

RANTOUL CITY SCHOOLS

GROW BEYOND

400 East Wabash Avenue

Rantoul, IL 61866

217-893-5401

info@rcs137.org

@RantoulCitySchools137

COME GROW WITH US

RCS #137



RANTOUL
CITY SCHOOLS

WHO WE ARE *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 Jan Richardson (Guided Reading/Daily 5), and Charlotte Danielson. We pride ourselves on our very small class sizes (15-20 per class). We also provide professional development within our own district through book studies and trainings whether on new methodologies or using our own interventions. If professional development is provided beyond contractual hours we provide Board Credit with an opportunity to move across on the salary schedule.

Our Mission: 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.

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

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**KIDS ARE
OUR
PASSION**

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ABOUT US

GROW BEYOND

Location: Champaign County ten miles north of Champaign-Urbana and 120 miles south of Chicago, on Interstate 57.

District Enrollment:

Early Childhood (PreK)-8th Grade of approximately 1,840 students.

Schools:

- Broadmeadow Elementary; K-5
- Eastlawn Elementary; K-5
- Northview Elementary; K-5
- Pleasant Acres Elementary; PK-5
- JW Eater Junior High; 6-8

Village of Rantoul and Surrounding Community

- 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), Sunrise Nutrition Bar (exercise classes)
- Industry - Conair, Bell Sports/Vista Outdoors,
- 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

Benefits:

- Sick and Personal Leave: Teachers/Licensed Staff/ Teaching Assistants and Custodians: 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 leave the following year.
- Life Insurance: The district carries a \$25,000 life insurance policy on each employee 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. RCS is partnered with The Omni Group to provide 403(b) information and participation
- Cancer Indemnity and Hospital Intensive Care: Employees may choose to purchase supplemental insurance through AFLAC.
- 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% IMRF paid by employee and the employer cost is paid by district.
- 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. All licensed staff, custodians and any other ESP must have 24 mandatory pays.

INSURANCE

Vision: 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: \$9.96 Employee + Spouse: \$17.04
 Employee + Children: \$16.68 Employee + Family: \$26.92

Dental: 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: \$27.04 (Board covers 100% single premium)
- Employee + Spouse \$54.76: Board contributes \$27.04 so employee portion is \$27.72
- Employee + Child(ren) \$66.48: Board contributes \$27.04 so employee portion is \$39.44
- Family \$104.04: Board contributes \$27.04 so employee portion is \$77.00

Medical: Medical Insurance is an optional coverage that you may choose. The Board covers 91% of the individual employee's premium. The employee has the option to add dependents to their plan at their own expense. The premium for employee only coverage and/or dependent coverage is paid via payroll deduction. The following chart lists coverage levels and premiums.

Health Alliance Jan 1, 2020- December 31, 2020	PLAN NAME	BOARD / HRA	EMPLOYEE
	POS 2500 / 80%	HRA	POS 2250 / 80 %
Deductible			
Single	\$2,500	Yes*	\$2,500
Family	\$7,500	Yes*	\$7,500
Out Of Pocket Max (OOPM)			
Single	\$4,000	N/A	\$4,000
Family	\$12,000	N/A	\$12,000
Coinsurance (after deductible up to OOPM)	20%	N/A	20%
OV /Spec Copay	\$25 / 50 copay	N/A	\$25 / 50 copay
Hospitalization, Outpatient Procedures MRI/CT	Deductible then 20% Coinsurance, after deductible	N/A	Deductible then 20% Coinsurance, after deductible
Urgent Care	\$50	N/A	\$50
ER Transport	\$100	N/A	\$100
Emergency Room	\$200	N/A	\$200
Pharmacy	\$10/40/80/50%/50%/50%	N/A	\$10/40/80/50%/50%/50%

*The HRA will reimburse the last \$250 of deductible expenses. **The HRA does not reimburse for any Copays or Co-insurance.**

Coverage Level	Monthly Premium	Board Pays	Employee Cost
Employee	\$749	\$681.59	\$67.41
Employee + Spouse	\$1,581	\$681.59	\$899.41
Employee + Child(ren)	\$1,529	\$681.59	\$847.41
Family	\$1701	\$681.59	\$1019.41

Therefore, employee's monthly premium contribution will be approximately \$33.71 per paycheck (2 times/month) for Employee (single) coverage.



IMPORTANT INFO

TEACHERS AND LICENSED STAFF ONLY

Transcripts for licenses must be from a regionally accredited institution: Most transcripts will state their accreditation (if held) on the back of the transcript. Regional Accrediting Bodies include:

- Middle States Association of Colleges and Schools
- New England Association of Schools and Colleges
- Higher Learning Commission (North Central Association of colleges and Schools)
- Northwest Commission on Colleges and Universities
- Southern Association of Colleges and Schools
- Western Association of Colleges and Schools
- Accrediting Commission for Community and Junior Colleges

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:

- Ten (10) clock hours is equivalent to one (1) Board Credit.
- One (1) Board Credit is equal to one (1) hour of movement on the salary schedule.
- Board Credit also counts towards CPDUs/continuing education credit on ELIS.
- Board Credit can be used in addition to or in combination with college credit for lane movement.
- Due to the change from 12 to 10 clock hours being equivalent to one board credit, any board credit already submitted for lane movement for the 2018-19 school year and earlier, are already considered submitted and will not be recalculated at a different rate.
- Board credit from another district will not be accepted.
- 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.
- Previously accrued board credit not yet submitted to Central Office for lane movement will be calculated at the new rate of 10 clock hours per 1 board credit.

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

- Teachers must submit a letter of intent to the superintendent for approval prior to beginning the master's degree or endorsement program.
- 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.
- Teachers must submit a written request for the bonus and provide an official transcript upon completion of the master's degree or endorsement.
- The bonus shall be paid at the beginning of the school year following receipt of the master's degree or endorsement.
- If the teacher leaves the district prior to completing the school year in which the bonus was paid to the teacher, the teacher shall repay the district 100% of the bonus received. This will be deducted from the remaining paychecks until the end of June. The teacher shall execute a bonus agreement upon payment of the bonus.
- 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, if obtained. If an ESL endorsement is obtained separately from the master's degree (and bachelor's degree), the bonus is \$2500.

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.

WAGE SCALES

Teacher/Licensed Employee Salary Schedule 2020-2021 PARTIAL Wage Scale

Yrs Exp	B	B+15	M	M+15	M+30	M+45	M+60
0	41513	42011	42851	43922	45679	47506	50832
1	41715	42216	43060	44136	45902	47738	51080
2	41882	42384	43185	44639	46425	48514	50939
3	42049	42808	43613	45081	46884	48994	51444
4	42470	43236	44257	45747	47577	49718	52204
5	42682	43755	44905	46416	48273	50446	52968
6	43109	44630	45851	46881	48756	50950	53498
7	43540	45568	46791	47350	49244	51460	54032
8	43976	46023	47255	47823	49736	51975	54572
9	45846	46828	48166	49851	51846	54178	56888
10	46763	47698	49129	50848	52883	55263	58025
11	47698	48652	50112	51865	53941	56368	59186
12	48652	49625	51113	52902	55019	57495	60369
13	49625	50617	52136	53961	56120	58645	61577
14	51014	52035	53596	55471	57691	60286	63302
15	52035	53075	54667	56581	58844	61493	64567
16	53075	54137	55761	57713	60021	62722	65858
17	54137	55220	56876	58867	61222	63976	67175
18	55220	56324	58014	60044	62446	65256	68519
19	56766	57901	59638	61726	64194	67083	70437
20	58355	59523	60831	62960	65478	68426	71846
21	58355	59523	60831	62960	66788	69794	73283
22	58355	59523	60831	62960	68123	71189	74749



WAGE SCALES

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). The following positions' wages reflect Initial New Hire Placement Only. Any annual increase, after a full year of work is completed, is determined annually and is typically a percentage increase.

New Hire Placement for TA for 180 days / year			
	2019-2020	2020-2021	2021-2022
0 - 2 years	\$13.41	\$13.82	\$14.25
3 - 5 years	\$13.91	\$14.30	\$14.73
6 - 8 years	\$14.41	\$14.80	\$15.25
With BA			
0 - 2 years	\$14.12	\$14.55	\$15.00
3 - 5 years	\$14.60	\$15.05	\$15.50
6 - 8 years	\$15.10	\$15.55	\$16.00

New Hire Placement for custodian for approximately 260 days / year			
Custodian	2019-2020	2020-2021	2021-2022
0 - 2 years	\$11.92	\$12.53	\$13.15
3 - 5 years	\$12.42	\$13.03	\$13.65
6 - 8 years	\$12.92	\$13.53	\$14.15
Head Cust			
0 - 2 years	\$12.44	\$13.05	\$13.60
3 - 5 years	\$12.94	\$13.55	\$14.10
6 - 8 years	\$13.44	\$14.05	\$14.60

The following positions' wages reflect Initial New Hire Placement Only. Any annual increase, after a full year of work is completed, is determined annually and is typically a percentage increase.

Elementary Cook Assistant	
Experience	Wages/Hr
0-2 yrs	\$11.00
3-5 yrs	\$12.00
6-10 yrs	\$13.00
11-15 yrs	\$14.00
16-20 yrs	\$15.00

Elementary Head Cook	
Experience	Wages/Hr
0-2 yrs	\$11.75
3-5 yrs	\$12.75
6-10 yrs	\$13.75
11-15 yrs	\$14.75
16-20 yrs	\$15.75
21 + yrs	Flat Percentage

Junior High Cook Assistant	
Experience	Wages/Hr
0-2 yrs	\$11.25
3-5 yrs	\$12.25
6-10 yrs	\$13.25
11-15 yrs	\$14.25
16-20 yrs	\$15.25

Junior High Head Cook	
Experience	Wages/Hr
0-2 yrs	\$12.00
3-5 yrs	\$13.00
6-10 yrs	\$14.00
11-15 yrs	\$15.00
16-20 yrs	\$16.00
21 + yrs	Flat Percentage

Building Clerical Assistants- 200 days	
Experience	Wages/Hr
0-2 yrs	\$13.00
3-5 yrs	\$13.50
6-10 yrs	\$14.00
11-15 yrs	\$14.50
16-20 yrs	\$15.00

Building Secretary - based on 200 days	
Experience	Wages/Hr
0-2 yrs	\$14.25
3-5 yrs	\$14.75
6-8 yrs	\$15.25
9-11 yrs	\$15.75
12-15 yrs	\$16.25
16-17 yrs	\$16.75
18-20 yrs	\$17.25

Substitute Wages Pay rates are established by the Board of Education. Daily Rates:

Teacher: \$120 full day / \$60 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 \$125 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.

Retired Teacher \$130

Teaching Assistant \$80 (\$40 half day)

