

Rock Valley College

Community College District No. 511
3301 North Mulford Road, Rockford, IL 61114

**Educational Resource Center (ERC) Performing Arts Room (PAR), Room 0214
5:15 p.m. Tuesday, October 6, 2026**

Livestreaming Link: https://www.youtube.com/channel/UCwa3Fs6l4pWAR_4iDZPTNZA

(The link opens to the YouTube page; access the Board meeting by clicking on the "Live" video icon with the date shown above.)

SPECIAL MEETING AGENDA – RATIFY CBA FACULTY CONTRACT

A. Call to Order

B. Roll Call

C. Board Member Attendance by Means Other than Physical Presence

D. Communications and Petitions (Public Comment)

E. Recognition of Visitors

F. Adjourn to Closed Session to Discuss:

- 1) Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees per Section 2 (c) (2), in accordance with the Illinois Open Meetings Act.

G. Reconvene Open Session

H. Action as a Result of Closed Session

- 1) Approve 2026-2031 Collective Bargaining Agreement with Rock Valley College Faculty Association Local 6211 IFT-AFT
- 2) Approve Memorandum of Understanding-Implementation of 2026-2031 Collective Bargaining Agreement

I. Date of Next Committee of the Whole Meeting: October 6, 2026 at 5:20 p.m., or directly following the Special Meeting on October 6, 2026. The meeting will be held in the Performing Arts Room (PAR, Room 0214) located in the Educational Resource Center (ERC) on the main campus.

J. Date of Next Regular Board of Trustees Meeting: October 20, 2026, 5:15 p.m. The meeting will be held at the Advanced Technology Center (ATC), in the Bob and Norma Trojan Room (#1300), located at 1400 Big Thunder Boulevard in Belvidere, IL.

K. Adjourn

Paul Gorski, Board Chair

MEMORANDUM OF UNDERSTANDING
IMPLEMENTATION OF 2026-31 COLLECTIVE BARGAINING AGREEMENT

THIS **MEMORANDUM OF UNDERSTANDING** (“MOU”) is made and entered into by and between the BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 511 (the "College" or the "Board") and the ROCK VALLEY COLLEGE FACULTY ASSOCIATION, LOCAL 6211, IFT-AFT/AFL-CIO (the “RVCFA” or the “Association”), each individually referred to as a “Party” and collectively as the “Parties” herein, to memorialize agreements made between the College and the Association concerning implementation of the newly agreed upon Collective Bargaining Agreement between the Parties, effective through the last day of Summer II Session in 2031 (“2026-2031 CBA”).

WITNESSETH

WHEREAS, the RVCFA is the exclusive bargaining representative for the College’s faculty members, librarians, Nursing Lab/Simulation Faculty, Professional Reading Specialist, Math Specialists, Communications Specialists, and Dental Hygiene Clinical Instructors;

WHEREAS, the Parties previously agreed to a Collective Bargaining Agreement originally executed by the Parties on August 16, 2021 and which remained in effect and in force up to and including August 7, 2026;

WHEREAS, the Parties commenced collective bargaining over a successor agreement to the 2021-2026 CBA on January 30, 2026;

WHEREAS, the Parties reached a tentative agreement as to the terms and conditions of the 2026-2031 CBA as a result of that collective bargaining on September 10, 2026;

WHEREAS, the parties have agreed as a result of the ratification of the 2026-2031 CBA to also resolve a dispute and grievance filed by the RVCFA concerning an asserted preferential right to teaching dual credit classes.

WHEREAS, a majority vote of the membership of the RVCFA approved and ratified the adoption of the tentatively agreed-upon terms and conditions of the 2026-2031 CBA on September 21, 2026,

WHEREAS, the College’s Board approved the adoption of those same terms and conditions on October 6, 2026,

WHEREAS, before the Parties agreed to adoption of the 2026-2031 CBA, the Parties agreed that certain compensation provisions of the 2026-2031 CBA could not be fully implemented during the Fall 2026 Semester, given the timing of the approval and adoption of the 2026-2031 CBA; and

WHEREAS, the Parties endeavored in good faith to reach agreement regarding implementation of these provisions following execution of the CBA;

NOW, THEREFORE, in consideration of the promises, mutual undertakings, and agreements of the Parties, the Parties hereby agree as follows:

1. Execution of the 2026-2031 CBA

The Parties agree that they will cause this MOU to be executed simultaneously with and in furtherance of adoption of the 2026-2031 CBA;

2. Retroactive Compensation and Implementation of New Salary Rates

The salary rates and schedules set forth in the 2026-2031 CBA could not be entered into the College's payroll system in time for the first pay periods of the Fall 2026 Semester. The new salary rates and schedules shall be entered into the College's payroll system and reflected in employee pay effective October 15, 2026, and all retroactive amounts owed under this Section 3 shall be paid to affected employees no later than November 15, 2026. The new base salary rates shall be applied retroactively as of August 16, 2026 for faculty members on nine-month employment contracts and as of July 1, 2026 for librarians and other bargaining unit members on ten-month or twelve-month employment contracts.

For each affected employee, the retroactive amount owed is the difference between the compensation paid at the prior salary rates and the compensation that would have been paid at the new salary rates from the applicable retroactivity date through the date the new rates are first reflected in employee pay, and shall be paid as a single lump-sum payment. A faculty member's election to receive earned salary in installments spread over twelve months does not affect the amount of retroactive pay owed.

3. Dual Credit Grievance

The RVCFA agrees to immediately withdraw, its pending grievance concerning a preferential right to teaching dual credit courses on high school campuses based on the agreed terms of the 2026 -2031 CBA . In addition, based on those terms, the RVCFA further releases the College and waives any further grievances, unfair labor practice charges or any other claim arising out of said grievance or any of the events leading to the filing of said grievance including but not limited to a preferential right to the teaching of dual credit classes on high school campuses and the specific claims of the RVCFA member subject of the grievance.

4. Limitations

The Parties acknowledge and agree that this MOU does not revise, amend, or modify any provisions of the 2026- 2031 CBA, and that all provisions of said CBA remain in full force and effect during its term.

5. Effective Date

This MOU is effective immediately upon execution.

6. Counterparts

This MOU may be executed in two or more counterparts, in hard-copy or electronic format, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties have caused this MOU to be executed by the signatures of their authorized representatives as set forth below.

Rock Valley College Faculty Association

Rock Valley College

By: _____

Title: President

By: _____

Title: Chairperson, Board of Trustees

Date: _____

Date: _____