



## **RANTOUL CITY SCHOOLS MISSION STATEMENT**

The mission of Rantoul City Schools is to empower learners to grow beyond limits by:

- Providing a nurturing environment where learners feel free to take risks.
- Ensuring individual needs are met through engaging opportunities.
- Expecting academic and behavioral excellence.

## **RANTOUL CITY SCHOOLS VISION STATEMENT**

Rantoul City Schools is a collaborative community of empowered learners that inspires all to grow beyond limits.

We need educators who are excited to take on the challenge of making a change in a currently low performing school district. RCS is in the midst of restructuring the entire district. We utilize research-based models for all instructional decisions, such as Tom Guskey, Eric Jensen, Jan Richardson (Guided Reading/Daily 5), Sheltered English Instruction, and of course, Charlotte Danielson.

**DISTRICT ENROLLMENT:** Early Childhood (PreK)- 8th Grade: Approximately 1,600 students

Located in Champaign County ten miles north of Champaign-Urbana and 120 miles south of Chicago, East of Interstate 57.

### **FACILITIES:**

Four PreK-5<sup>th</sup> Grade Elementary Buildings:

- |  |  |
|--|--|
| <input type="checkbox"/> Broadmeadow Elementary (276 students) | Northview Elementary (331 students)      |
| <input type="checkbox"/> Eastlawn Elementary (222 students)    | Pleasant Acres Elementary (322 students) |

One 6<sup>th</sup>-8<sup>th</sup> Grade Building:

- ☐ J.W. Eater Junior High (500 students) including Bulldog Academy (Alternative Jr High within J.W. Eater Jr High)

**DISTRICT WEBSITE** – [www.rcs137.org](http://www.rcs137.org)

## **VILLAGE OF RANTOUL AND SURROUNDING COMMUNITIES**

**COLLEGES** – Champaign-Urbana: Parkland College and University of Illinois

**RETAIL** – Rantoul: Wal-Mart, Rantoul Downtown area, including a variety of shops and eateries; Champaign: Market Place Mall along with many other large retail stores – Best Buy, Meijer, Menards, and Target.

**RECREATION** – Rantoul Forum Fitness Center (with district employee discount)

**INDUSTRY** – Conair, Easton Bell Helmet and Sports, Jeld-Wen Windows and Doors, Rantoul Airport, Rantoul Business Incubator, Rantoul Foods, and Taylor Studios

**MASS TRANSIT** – C-CARTS/Eagle Express: A fixed rate Public Mass Transit system serving Rantoul and into Champaign

## **RCS Information**

### **SICK & PERSONAL LEAVE:**

- Teachers/Licensed Staff:  
12 sick days, 3 personal days, and 3 bereavement days per year. Personal leave can accumulate up to 6 days, but no more than 3 consecutive days can be used at a time. The personal days rollover into sick the next year and can accumulate over time.
- Teaching Assistants and Custodians:  
12 sick days, 3 personal days and 3 bereavement days per year. The personal days rollover into sick days the next year and can accumulate over time.

**LIFE INSURANCE:** The district carries a life insurance policy on each employee. The employee will receive a \$25,000 policy, and additional coverage may be picked up at the employee's expense.

**TAX SHELTERED ANNUITIES:** Employees may choose to have funds deducted from their payroll and be paid towards a 403(b) or similar account.

**CANCER INDEMNITY AND HOSPITAL INTENSIVE CARE:** Employees may choose to contribute to a 403(b) plan. RCS is partnered with The Omni Group to provide 403(b) information and participation.

**TRS (Licensed Staff Only):** 9% TRS is paid by the employee and is deducted from his/her payroll.

**IMRF (All Education Support Personnel - ESP):** 4.5% of IMRF is paid by the employee & deducted from his/her payroll.

**PAYROLL:** Direct deposit is mandatory for all employees covered by the Collective Bargaining Agreement (Teachers/Licensed Employees, Teaching Assistants and Custodians). For 24 pays the first paycheck is the first payroll in September. Only teaching assistants may choose 19 or 24 pays. All licensed staff, custodians and any other ESP must have 24 mandatory pays. For 19 pays the first paycheck is the last payroll in August.

**VISION INSURANCE:** VSP is an optional coverage that you may choose at the employee's own expense, and paid via payroll deduction. The Board does not cover premiums for vision. The following premiums are per month:

- Single: \$8.57
- Employee + 1 Dependent: \$14.3
- Employee + Children: \$14.65
- Employee + Family: \$23.62

**DENTAL INSURANCE:** The District shall contribute 100% of the single employee dental insurance coverage per month. The employee has the option to add dependents to the plan at their own expense. Premiums for adding dependents will be a payroll deduction. The following premiums are per month:

- Single: \$25.75 (Board covers 100% single premium)
- Employee + Dependent: \$72.33- \$25.75 Board contribution= \$46.58
- Family: \$88.75-\$25.75 Board contribution=\$63.00

### **TEACHERS/LICENSED STAFF ONLY**

**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. Twelve (12) 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.

**National Board Certification:** A teacher while employed at RCS completes National Board Certification shall receive a one-time bonus of \$1000 in addition to his/her salary as provided in Appendix A, B, or C. The bonus will be paid during the first September payroll of the next school year to the teacher(s) who return to RCS teaching positions.

**Longevity Bonus for Hard to Fill Positions-ESL/Bilingual:** Upon completion of two (2) full years of employment, an ESL/bilingual teacher shall have included with her/his first pay of the third year of employment a longevity bonus of \$1000.00. Upon completion of three (3) full years of employment, an ESL/bilingual teacher shall have included with his/her first pay of the fourth year of employment and every year thereafter an annual longevity bonus of \$2000.00.

**Degree/Endorsement Bonus:** The Board will give a teacher a bonus for completing the first master's degree and/or an ESL endorsement.

- A. Teachers must submit a letter of intent to the superintendent for approval prior to beginning the master's degree or endorsement program.
- B. Teachers who began their master's degree or endorsement program prior to employment by RCS and will complete their master's degree or endorsement while at RCS must also submit letter of intent to the superintendent for approval.
- C. Teachers must submit a written request for the bonus and provide an official transcript upon completion of the master's degree or endorsement.
- D. The bonus shall be paid at the beginning of the school year following receipt of the master's degree or endorsement. The bonus shall require a four (4) year work commitment. If the teacher leaves the district prior to completing the entire school year that the bonus is received, the teacher shall repay the district 100% of the bonus received. See CBA for details.
- E. The bonus for completing the first master's degree is \$3,500 and the bonus for completing the ESL endorsement is \$2,500. If the master's degree includes an ESL endorsement, the maximum bonus is \$3500. In that scenario, a teacher will receive \$2,500 upon completion of the ESL endorsement and the remaining \$1,000 upon the completion of the master's degree.

**Attendance Bonus Payments:** A bonus of \$50.00 per day, up to a maximum of four days (\$200.00), for teachers using four or less days of total leave. All types of leave count as an absence except for professional development. For example, a teacher who only has one absence would receive \$200.00, a teacher who only has two absences would receive \$150.00, a teacher who only has three absences would receive \$100.00 and a teacher who only has 4 absences would receive \$50.00; half days count in \$25.00 increments. The bonus will be paid during the first September payroll of the next school year to the teacher (s) who return to RCS teaching positions

**Teacher/Licensed Employee Salary Schedule 2017-2018**

<b>Yrs Exp</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>PhD</b>
0	38,313	39,346	40,303	41,660	43,326	45,276	47,540	49,207
1	38,879	39,927	40,899	42,275	43,967	45,945	48,242	49,955
2	39,448	40,512	41,497	42,894	44,610	46,618	48,948	50,701
3	39,842	41,346	42,371	43,324	45,056	47,084	49,438	51,969
4	40,241	42,187	43,240	43,756	45,507	47,555	49,932	53,268
5	40,642	42,604	43,669	44,193	45,962	48,030	50,431	54,600
6	42,574	43,485	44,728	46,293	48,145	50,311	52,827	55,965
7	43,425	44,293	45,622	47,218	49,108	51,318	53,884	57,364
8	44,293	45,179	46,535	48,163	50,090	52,344	54,961	58,798
9	45,179	46,083	47,465	49,126	51,092	53,391	56,060	60,268
10	46,083	47,004	48,415	50,110	52,114	54,459	57,182	61,775
11	47,373	48,321	49,770	51,512	53,573	55,983	58,783	63,319
12	48,321	49,287	50,765	52,542	54,644	57,104	59,958	64,902
13	49,287	50,272	51,781	53,593	55,737	58,245	61,157	66,525
14	50,272	51,278	52,817	54,665	56,852	59,410	62,380	68,188
15	51,278	52,303	53,873	55,758	57,988	60,598	63,628	69,892
16	52,714	53,768	55,381	57,320	59,612	62,295	65,410	71,640
17	54,190	55,274	56,489	58,466	60,805	63,541	66,718	73,431

<b>Health Alliance</b>	<b>Employee's Portion</b>	<b>Board/District's Portion</b>	<b>Health Alliance FULL PLAN</b>
	<b>POSC 2000 80/50 Prem</b>	<b>POSC 2000 80/50 Prem</b>	<b>POSC 2000 80/50 Prem</b>
<b>Deductible (In &amp; Out) Single</b>	N/A / \$5,000	N/A	N/A / \$5,000
<b>Family (In &amp; Out)</b>	N/A / \$ 10,000	N/A	N/A / \$ 10,000
<b>Out Pocket Max (In &amp; Out) Single</b>	\$2,250 / \$10,000	\$1,750 / N/A	\$4,000 / \$ 10,000
<b>Family (In &amp; Out)</b>	\$4,500 / \$20,000	\$3,500 / N/A	\$8,000 / \$ 20,000
<b>Coinsurance</b>	20%	Up to \$1750	20%
<b>OV /Spec Copay</b>	\$25 / 50	Up to \$1750	\$25 / 50
<b>Hospitalization</b>	\$500 then 20%	\$1,500	\$2000 then 20%
<b>Outpatient Surgery/Procedures</b>	\$500 then 20%	\$1,500	\$2000 then 20%
<b>MRI/CT</b>	\$500 then 20%	\$500	\$1000 then 20%
<b>Urgent Care</b>	\$50	Up to \$1750	\$50
<b>ER Transport</b>	\$100	Up to \$1750	\$100
<b>Emergency Room</b>	\$200	Up to \$1750	\$200
<b>Pharmacy</b>	\$7/\$35/70/140/210	\$7/\$35/70/140/210	\$7/\$35/70/140/210

<b>Employee</b>	\$57.15/month	\$577.85/month	\$635/month
<b>Emp + Spouse</b>	\$731.15/month	\$577.85/month	\$1,309/month
<b>Emp + Child(ren)</b>	\$693.15/month	\$577.85/month	\$1,271/month
<b>Family</b>	\$832.15/month	\$577.85/month	\$1,410/month

Therefore, employee's monthly premium contribution will be approximately \$28.58 per paycheck (paid 2 times/month) for SINGLE coverage.

**TEACHING ASSISTANT and CUSTODIAN WAGES**

The board may grant up to seven years of wage schedule placement for new hires with relevant public school or accredited private school experience (teacher aides) and relevant public school or other employment experiences (for custodians and head custodians).

**New Hire Placement TA 2017-18**

**Approximately 180 days/year**

<b>Years of Experience</b>	<b>Language Interpreter Aide No Associates Degree or License</b>	<b>TA w/ Associate's Degree &amp;/or Licensed</b>	<b>TA w/ Bachelor's Degree</b>
0	\$12.00	\$13.02	\$13.71
1	\$12.16	\$13.18	\$13.88
2	\$12.32	\$13.34	\$14.05
3	\$12.48	\$13.50	\$14.22
4	\$12.64	\$13.66	\$14.39
5	\$12.80	\$13.82	\$14.56
6	\$12.96	\$13.98	\$14.73
7	\$13.12	\$14.14	\$14.90

**New Hire Placement for CUSTODIANS 2017-18**

**Approximately 260 days per years**

<b>Years of Experience</b>	<b>Custodian</b>	<b>Head Custodian</b>
0	\$11.30	\$11.83
1	\$11.56	\$12.06
2	\$11.82	\$12.32
3	\$12.08	\$12.58
4	\$12.34	\$12.84
5	\$12.60	\$13.10
6	\$12.86	\$13.36
7	\$13.12	\$13.62

<b>Cook Assistant – based on 740 hrs</b>	
<b>Experience</b>	<b>Wages/Hr</b>
0-2 yrs	\$10.00
3-5 yrs	\$11.00
6-10 yrs	\$12.00
11-15 yrs	\$13.00
16-20 yrs	\$14.00

**SUBSTITUTE WAGES**

Pay rates are established each year by the Board of Education.

**Daily Rates**

- **Teacher**.....\$115 full day/\$57.50 half day (TRS is taken OUT of this daily rate)
  - • More than 20 consecutive days in same position for same teacher and paid in arrears to the first day of subbing for that same teacher ....\$120 full day (if absent in the middle of those 20 consecutive days, they are not consecutive)
  - Once you start a new assignment, the 20-day clock begins again.
- **Teaching Assistant**.....\$75 (\$37.50 half day)
- **Kitchen 7 hr**..... \$60 **Kitchen 4 hr**.....\$35