

Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: July 28, 2026
Re: Adoption of the 2026-2029 Tentative Agreement between AFSCME and the RIMSD #41 Board of Education

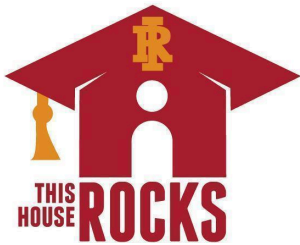
On Tuesday, June 30, 2026, the American Federation of State, County and Municipal Employees (AFSCME) ratified tentative agreements for a new Collective Bargaining Agreement (CBA). AFSCME membership includes custodians, maintenance, secretaries, and nutrition services personnel. The three-year agreement will be in effect for the 2026-27, 2027-28 and 2028-29 school years.

To better meet the district's operational needs while continuing to support and recognize the essential contributions of the employees covered under this CBA. A summary of the major changes is provided below:

- Bidding Process: The bidding process will take place on the Saturday following the required seven-day posting period.
- Call-In Procedure: Employees must notify their supervisor at least two hours before the start of their scheduled shift if they are unable to report to work.
- Paid Holidays: Employees will receive the designated paid holidays as paid time off.
- Discipline and Discharge: The agreement affirms the District's commitment to maintaining fair and consistent discipline & discharge procedures.
- Insurance premiums costs will be as follows:
 - Single coverage: 82% Board / 18% Employee
 - Single +1: 79% Board / 21% Employee
 - Family: 80% Board / 20% Employee
- Salary increases will be as follows:
 - Custodians/Maintenance:
 - 2026-2027 - 5% salary increase
 - 2027-2028 - 4% salary increase
 - 2028-2029 - 4% salary increase

Rock Island-Milan School District #41

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- Nutrition Services:
2026-2027 - 5.5% salary increase
2027-2028 - 5.5% salary increase
2028-2029 - 4.5% salary increase
- Legacy Secretaries:
2026-2027 - \$4,300.00 salary increase
2027-2028 - 5.5% salary increase
2028-2029 - 4.5% salary increase
- Secretaries:
2026-2027 - New salary schedule
2027-2028 - 4% salary increase
2028-2029 - 3% salary increase

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

It is recommended that the Board of Education adopt the newly ratified AFSCME Collective Bargaining agreement for the 2026-2029 school years.

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