



River Forest Public Schools

New Teacher Contract Highlights

April 7, 2026



Lincoln
Elementary School



Willard
Elementary School



Roosevelt
Middle School

Tonight's Overview

- Our goal is to provide high-level summary of the new teacher contract for community members
- Please review the [full contract](#) on the District 90 website for all details
- Discussion of financial implications will occur later during tonight's agenda

Contract Renewal Process and Goals

- Negotiation teams representing the District and the River Forest Education Association (RFEA) began meeting in April 2025
- Goals for the Contract:
 - Demonstrate value to our exceptional teachers
 - Maintain strong financial stewardship of District resources
- A tentative agreement was reached on February 20, 2026
 - Contract was ratified by the RFEA on March 5, 2026
 - Contract was approved by Board on March 11, 2026
- Contract is effective immediately, with adjustments pertaining to 2025-26 made retroactively over the coming months

Key Contract Elements



Increased Compensation



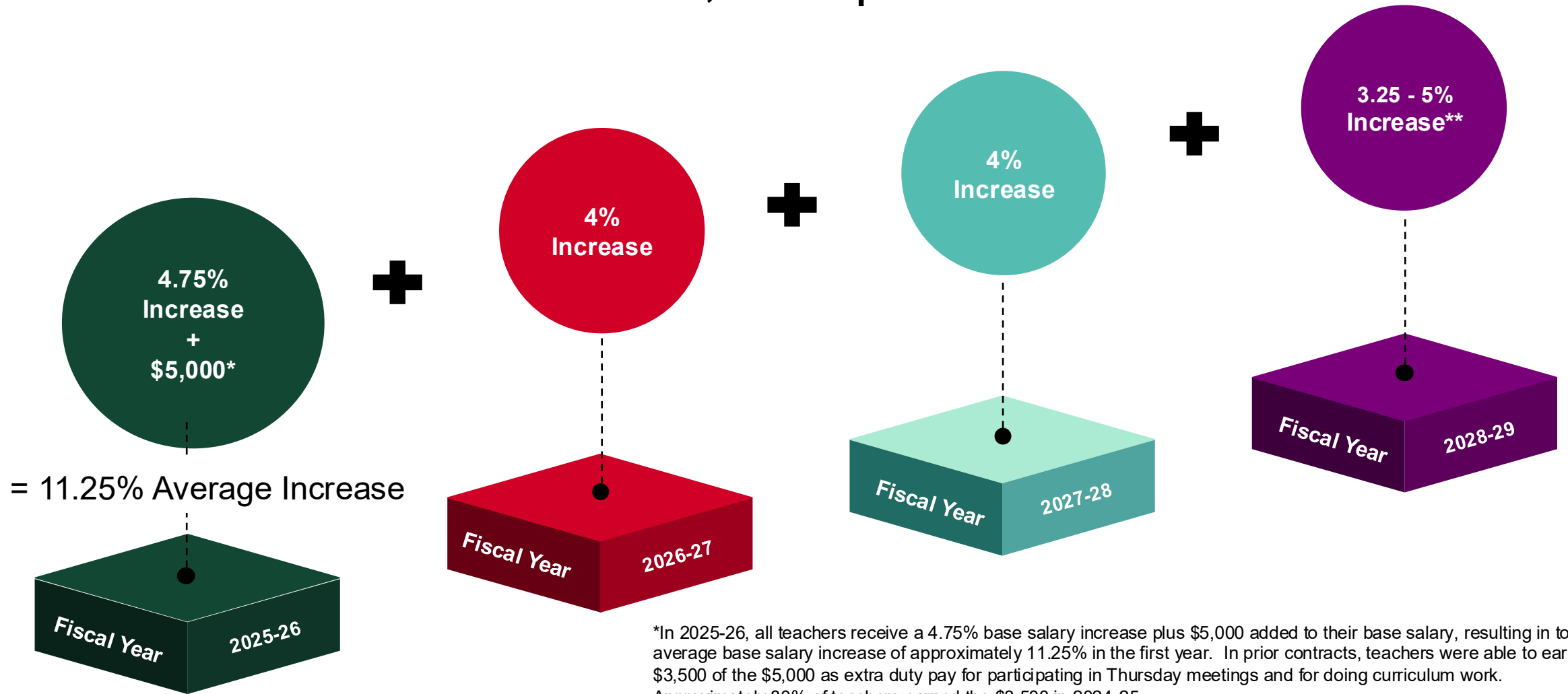
Improved Benefits



Workplace Enhancements



Teachers Receive an Estimated 25% Increase in Base Salaries Over Four Years, Compounded



*In 2025-26, all teachers receive a 4.75% base salary increase plus \$5,000 added to their base salary, resulting in total average base salary increase of approximately 11.25% in the first year. In prior contracts, teachers were able to earn \$3,500 of the \$5,000 as extra duty pay for participating in Thursday meetings and for doing curriculum work. Approximately 80% of teachers earned the \$3,500 in 2024-25.

**In 2028-29, base salary increases are tied to CPI with a floor of 3.25% and a ceiling of 5%. Please see all contract details in the [2025-26 RFEA Negotiated Contract](#).

Base Salary Increases Translate into a 21% Estimated Average Earnings Increase, Compounded

- Earnings include base salary and extra duty pay
- Future estimated earnings for each employee were projected based upon prior earnings

Average Percentage Increases in Base Salary and Estimated Earnings

	<i>2025-26*</i>	<i>2026-27</i>	<i>2027-28</i>	<i>2028-29**</i>	<i>Total Increases (Compounded)</i>	<i>Estimated Average Increase</i>
<i>Base Salary</i>	11.25%	4.00%	4.00%	3.25 - 5.0%	24.2 – 26.3%	25%
<i>Estimated Earnings</i>	7.80%	4.00%	4.00%	3.25 - 5.0%	20.4 – 22.4%	21%

*2025-26 base salary increase of 4.75% plus \$5,000

**2028-29 increase is tied to CPI with a floor and ceiling

Please see all contract details in the [2025-26 RFEA Negotiated Contract](#)

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Improved Benefits

- Increased District contributions toward premiums covering up to 95% depending on coverage selected
- Expansion of eligibility criteria enabling more teachers to access higher employer contributions to premiums
- Continuation of high-quality Blue Cross Blue Shield health insurance
- Continuation of the Health Reimbursement Arrangement (HRA) that reimburses teachers for any PPO deductibles paid
- Increased benefits for sick days and other leaves
- Increased District contribution toward retirement benefits

Please see all contract details in the [2025-26 RFEA Negotiated Contract](#)

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Workplace Enhancements

- Improved clarity around planning time parameters
- Initiation of committees to provide staff input into administrative decisions
 - Initial Hiring Salary Schedule Committee
 - Stipend Review Committee
- Adjustments to the Calendar Committee which recommends the annual School Calendar to the Board

Please see all contract details in the [2025-26 RFEA Negotiated Contract](#)

Contract Costs

- Costs of salary and benefits are estimated to be \$55 million over four years
- Costs account for approximately 60% of total projected operating expenditures over the four years

Next Steps

- Implementation of contractual adjustments effective in 2025-26 underway
- Board review of updated long-range financial projections
- Initiation of new committees beginning fall 2026-27



Thank
you!

