2 Dental Insurance

This District shall contribute 100% of the single employee dental insurance per month. The employee has the option to add dependents or family to the plan at their own expense. Any remaining premium will be paid via payroll deduction. The Board of Education shall seek Association input prior to changing the dental insurance provider or modifying the level of benefits. Participation in the dental insurance program shall be voluntary at the teachers' discretion. When the Board employs both married spouses, one spouse may elect to apply the Board contribution toward family dental coverage.

8.2.5 Vision Insurance

District shall choose to provide vision insurance as an option, at a rate determined by the board, at the employee's own expense and paid via payroll deduction.

8.3 Life Insurance

District shall maintain a group life insurance program providing a Twenty-Five Thousand Dollar (\$25,000) death benefit, double indemnity in case of accidental death, without cost to eligible teachers. The District shall endeavor to maintain such coverage with a carrier which allows optional additional coverage. Any such additional coverage shall be at teacher expense, and paid via payroll deduction. The amount of the policy may be subject to change per carrier's age restriction.

8.4 Cancer Indemnity and Hospital Intensive Care

The District will arrange payroll deduction for any teacher wishing to participate in a cancer indemnity and hospital intensive care insurance program. Participation in the program will be voluntary among teachers and no contributions shall be paid by the District. Premiums shall be paid by individual teachers through payroll deduction.

8.5 Section 125 Flexible Benefits Plan

The Board of Education shall reasonably cooperate with the Association in maintaining a Section 125 Flexible Benefits Plan, with the intent that teacher salary deduction toward flexible benefits be sheltered from federal income taxation. The Board shall select a third party administrator, but will permit input from the Association regarding selection. Should the Board determine to replace a third party administrator, the Association shall be notified of the change, and the reasons. Any such plan shall be available to all teachers, and not only members of the bargaining unit. The cost of plan maintenance and set up shall be borne by the Association and participating teachers. The risk of loss (third party administrator error or failure) shall be borne by the Association.

The obligation of this paragraph 8.5 shall cease to exist if Section 125 or its implementing regulations are substantially modified or if the plan imposes costs upon the school district.

8.6 403(b) Personal Retirement Savings

The Board shall provide an opportunity for teachers to enroll in a 403(b) Personal Retirement Savings Plan, (formally often called "tax-sheltered annuity program."). Teachers who wish to join or alter their participation will be permitted to do so by notifying the Central Office. The administration may establish reasonable rules limiting changes. There shall be no more than fifteen (15) annuity company payees. Participation in 403 (b) Personal Retirement Savings shall be voluntary for teachers. The District has no obligation to contribute to the program. Companies which fail or refuse to comply with District's requirements, including calculating maximum contributions, shall be eliminated from the program.

8.7 Insurance Committee

By March 1 the Association may make specific recommendations to the Board of Education and/or Administration concerning specific insurance coverage benefits and carriers, as well as the content of plans. The Superintendent will prepare insurance specifications and bid documents; and when bids are received, meet with the Association president, or designated person, to review the same.

8.8 Board Contribution to T.H.I.S.

Beginning with the 2005-2006 school term the Board of Education shall pay 100% on behalf of all teachers.

8.9 Retiree Insurance

Dental Insurance: Teachers who have retired on or before June 30, 2014 may continue to participate in the Board's Dental program up to age 70 at their own expense. Coverage will end the date of the retiree's/spouse's birthdate. Retirees shall pay dental premiums to the Human Resources Office in advance. The Board shall not be obligated hereunder to advance premiums for any retired teacher nor to continue coverage upon the failure of any person to make timely payment. Failure to submit timely premium payments will result in cancellation of coverage.

8.10 International Teachers

The District is authorized to provide financial support to international teachers as follows: provide reimbursement to an international teacher for fees associated with maintaining their visas and legal status to work for RCS in an amount up to \$2,000 per year; provide a one-time expense reimbursement of up to \$400 to cover one-night's hotel and ground transportation to the district. The District may enter into individual agreements with international teachers to clarify their commitment to work for the District and to recover District expenses should the employee not fulfill their work commitment.

8.11 Salary Advance for New Hires

This provision is applicable only to new hires meeting the specified criteria and is not available for current or returning staff.

- **Eligibility and Purpose:** The District permits newly hired full-time (1.0 FTE) licensed staff to request a one-time salary advance of up to \$2,500. This advance is available after approval of hiring by the Board of Education and is intended to assist employees in covering initial expenses related to relocation, such as moving costs, apartment rental, security deposits, or other immediate financial needs.
 - **Application Process:** Eligible employees must submit a completed salary advance request form to the Human Resources Office within two (2) weeks of their official hire date (as determined by Board of Education approval).
 - Salary advance money will be issued when the employee has completed required onboarding paperwork and no earlier than 30 days prior to the first student attendance day. Salary advances will be processed and distributed according to the schedule established by the district's business office.
 - **Salary Distribution:** Employees who elect to receive this salary advance agree to have the remaining balance of their annual salary distributed across the regular 24 pay periods. The employee acknowledges that the District is not liable for any impact this advance may have on the employee's Teachers' Retirement System (TRS) reporting or benefits.
 - **Repayment Obligation:** In the event an employee who has received a salary advance does not fulfill their employment obligation for the school term, has their offer of employment rescinded, or is terminated prior to the end of the school term, the employee will be required to repay the advance. Any outstanding amount may be deducted from the employee's final paycheck.
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ARTICLE IX: Compensation

9.1 Salary Compensation

The Salary Schedule is a part of this Agreement and is attached as Appendix A, B, and C.

9.2 Extra-Duty Compensation

Position	# needed	25-26	26-27	27-28
Basketball/Volleyball: timer/scorer/libero tracker	1/Date	\$22.50 per hour	\$24.00 per hour	\$25.50 per hour
Ticket Seller	1/Date			
Scholastic Bowl Moderator	1/Date			
Event Supervisor	1/Date			
Track Event Worker (3-6 hours)	As Needed			
Extra Curr Event All Day	As Needed			
Additional Assigned Duty		25-26	26-27	27-28
Requiring teaching certificate		\$40.37 per hour	\$41.67 per hour	\$42.78 per hour
Not requiring a teaching certificate		\$22.50 per hour	\$24.00 per hour	\$25.50 per hour

Position	# needed	0-4 years*	5+ years*
Cross Country Head	1	4.00%	5.00%
Cross Country Asst	As Needed	3.00%	4.00%
Grade 6 Basketball (girls/boys)	1	5.00%	6.00%
Grade 6 Basketball Asst/Practice Coach (Girls/Boys)	As Needed	3.00%	4.00%
Grade 7/8 Basketball Head Coach (Girls/Boys)	1	8.00%	9.00%
Grade 7/8 Basketball Asst Coach (Girls/Boys)	1	6.00%	7.00%
Volleyball Head Coach	1	8.00%	9.00%
Volleyball Assistant Coach	1	6.00%	7.00%
Baseball Head Coach	1	4.00%	5.00%
Baseball Asst Coach	1	3.00%	4.00%
Softball Head Coach	1	4.00%	5.00%
Softball Asst Coach	1	3.00%	4.00%
Track Head Coach	1 and as needed	8.00%	9.00%
Track Asst. Coach	2 and as needed	5.00%	6.00%
Cheerleading	2	4.00%	5.00%
Athletic Director	1	9.00%	10.00%
Student Council	As needed	4.00%	5.00%
Speech	As needed	3.00%	4.00%
Play/Theater	As needed	3.00%	4.00%
Music Band	1	4.00%	5.00%
Music Chorus	1	4.00%	5.00%
Summer Instrumental Music	1	8.00%	9.00%
Scholastic Bowl	2	3.00%	4.00%
NJHS	As needed	4.00%	5.00%
Team Facilitator	1/grade level	4.00%	5.00%
Lead Lunchroom Supervisor	1/grade level	4.00%	5.00%

Clubs	As needed	3.00%	4.00%
Inclusion Facilitator	As needed	7.00%	8.00%
Bilingual Coordinator	As needed	7.00%	8.00%
Association Council	2	3.00%	4.00%
Tech Assistant	As needed	4.00%	5.00%

All

percentages in the above table will be calculated on the amount of cell 1A (Step 0, Base, BA Lane) for the year's salary schedule for the duration of this Collective Bargaining Agreement

* Years of experience related to a differential position shall mean experience earned while in that position at Rantoul City Schools #137.

9.3 Extra-Curricular Payments

- A. **Annual and Coach/Sponsor Stipends** (i.e. coaching, mentoring, yearlong committees): Annual stipends will be distributed evenly across 24 pay periods or the remaining pay periods of the school year. Coach/sponsor stipends will be paid upon completion of the season.
- B. **Event/Hourly Stipends** (i.e. scorekeeping, After School Program): Teachers will submit the stipend form, or online process if in place, within one pay period of when the event/hourly stipend is worked. Payments will be processed in accordance with payroll periods.
- C. **Additional Assigned Duty Compensation:** When a teacher performs professional duties (i.e. committee and training purposes), approved by administration, outside the teacher's responsibilities as defined in this agreement (6.5A) or outside the 180 teacher responsibility days, the stipend shall be as defined under Additional Assigned Duty in section 9.2 Extra Duty Compensation. The Board may offer a daily stipend rate for additional duty compensation, and the amount will be provided in advance of the work performed. Payments will be processed in accordance with payroll periods.

9.4 Payroll Dates

All employees will be paid in 24 paychecks. Wages shall be paid via direct deposit to an institution directed by each employee with the evidence of a pay stub provided to each employee by electronic delivery through the employee database system. Refer to the staff handbook or website for payroll dates.

9.5 Years of Experience and Coursework Verification for New Hire

Teachers are responsible for ensuring prior years of qualifying teaching and coursework (official transcripts) are submitted to the Central Office by September 1 of year hired or within three weeks of hire date in order to receive credit on the salary schedule. These forms must be completed, signed and submitted by previous employers only. In the event the Sept 1 (or three weeks from hire date) is missed, the employee must contact the superintendent within the first week of school (or 1st week of work) for an approved extension.

9.6 Coursework/Board Credit Lane Movement

- A. **Coursework:** Teachers are responsible for submitting official transcripts of qualifying coursework to the Central Office to substantiate placement in the respective lane of the salary schedule by September 1 of the school year in order to receive credit towards salary. Lane movement only occurs at the beginning of each school year, not mid-year. In the event the September 1st deadline will be missed, the employee must contact the superintendent by September 1 to request an extension.

All coursework must be directly related to teaching and/or learning, completed through an accredited university, and is subject to review and approval by the superintendent prior to movement on the salary schedule to ensure it aligns with the district's goals for professional development and instructional improvement. The superintendent may deny coursework credit hours, and it is recommended that teachers obtain prior written approval that coursework will be accepted. The maximum number of coursework credit hours that a teacher may accumulate in a twelve month period is 15. Any credits beyond 15 hours accumulated within a twelve month period may not be applied to salary schedule movement at any point with the exception of using said hours for the completion of a master's degree.

- B. **Board Credit:** Teachers are responsible for submitting board credit documentation to the Central Office to substantiate lane movement on the salary schedule by September 1 for the applicable school year. Lane movement only occurs at the beginning of each school year, not mid-year.

9.7 Professional Development

For those employees requiring professional development credit outside district provided CPDU's for continued certification/licensing, the district will cover the cost of pre approved professional development.

9.8 Board Credit

An employee who participates in district-sponsored professional development beyond contractual hours, pre-approved by central office administration, and provided and/or supported by district personnel shall receive Board credit on the salary schedule based on the following parameters:

1. Eight (8) clock hours is equivalent to one (1) Board Credit.
2. One (1) Board Credit is equal to one (1) hour of movement on the salary schedule.
3. Board Credit also counts towards CPDUs/continuing education credit on ELIS.
4. Board Credit can be used in addition to or in combination with college credit for lane movement.
5. Any board credit already submitted for lane movement will not be recalculated at a different rate.
6. Board credit from another district will not be accepted.
7. Teachers are responsible for submitting board credit documentation to the Central Office to substantiate lane movement on the salary schedule by the first day of school for the applicable school year. Lane movement only occurs at the beginning of each school year not mid-year.
8. Previously accrued board credit not yet submitted to Central Office for lane movement will be calculated at the new rate of 8 clock hours per 1 board credit.

9.9 Specialized Position Compensation

For employees to receive a specialized position stipend, they must work in a full-time position that primarily works directly with students who will benefit from the qualification. Positions such as an instructional coach or librarian would not qualify for this stipend. Employees must hold a degree, endorsement, or additional licensure in the content with the final designation made by the superintendent or designee.

- A. For employees in BA, BA+15, MA, and MA+15 columns, regardless of years of service:
- a. Qualified ESL, Middle Grades Math, Middle Grades English/Language Arts, Reading/Literacy Specialist, will earn an annual stipend of \$1,500.
 - b. Qualified Bilingual Teacher, Special Education Teacher, Early Childhood with Special Education, Certified School Nurse, Vision Impaired, or Hearing Impaired will earn an annual stipend of \$2,500.

- c. Any combination of “a” and/or “b” is limited to no more than \$3,000. Bilingual Teacher and ESL may not be combined.
- B. B) For employees in MA+30, MA+45, MA+60 columns, regardless of years of service:
 - a. Qualified ESL, Middle Grades Math, Middle Grades English/Language Arts, Reading/Literacy Specialist, will earn an annual stipend of \$2,000.
 - b. Qualified Bilingual Teacher, Special Education Teacher, Early Childhood with Special Education, Certified School Nurse, Social Worker, Psychologist, Speech Language Therapist, Vision Impaired, or Hearing Impaired will earn an annual stipend of \$3,000.
 - c. Any combination of “a” and/or “b” is limited to no more than \$4,000. Bilingual Teacher and ESL may not be combined.

9.10 Social Worker, Psychologist, Speech Pathologist Lane Designation

The initial placement on the Salary Schedule of a Social Worker and Board Certified Behavior Analyst shall be on the MS+30 lane. The initial placement on the Salary Schedule of School Psychologist shall be at the MS+45 lane.

Speech and Language Pathologist with a Master’s Degree shall be at the MS+30 lane. One year of service credit will be granted for completion of an approved university internship for these positions.

9.11 Substitute Teacher Shortage

If a substitute teacher cannot be obtained and classes have to be split amongst other teachers for the majority of the day, the teacher sub pay based on the current daily rate will be split amongst those teachers taking on extra students. The class being divided is not to be divided by more than 3 teachers. The process outlined in this Section is a separate process from that outlined in 6.5 of this Agreement in which a Teacher receives payment for substituting during his/her preparation period.

9.12 Summer Special Education Evaluations

When an IEP evaluation team member completes an evaluation during the summer months, a \$450 stipend, per employee, will be provided. This stipend covers conducting the evaluation, preparing for the meeting, writing required reports and participating in all required meetings (Domains, Eligibility Determination Conference and initial IEP when required). Team members who are required to attend meetings but are not required to conduct evaluations (example: Special Education Teacher and/or General Education Teacher) will be compensated at the additional assigned duty compensation rate defined in this agreement (9.3 C) for participation in any required meetings as well as preparation of paperwork as appropriate. All summer evaluations must be preapproved by the director of special education prior to May 1st of each school year, absent extenuating circumstances.

9.13 Pathways to Hard to Fill Teaching or Related Service Positions

At the discretion of the superintendent, the district may enter into an agreement with any teacher employed by the district in order to reimburse the employee (or pay the cost directly to the institution) the cost of tuition and related fees necessary for the employee to obtain appropriate and necessary certification in hard to fill positions, including, but not limited to, special education (LBS I/II), Bilingual education, math/science or other middle school endorsement, etc. The individual agreement may include requirements for successful completion of the licensure as well as a commitment to continued employment as a teacher in the district in order for the teacher to receive reimbursement or avoid repayment of tuition and related costs to the district.

9.14 Doctorate Placement

For the 2025-2026 school year, employees currently covered by the Doctorate Placement will be placed in the MA+60 column with additional steps so as not to lose compensation and receive a salary

increase commensurate with peers. The Association and Board will agree on this placement. In subsequent years, these affected employees will move with their newly assigned cell placement.

ARTICLE X: Effect of Agreement

10.1 Savings Clause

If any provision of the Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law by a body of competent jurisdiction, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions shall continue in full force and effect.

10.2 No Strike or Lock Out

During the term of the Agreement neither the Association nor its members shall participate in or encourage, either directly or indirectly, a strike or another form of interference with the normal operations of the school system or any of its programs. The Board shall not lock out the

Association or its members during the term of this Agreement. Nothing prevents strike or lockout after the expiration of this Agreement, to the extent otherwise permitted by law.

10.3 Distribution

Upon the ratification of the Agreement, the District agrees to post the contract online.

10.4 Duration and Retroactivity

Agreement shall be effective on the first regular teacher work day of the 2025-2026 school year and upon execution of the parties, and shall terminate at 11:59pm on the day before the first day of attendance of the 2028-2029 school year.

10.5 Management Rights

Except as is expressly limited by specific provisions of this agreement, the Board of Education and Administration retains all rights, powers, authorities, and privileges to operate the school district. Such rights include, but are expressly not limited to:

- A. Adoption and enforcement of reasonable rules;
- B. Suspension of teachers with pay on a non-disciplinary basis, pending investigation of allegations of wrongdoing, or other reason related to the best interest of the schools as determined by the Board of Education; except that investigations by the Administration regarding possible teacher misconduct shall be handled reasonably and expeditiously, in keeping with thorough and fair determination of fact.
- C. Suspension of employment without pay for violation of rules;
- D. Determination of attendance center usage, staffing patterns, and curriculum;
- E. Exercise of discretion or policy, including functions of the employer, standards of services, overall budget, organizational structure, selection of new teachers and direction of teachers.
- F. Making of accommodation for persons with disabilities, upon representation to the Association that a change is necessary due to disability, including changes in terms and conditions of employment occasioned by the making of such accommodation.

However, no exercise of management rights shall permit any violation of the express terms of this agreement.

10.6 Whole and Entire Agreement

This agreement constitutes the whole and entire agreement of the parties. No other agreement, document, course of dealing or practice, negotiation or understanding forms a part of this agreement except if expressly incorporated into this agreement.

10.7 Waiver of Additional Bargaining

The parties agree that during the course of negotiations each had the unlimited right to raise and to negotiate about any topic of bargaining. Therefore, for the term of this agreement the Association waives any right to negotiate with the Board concerning any mandatory or permissive topic of collective bargaining which forms a part of this agreement, or which was formally proposed by the Association during negotiations, which is not expressly part of this agreement.

10.8 Execution Production and Distribution of Copies

Upon ratification of the tentative agreements by the Association and adoption by the Board, it will be the responsibility of the Superintendent (or designee) to produce and provide to the Association reasonably promptly, a draft "redline" version of the collective bargaining agreement showing all additions, deletions and other changes to the agreement, as provided in the tentative agreements. The Association shall review the redline draft with reasonable promptness, and indicate to the Superintendent, in writing, any items not consistent with the tentative agreement. After any corrections, the Superintendent (or designee) shall produce four original counterparts of the collective bargaining agreement for execution by the Board and Association.

APPENDIX A: 2025-2026 SALARY SCHEDULE

		BA	BA15	MA	MA15	MA30	MA45	MA60		BA	BA15	MA	MA15	MA30	MA45	MA60
Base	0	54,500.00	55,580.00	56,701.80	58,402.85	60,738.97	62,561.14	63,812.36	17	60,324.66	61,532.10	63,377.55	65,594.99	68,220.53	71,289.07	74,853.58
TRS		4,905.00	5,003.10	5,103.16	5,256.26	5,466.51	5,630.50	5,743.11		5,429.22	5,537.89	5,703.98	5,903.55	6,139.85	6,416.02	6,736.82
Base-TRS		49,595.00	50,586.90	51,598.64	53,146.60	55,272.46	56,930.63	58,069.25		54,895.44	55,994.21	57,673.57	59,691.44	62,080.68	64,873.05	68,116.75
Base	1	54,815.99	55,946.22	57,076.45	58,771.79	61,597.35	63,292.69	64,422.92	18	61,532.10	62,762.41	64,646.38	66,908.36	69,584.46	72,715.59	76,351.13
TRS		4,933.44	5,035.16	5,136.88	5,289.46	5,543.76	5,696.34	5,798.06		5,537.89	5,648.62	5,818.17	6,021.75	6,262.60	6,544.40	6,871.60
Base-TRS		49,882.55	50,911.06	51,939.57	53,482.33	56,053.59	57,596.35	58,624.86		55,994.21	57,113.79	58,828.20	60,886.61	63,321.85	66,171.18	69,479.53
Base	2	54,948.08	56,081.03	57,213.98	58,913.40	61,745.78	63,445.20	64,578.15	19	63,253.56	64,519.98	66,455.73	68,780.30	71,532.24	74,751.25	78,490.32
TRS		4,945.33	5,047.29	5,149.26	5,302.21	5,557.12	5,710.07	5,812.03		5,692.82	5,806.80	5,981.02	6,180.23	6,437.90	6,727.61	7,064.13
Base-TRS		50,002.75	51,033.73	52,064.72	53,611.19	56,188.66	57,735.13	58,766.12		57,560.74	58,713.18	60,474.71	62,590.08	65,094.34	68,023.64	71,426.20
Base	3	55,080.48	56,216.16	57,351.84	59,055.36	61,894.56	63,598.08	64,733.76	20	64,519.98	65,810.47	67,783.54	70,156.26	72,963.58	76,247.60	80,058.90
TRS		4,957.24	5,059.45	5,161.67	5,314.98	5,570.51	5,723.83	5,826.04		5,806.80	5,922.94	6,100.52	6,314.06	6,566.72	6,862.28	7,205.30
Base-TRS		50,123.24	51,156.71	52,190.17	53,740.38	56,324.05	57,874.25	58,907.72		58,713.18	59,887.53	61,683.02	63,842.20	66,396.85	69,385.31	72,853.60
Base	4	55,218.18	56,356.70	57,495.22	59,203.00	62,049.30	63,757.07	64,895.60	21	65,810.47	67,126.25	69,140.24	71,559.93	74,422.61	77,771.64	81,659.98
TRS		4,969.64	5,072.10	5,174.57	5,328.27	5,584.44	5,738.14	5,840.60		5,922.94	6,041.36	6,222.62	6,440.39	6,698.04	6,999.45	7,349.40
Base-TRS		50,248.54	51,284.80	52,320.65	53,874.73	56,464.86	58,018.93	59,054.99		59,887.53	61,084.89	62,917.62	65,119.53	67,724.58	70,772.19	74,310.58
Base	5	55,356.23	56,497.59	57,638.96	59,351.01	62,204.42	63,916.47	65,057.83	22	67,126.25	68,468.52	70,523.44	72,991.26	75,910.53	79,326.98	83,292.36
TRS		4,982.06	5,084.78	5,187.51	5,341.59	5,598.40	5,752.48	5,855.20		6,041.36	6,162.17	6,347.11	6,569.21	6,831.95	7,139.43	7,496.31
Base-TRS		50,374.17	51,412.81	52,451.46	54,009.42	56,606.02	58,163.99	59,202.63		61,084.89	62,306.35	64,176.33	66,422.05	69,078.58	72,187.55	75,796.05
Base	6	55,494.62	56,638.84	57,783.05	59,499.38	62,359.93	64,076.26	65,220.48	23	68,468.52	69,838.46	71,933.11	74,450.30	77,428.55	80,912.41	84,959.66
TRS		4,994.52	5,097.50	5,200.47	5,354.94	5,612.39	5,766.86	5,869.84		6,162.17	6,285.46	6,473.98	6,700.53	6,968.57	7,282.12	7,646.37
Base-TRS		50,500.11	51,541.34	52,582.58	54,144.44	56,747.54	58,309.40	59,350.63		62,306.35	63,553.00	65,459.13	67,749.78	70,459.98	73,630.29	77,313.29
Base	7	55,633.36	56,780.43	57,927.51	59,648.13	62,515.83	64,236.45	65,383.53	24	70,386.19	71,793.47	73,947.10	76,536.52	79,596.64	83,178.00	87,337.19
TRS		5,007.00	5,110.24	5,213.48	5,368.33	5,626.43	5,781.28	5,884.52		6,334.76	6,461.41	6,655.24	6,888.29	7,163.70	7,486.02	7,860.35
Base-TRS		50,626.36	51,670.19	52,714.04	54,279.80	56,889.41	58,455.17	59,499.01		64,051.44	65,332.05	67,291.86	69,648.23	72,432.94	75,691.98	79,476.85
Base	8	55,772.44	56,922.38	58,072.33	59,797.25	62,672.12	64,397.05	65,546.99	25	72,356.85	73,803.85	75,426.59	78,066.58	81,189.29	84,842.89	89,083.94
TRS		5,019.52	5,123.01	5,226.51	5,381.75	5,640.49	5,795.73	5,899.23		6,512.12	6,642.35	6,788.39	7,025.99	7,307.04	7,635.86	8,017.55
Base-TRS		50,752.92	51,799.37	52,845.82	54,415.50	57,031.63	58,601.31	59,647.76		65,844.74	67,161.50	68,638.20	71,040.58	73,882.25	77,207.03	81,066.39
Base	9	55,911.87	57,064.69	58,217.51	59,946.75	62,828.80	64,558.03	65,710.86	26	72,356.85	73,803.85	75,426.59	78,066.58	82,812.04	86,539.07	90,866.80
TRS		5,032.07	5,135.82	5,239.58	5,395.21	5,654.59	5,810.22	5,913.98		6,512.12	6,642.35	6,788.39	7,025.99	7,453.08	7,788.52	8,178.01
Base-TRS		50,879.80	51,928.86	52,977.94	54,551.54	57,174.21	58,747.81	59,786.88		65,844.74	67,161.50	68,638.20	71,040.58	75,358.96	78,750.55	82,688.79
Base	10	56,051.65	57,207.35	58,363.05	60,096.61	62,985.88	64,719.43	65,875.13	27	72,356.85	73,803.85	75,426.59	78,066.58	84,468.49	88,270.16	92,684.57
TRS		5,044.65	5,148.66	5,252.67	5,408.70	5,668.73	5,824.75	5,928.76		6,512.12	6,642.35	6,788.39	7,025.99	7,602.16	7,944.31	8,341.61
Base-TRS		51,007.00	52,058.69	53,110.38	54,687.92	57,317.15	58,894.68	59,946.37		65,844.74	67,161.50	68,638.20	71,040.58	76,866.32	80,325.85	84,342.96
Base	11	56,191.78	57,350.37	58,508.96	60,246.86	63,143.34	64,881.22	66,334.14	28	72,356.85	73,803.85	75,426.59	78,066.58	86,158.66	90,034.96	94,538.45
TRS		5,057.26	5,161.53	5,265.81	5,422.22	5,682.90	5,839.31	5,970.07		6,512.12	6,642.35	6,788.39	7,025.99	7,754.28	8,103.15	8,508.46
Base-TRS		51,134.52	52,188.84	53,243.15	54,824.64	57,460.44	59,041.91	60,364.07		65,844.74	67,161.50	68,638.20	71,040.58	78,404.38	81,931.81	86,029.99
Base	12	56,332.26	57,493.75	58,655.24	60,397.47	63,301.19	65,043.43	66,996.24	29	72,356.85	73,803.85	75,426.59	78,066.58	88,571.11	92,556.96	97,184.45
TRS		5,069.90	5,174.44	5,278.97	5,435.77	5,697.11	5,853.91	6,029.66		6,512.12	6,642.35	6,788.39	7,025.99	7,971.40	8,330.13	8,746.60
Base-TRS		51,262.36	52,319.31	53,376.27	54,961.70	57,604.09	59,189.52	60,966.58		65,844.74	67,161.50	68,638.20	71,040.58	80,599.71	84,226.84	88,437.85
Base	13	56,473.08	57,637.48	58,801.87	60,548.46	63,459.45	65,206.04	67,665.56	30	72,356.85	73,803.85	75,426.59	78,066.58	90,431.02	94,501.13	99,224.93
TRS		5,082.58	5,187.37	5,292.17	5,449.36	5,711.35	5,868.54	6,089.90		6,512.12	6,642.35	6,788.39	7,025.99	8,138.79	8,505.10	8,930.24
Base-TRS		51,390.51	52,450.11	53,509.70	55,099.10	57,748.10	59,337.50	61,575.66		65,844.74	67,161.50	68,638.20	71,040.58	82,292.23	85,986.03	90,294.68
Base	14	56,846.82	58,063.89	59,272.75	61,812.59	64,285.23	67,178.01	70,537.88	31	72,356.85	73,803.85	75,426.59	78,066.58	92,420.94	96,578.93	101,407.46
TRS		5,116.21	5,225.75	5,375.05	5,563.13	5,785.67	6,046.02	6,348.41		6,512.12	6,642.35	6,788.39	7,025.99	8,317.88	8,692.10	9,126.67
Base-TRS		51,730.61	52,838.14	54,347.70	56,249.45	58,499.56	61,131.99	64,189.47		65,844.74	67,161.50	68,638.20	71,040.58	84,103.05	87,886.82	92,280.79
Base	15	57,983.24	59,142.51	60,916.95	63,047.71	65,570.91	68,521.48	71,947.55	32	72,356.85	73,803.85	75,426.59	78,066.58	94,546.88	98,799.98	103,740.46
TRS		5,218.49	5,322.83	5,482.53	5,674.29	5,901.38	6,166.93	6,475.28		6,512.12	6,642.35	6,788.39	7,025.99	8,509.22	8,892.00	9,336.64
Base-TRS		52,764.75	53,819.68	55,434.42	57,373.42	59,669.53	62,354.54	65,472.27		65,844.74	67,161.50	68,638.20	71,040.58	86,037.66	89,907.98	94,403.82
Base	16	59,142.51	60,324.66	62,135.21	64,309.31	66,883.08	69,892.63	73,386.12								
TRS		5,322.83	5,429.22	5,592.17	5,787.84	6,019.48	6,290.34	6,604.75								
Base-TRS		53,819.68	54,895.44	56,543.04	58,521.47	60,863.60	63,602.29	66,781.37								

APPENDIX B: 2026-2027 SALARY SCHEDULE

		BA	BA15	MA	MA15	MA30	MA45	MA60		BA	BA15	MA	MA15	MA30	MA45	MA60
Base	0	56,250.00	57,375.00	58,522.50	60,278.18	62,689.30	64,569.98	65,861.38	17	61,508.21	62,737.65	64,620.62	66,881.68	69,558.40	72,688.34	76,321.56
TRS		5,062.50	5,163.75	5,267.03	5,425.04	5,642.04	5,811.30	5,927.52		5,535.74	5,646.39	5,815.86	6,019.35	6,260.26	6,541.95	6,868.94
Base-TRS		51,187.50	52,211.25	53,255.48	54,853.14	57,047.26	58,758.68	59,933.86		55,972.47	57,091.26	58,804.76	60,862.33	63,298.15	66,146.39	69,452.62
Base	1	56,680.00	57,813.60	58,969.87	60,738.97	63,168.53	65,063.58	66,364.85	18	62,737.65	63,993.38	65,912.65	68,218.79	70,949.35	74,140.63	77,847.72
TRS		5,101.20	5,203.22	5,307.29	5,466.51	5,685.17	5,855.72	5,972.84		5,646.39	5,759.40	5,932.14	6,139.69	6,385.44	6,672.66	7,006.29
Base-TRS		51,578.80	52,610.38	53,662.58	55,272.46	57,483.36	59,207.86	60,392.02		57,091.26	58,233.98	59,980.51	62,079.10	64,563.91	67,467.97	70,841.42
Base	2	57,008.62	58,184.06	59,359.50	61,122.66	64,061.24	65,824.40	66,999.83	19	63,993.38	65,272.90	67,232.23	69,584.70	72,367.83	75,624.21	79,405.17
TRS		5,130.78	5,236.57	5,342.36	5,501.04	5,765.51	5,924.20	6,029.99		5,759.40	5,874.56	6,050.90	6,262.62	6,513.11	6,806.18	7,146.47
Base-TRS		51,877.85	52,947.50	54,017.15	55,621.62	58,295.73	59,900.20	60,969.85		58,233.98	59,398.34	61,181.33	63,322.07	65,854.73	68,818.03	72,258.71
Base	3	57,146.00	58,324.27	59,502.53	61,269.94	64,215.61	65,983.01	67,161.28	20	65,783.71	67,100.78	69,113.96	71,531.51	74,393.53	77,741.30	81,629.94
TRS		5,143.14	5,249.18	5,355.23	5,514.29	5,779.40	5,938.47	6,044.51		5,920.53	6,039.07	6,220.26	6,437.84	6,695.42	6,996.72	7,346.69
Base-TRS		52,002.86	53,075.08	54,147.31	55,755.64	58,436.20	60,044.54	61,116.76		59,863.17	61,061.71	62,893.70	65,093.68	67,698.11	70,744.59	74,283.24
Base	4	57,283.70	58,464.81	59,645.91	61,417.57	64,370.34	66,142.00	67,323.11	21	67,100.78	68,442.89	70,494.88	72,962.52	75,882.12	79,297.50	83,261.25
TRS		5,155.53	5,261.83	5,368.13	5,527.58	5,793.33	5,952.78	6,059.08		6,039.07	6,159.86	6,344.54	6,566.63	6,829.39	7,136.78	7,493.51
Base-TRS		52,128.17	53,202.97	54,277.78	55,889.99	58,577.01	60,189.22	61,264.03		61,061.71	62,283.03	64,150.34	66,395.89	69,052.73	72,160.73	75,767.74
Base	5	57,426.90	58,610.97	59,795.03	61,571.12	64,531.27	66,307.35	67,491.42	22	68,442.89	69,811.30	71,905.85	74,422.32	77,399.52	80,882.51	84,926.38
TRS		5,168.42	5,274.99	5,381.55	5,541.40	5,807.81	5,967.66	6,074.23		6,159.86	6,283.02	6,471.53	6,698.01	6,965.96	7,279.43	7,643.37
Base-TRS		52,258.48	53,335.98	54,413.47	56,029.72	58,723.46	60,339.69	61,417.19		62,283.03	63,528.28	65,434.33	67,724.31	70,433.56	73,603.08	77,283.01
Base	6	57,570.48	58,757.50	59,944.52	61,725.05	64,692.59	66,473.13	67,660.15	23	69,811.30	71,207.26	73,344.38	75,910.92	78,946.95	82,500.05	86,624.06
TRS		5,181.34	5,288.17	5,395.01	5,555.25	5,822.33	5,982.58	6,089.41		6,283.02	6,408.65	6,600.99	6,831.98	7,105.23	7,425.00	7,796.17
Base-TRS		52,389.14	53,469.32	54,549.51	56,169.79	58,870.26	60,490.55	61,570.73		63,528.28	64,798.60	66,743.38	69,078.93	71,841.72	75,075.05	78,827.89
Base	7	57,714.41	58,904.39	60,094.38	61,879.36	64,854.33	66,639.31	67,829.30	24	71,207.26	72,632.00	74,810.43	77,428.31	80,525.70	84,148.91	88,358.04
TRS		5,194.30	5,301.40	5,408.49	5,569.14	5,836.89	5,997.54	6,104.64		6,408.65	6,536.88	6,732.94	6,968.55	7,247.31	7,573.40	7,952.22
Base-TRS		52,520.11	53,603.00	54,685.88	56,310.22	59,017.44	60,641.77	61,724.66		64,798.60	66,095.12	68,077.49	70,459.77	73,278.38	76,575.51	80,405.82
Base	8	57,858.69	59,051.65	60,244.61	62,034.05	65,016.47	66,805.91	67,998.87	25	73,201.64	74,665.21	76,804.98	79,597.98	82,780.50	86,505.12	90,830.68
TRS		5,207.28	5,314.65	5,422.02	5,583.06	5,851.48	6,012.53	6,119.90		6,588.15	6,719.87	6,921.45	7,163.82	7,450.25	7,785.46	8,174.76
Base-TRS		52,651.41	53,737.00	54,822.60	56,450.99	59,164.99	60,793.37	61,878.97		66,613.49	67,945.34	69,983.54	72,434.16	75,330.26	78,719.66	82,655.92
Base	9	58,003.34	59,199.27	60,395.22	62,189.14	65,179.00	66,972.93	68,168.86	26	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,220.30	5,327.93	5,435.57	5,597.02	5,866.11	6,027.56	6,135.20		6,772.60	6,908.04	7,059.93	7,307.03	7,599.32	7,941.29	8,338.26
Base-TRS		52,783.04	53,871.34	54,959.65	56,592.12	59,312.89	60,945.36	62,033.67		68,478.53	69,847.96	71,383.73	73,882.21	76,837.54	80,295.31	84,309.04
Base	10	58,148.34	59,347.27	60,546.21	62,344.62	65,341.95	67,140.35	68,339.29	27	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,233.35	5,341.25	5,449.16	5,611.02	5,880.78	6,042.63	6,150.54		6,772.60	6,908.04	7,059.93	7,307.03	7,751.21	8,100.06	8,505.13
Base-TRS		52,914.99	54,006.02	55,097.05	56,733.60	59,461.17	61,097.72	62,188.76		68,478.53	69,847.96	71,383.73	73,882.21	78,373.32	81,900.57	85,996.34
Base	11	58,293.71	59,495.64	60,697.58	62,500.48	65,505.31	67,308.20	68,510.14	28	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,246.43	5,354.61	5,462.78	5,625.04	5,895.48	6,057.74	6,165.91		6,772.60	6,908.04	7,059.93	7,307.03	7,806.25	8,262.09	8,675.28
Base-TRS		53,047.28	54,141.04	55,234.79	56,875.44	59,609.83	61,250.47	62,344.22		68,478.53	69,847.96	71,383.73	73,882.21	79,940.98	83,538.88	87,716.68
Base	12	58,439.45	59,644.38	60,849.32	62,656.73	65,669.07	67,476.47	68,687.50	29	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,259.55	5,367.99	5,476.44	5,639.11	5,910.22	6,072.88	6,208.88		6,772.60	6,908.04	7,059.93	7,307.03	8,064.45	8,427.27	8,848.80
Base-TRS		53,179.90	54,276.39	55,372.88	57,017.63	59,758.85	61,403.59	62,778.63		68,478.53	69,847.96	71,383.73	73,882.21	81,540.56	85,209.09	89,471.19
Base	13	58,585.55	59,793.50	61,001.45	62,813.37	65,833.24	67,645.16	69,676.09	30	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,272.70	5,381.41	5,490.13	5,653.20	5,924.99	6,088.06	6,270.85		6,772.60	6,908.04	7,059.93	7,307.03	8,290.26	8,663.33	9,096.46
Base-TRS		53,312.85	54,412.08	55,511.32	57,160.17	59,808.25	61,557.10	63,405.24		68,478.53	69,847.96	71,383.73	73,882.21	83,823.70	87,595.91	91,975.36
Base	14	58,732.01	59,942.98	61,153.94	62,970.40	65,997.83	67,814.28	70,372.18	31	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,285.88	5,394.87	5,503.85	5,667.34	5,939.80	6,103.29	6,333.50		6,772.60	6,908.04	7,059.93	7,307.03	8,464.34	8,845.31	9,287.45
Base-TRS		53,446.13	54,548.11	55,650.09	57,303.06	60,058.02	61,711.00	64,038.69		68,478.53	69,847.96	71,383.73	73,882.21	85,583.92	89,435.87	93,906.47
Base	15	59,120.69	60,386.44	62,111.66	64,285.09	66,856.64	69,865.13	73,359.39	32	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,320.86	5,434.78	5,590.05	5,785.66	6,017.10	6,287.86	6,602.35		6,772.60	6,908.04	7,059.93	7,307.03	8,650.60	9,039.79	9,491.74
Base-TRS		53,799.83	54,951.66	56,521.61	58,499.43	60,839.54	63,577.27	66,757.05		68,478.53	69,847.96	71,383.73	73,882.21	87,467.17	91,402.30	95,972.02
Base	16	60,302.57	61,508.21	63,353.62	65,569.62	68,193.75	71,262.34	74,825.46	33	75,251.13	76,756.00	78,443.66	81,189.24	84,436.86	88,236.80	92,647.30
TRS		5,427.23	5,535.74	5,701.83	5,901.27	6,137.44	6,413.61	6,734.29		6,772.60	6,908.04	7,059.93	7,307.03	8,849.59	9,247.68	9,710.11
Base-TRS		54,875.34	55,972.47	57,651.80	59,668.35	62,056.31	64,848.73	68,091.17		68,478.53	69,847.96	71,383.73	73,882.21	89,479.17	93,504.30	98,179.97

APPENDIX C: 2027-2028 SALARY SCHEDULE

		BA	BA15	MA	MA15	MA30	MA45	MA60			BA	BA15	MA	MA15	MA30	MA45	MA60
Base	0	57,750.00	58,905.00	60,083.10	61,885.59	64,361.02	66,291.85	67,617.88	17	62,714.67	63,968.54	65,887.77	68,192.41	70,921.50	74,112.83	77,818.47	
TRS		5,197.50	5,301.45	5,407.48	5,569.70	5,792.49	5,966.27	6,085.59		5,644.32	5,757.17	5,929.90	6,137.32	6,382.94	6,670.15	7,003.66	
Base-TRS		52,552.50	53,603.55	54,675.62	56,315.89	58,568.53	60,325.58	61,532.09		57,070.35	58,211.37	59,957.87	62,055.09	64,538.57	67,442.68	70,814.81	
Base	1	58,500.00	59,670.00	60,863.40	62,689.30	65,196.87	67,152.78	68,495.84	18	63,968.54	65,247.16	67,205.44	69,556.95	72,340.74	75,595.87	79,374.42	
TRS		5,265.00	5,370.30	5,477.71	5,642.04	5,867.72	6,043.75	6,164.63		5,757.17	5,872.24	6,048.49	6,260.13	6,510.67	6,803.63	7,143.70	
Base-TRS		53,235.00	54,299.70	55,385.69	57,047.26	59,329.16	61,109.03	62,331.21		58,211.37	59,374.91	61,156.95	63,296.82	65,830.07	68,792.24	72,230.73	
Base	2	58,947.20	60,126.14	61,328.67	63,168.53	65,695.27	67,666.13	69,019.45	19	65,247.16	66,553.12	68,549.16	70,947.54	73,787.32	77,106.26	80,961.63	
TRS		5,305.25	5,411.35	5,519.58	5,685.17	5,912.57	6,089.95	6,211.75		5,872.24	5,989.78	6,169.42	6,385.28	6,640.86	6,939.56	7,286.55	
Base-TRS		53,641.95	54,714.79	55,809.09	57,483.36	59,782.69	61,576.17	62,807.70		59,374.91	60,563.34	62,379.73	64,562.26	67,146.46	70,166.69	73,675.08	
Base	3	59,288.97	60,511.43	61,733.88	63,567.56	66,623.69	68,457.37	69,679.83	20	66,553.12	67,883.82	69,921.52	72,368.08	75,262.55	78,649.18	82,581.38	
TRS		5,336.01	5,446.03	5,556.05	5,721.08	5,996.13	6,161.16	6,271.18		5,989.78	6,109.54	6,292.94	6,513.13	6,773.63	7,078.43	7,432.32	
Base-TRS		53,952.96	55,065.40	56,177.83	57,846.48	60,627.56	62,296.21	63,408.64		60,563.34	61,774.27	63,628.59	65,854.96	68,488.92	71,570.75	75,149.06	
Base	4	59,431.84	60,657.24	61,882.64	63,720.73	66,784.23	68,622.33	69,847.73	21	68,415.06	69,784.81	71,878.52	74,392.78	77,369.27	80,850.96	84,895.13	
TRS		5,348.87	5,459.15	5,569.44	5,734.87	6,010.58	6,176.01	6,286.30		6,157.35	6,280.63	6,469.07	6,695.35	6,963.23	7,276.59	7,640.56	
Base-TRS		54,082.97	55,198.09	56,313.20	57,985.87	60,773.65	62,446.32	63,561.43		62,257.70	63,504.18	65,409.45	67,697.43	70,406.03	73,574.37	77,254.57	
Base	5	59,575.05	60,803.40	62,031.75	63,874.28	66,945.16	68,787.68	70,016.03	22	69,784.81	71,180.61	73,314.67	75,881.02	78,917.40	82,469.40	86,591.70	
TRS		5,361.75	5,472.31	5,582.86	5,748.68	6,025.06	6,190.89	6,301.44		6,280.63	6,406.25	6,598.32	6,829.29	7,102.57	7,422.25	7,793.25	
Base-TRS		54,213.29	55,331.09	56,448.89	58,125.59	60,920.09	62,596.79	63,714.59		63,504.18	64,774.35	66,716.35	69,051.72	71,814.84	75,047.16	78,798.45	
Base	6	59,723.98	60,955.41	62,186.83	64,033.97	67,112.52	68,959.85	70,191.08	23	71,180.61	72,603.75	74,782.09	77,399.22	80,495.50	84,117.81	88,323.43	
TRS		5,375.16	5,485.99	5,596.81	5,763.06	6,040.13	6,206.37	6,317.20		6,406.25	6,534.34	6,730.39	6,965.93	7,244.59	7,570.60	7,949.11	
Base-TRS		54,348.82	55,469.42	56,580.01	58,270.91	61,072.39	62,753.28	63,873.88		64,774.35	66,069.41	68,051.70	70,433.29	73,250.90	76,547.20	80,374.33	
Base	7	59,873.30	61,107.79	62,342.30	64,194.05	67,280.30	69,132.06	70,366.55	24	72,603.75	74,055.55	76,278.15	78,947.35	82,104.83	85,800.06	90,089.02	
TRS		5,388.60	5,499.70	5,610.81	5,777.46	6,055.23	6,221.89	6,332.99		6,534.34	6,665.00	6,865.03	7,105.26	7,389.43	7,722.01	8,108.01	
Base-TRS		54,484.70	55,608.09	56,731.49	58,416.59	61,225.07	62,910.17	64,033.56		66,069.41	67,350.55	69,413.12	71,842.09	74,715.39	78,078.05	81,981.01	
Base	8	60,022.98	61,260.57	62,498.15	64,354.53	67,448.50	69,304.88	70,542.47	25	74,055.55	75,537.28	77,802.85	80,525.45	83,746.72	87,514.86	91,892.37	
TRS		5,402.07	5,513.45	5,624.83	5,791.91	6,070.37	6,237.44	6,348.82		6,665.00	6,798.36	7,002.26	7,247.29	7,537.21	7,876.34	8,270.31	
Base-TRS		54,620.91	55,747.12	56,873.32	58,562.63	61,378.14	63,067.44	64,193.65		67,380.55	68,738.92	70,800.59	73,278.16	76,209.52	79,638.53	83,622.05	
Base	9	60,173.04	61,413.71	62,654.40	64,515.41	67,617.13	69,478.14	70,718.83	26	76,129.71	77,651.81	79,981.18	82,781.90	86,091.72	89,965.32	94,463.91	
TRS		5,415.57	5,527.23	5,638.90	5,806.39	6,085.54	6,253.03	6,364.69		6,851.67	6,988.66	7,198.31	7,450.37	7,748.25	8,096.88	8,501.75	
Base-TRS		54,757.47	55,886.48	57,015.50	58,709.03	61,531.59	63,225.11	64,354.13		69,278.03	70,663.15	72,782.88	75,331.53	78,343.47	81,868.44	85,962.16	
Base	10	60,323.47	61,567.25	62,811.03	64,676.70	67,786.16	69,651.84	70,895.62	27	78,261.17	79,826.24	81,581.40	84,436.81	87,814.33	91,766.07	96,353.19	
TRS		5,429.11	5,541.05	5,652.99	5,820.90	6,100.75	6,268.67	6,380.61		7,043.51	7,184.36	7,342.33	7,599.31	7,903.29	8,258.95	8,671.79	
Base-TRS		54,894.36	56,026.19	57,158.04	58,855.80	61,885.41	63,383.18	64,515.01		71,217.67	72,641.88	74,239.08	76,837.50	79,911.04	83,507.12	87,681.40	
Base	11	60,474.28	61,721.16	62,968.06	64,838.40	67,955.63	69,825.97	71,072.86	28	78,261.17	79,826.24	81,581.40	84,436.81	87,814.33	91,766.07	96,353.19	
TRS		5,442.69	5,554.90	5,667.13	5,835.46	6,116.01	6,284.34	6,396.56		7,043.51	7,184.36	7,342.33	7,599.31	8,061.26	8,424.06	8,845.34	
Base-TRS		55,031.59	56,166.26	57,300.94	59,002.95	61,839.62	63,541.63	64,676.31		71,217.67	72,641.88	74,239.08	76,837.50	81,508.25	85,176.60	89,436.19	
Base	12	60,625.46	61,875.47	63,125.48	65,000.50	68,125.53	70,000.53	71,250.54	29	78,261.17	79,826.24	81,581.40	84,436.81	91,361.12	95,473.01	100,247.63	
TRS		5,456.29	5,568.79	5,681.29	5,850.04	6,131.30	6,300.05	6,412.55		7,043.51	7,184.36	7,342.33	7,599.31	8,222.50	8,592.57	9,022.29	
Base-TRS		55,169.17	56,306.68	57,444.19	59,150.45	61,994.23	63,700.48	64,837.99		71,217.67	72,641.88	74,239.08	76,837.50	83,138.62	86,880.44	91,225.35	
Base	13	60,777.03	62,030.16	63,283.29	65,163.00	68,295.83	70,175.53	71,747.00	30	78,261.17	79,826.24	81,581.40	84,436.81	93,189.21	97,381.81	102,252.79	
TRS		5,469.93	5,582.71	5,695.50	5,864.67	6,146.62	6,315.80	6,457.23		7,043.51	7,184.36	7,342.33	7,599.31	8,387.03	8,764.36	9,202.75	
Base-TRS		55,307.10	56,447.45	57,587.80	59,298.33	62,149.21	63,859.73	65,289.77		71,217.67	72,641.88	74,239.08	76,837.50	84,802.18	88,617.45	93,050.04	
Base	14	60,928.97	62,185.24	63,441.50	65,325.90	68,466.57	70,350.97	72,463.13	31	78,261.17	79,826.24	81,581.40	84,436.81	95,798.51	100,109.61	105,114.70	
TRS		5,483.61	5,596.67	5,709.74	5,879.33	6,161.99	6,331.59	6,521.68		7,043.51	7,184.36	7,342.33	7,599.31	8,621.87	9,009.87	9,460.32	
Base-TRS		55,445.36	56,588.57	57,731.77	59,446.57	62,304.58	64,019.38	65,941.45		71,217.67	72,641.88	74,239.08	76,837.50	87,176.65	91,099.75	95,654.38	
Base	15	61,081.29	62,340.70	63,600.10	65,489.21	68,637.74	70,526.85	73,187.07	32	78,261.17	79,826.24	81,581.40	84,436.81	97,810.19	102,212.43	107,321.68	
TRS		5,497.32	5,610.66	5,724.01	5,894.03	6,177.40	6,347.42	6,586.84		7,043.51	7,184.36	7,342.33	7,599.31	8,802.92	9,199.12	9,658.95	
Base-TRS		55,583.97	56,730.04	57,876.09	59,595.19	62,460.34	64,179.44	66,600.23		71,217.67	72,641.88	74,239.08	76,837.50	89,007.27	93,013.31	97,662.73	
Base	16	61,485.52	62,801.90	64,596.13	66,856.49	69,530.91	72,659.74	76,293.77	33	78,261.17	79,826.24	81,581.40	84,436.81	99,962.49	104,459.77	109,682.30	
TRS		5,533.70	5,652.17	5,813.65	6,017.08	6,257.78	6,539.38	6,866.44		7,043.51	7,184.36	7,342.33	7,599.31	8,996.62	9,401.38	9,871.41	
Base-TRS		55,951.83	57,149.73	58,782.48	60,839.41	63,273.12	66,120.36	69,427.33		71,217.67	72,641.88	74,239.08	76,837.50	90,965.86	95,058.39	99,810.90	
									34	78,261.17	79,826.24	81,581.40	84,436.81	102,261.91	106,862.06	112,205.68	
										7,043.51	7,184.36	7,342.33	7,599.31	9,203.57	9,617.59	10,098.51	
										71,217.67	72,641.88	74,239.08	76,837.50	93,058.34	97,244.47	102,107.17	

SIGNATURE PAGE

Signed this 16th day of January, 2025

RANTOUL EDUCATION ASSOCIATION, IEA



PRESIDENT, RCSEA

RANTOUL CITY SCHOOL DISTRICT #137



PRESIDENT, BOARD OF EDUCATION

ATTEST:



CHIEF NEGOTIATOR AND/OR
VICE PRESIDENT, RCSEA



SECRETARY, BOARD OF EDUCATION