Union Proposals May 13, 2026

Economic Package
5/13/26

Union Proposal 1.3 - Extra Duty Stipend
Union Proposal 7.3 - Student Service Team Lead Stipend
Union Proposal 8.3 - Summer School Pay
Union Proposal 11.3 - Salaries
Board of Ed Proposal 3.1 Health and Welfare

Will County District 92 Council, AFT 604
Union Proposal #1.3 Substitute Teaching
(5/13/26)

NOTES 5/13/26: The union recognizes the challenges of maintaining a rotation roster in on-the-fly situations, however we continue to assert that it is in the best interest of students to minimize disruption to scheduled instructional time.

ARTICLE VI. SUBSTITUTE TEACHING

1. When it is known that an individual teacher is to be absent for a period of four consecutive weeks, a riffed teacher will be asked to fill the position before asking other regular substitutes. Riffed teachers will be called in the order of seniority as stated in Section 24-12 of the Illinois School Code. Only teachers who are qualified to fill the position will be called. A riffed teacher is a teacher who was released due to a reduction in force during the prior school year.
2. Teachers who take responsibility for an absent teacher's classes during their plan period or duty free lunch shall be paid the rate of ~~$36~~ ~~$41~~ $40 per hour for the 2026-2027 school year, $41 per hour for the 2027-2028 school year, and $42 per hour for the 2028-2029 school year.
3. The hourly rate will be prorated to reflect the actual duration of the class period. The Administration will ask for volunteers and will make reasonable attempts to spread coverage assignments among the building's available staff members to avoid unduly burdening any particular teacher. However, the Administration has the right to require ~~available~~ licensed staff members ~~teachers~~ to cover classes for their absent colleagues. The administration will make every effort to avoid impacting direct scheduled student instruction time.

~~*This rate will be adjusted yearly based upon the salary increase percentage.~~

~~*This rate will be adjusted to $41 for the 27-28 school year.~~

~~**The rate will be adjusted to $42 for the 28-29 school year.~~

Will County District 92 Council, AFT 604
Union Proposal #7.3 Salary Differential for School Psychologist/Student Service Team Leader
(5/13/26)

Rationale:

We are seeking to update and memorialize the MOA signed between the union and the administration on 12/4/2023. Given all the responsibilities in our role, psychologist and administrator/coordinator duties included, it would be impossible to ensure adequate plan time and still meet all of the requirements of our position. We are requesting a salary differential for additional compensation because even if we have a scheduled plan time, it is not possible to adhere to that schedule due to the administrative/coordinator duties that are required and listed below. These duties fall outside of the role of a traditional school psychologist and would require that additional people be hired to fulfill these responsibilities if school psychologists did not coordinate them (e.g., MTSS/RTI Coordinators, Special Education Coordinators, etc.)

5/13/26: The union recognizes the interest of the district to have psychologists on call for special circumstances during the summer, however this should not be perceived as carte blanche to dictate a summer work schedule. Therefore, we propose specific protections by asking that these days not be used for work that can be done during the school year, and that they will be scheduled with collaboration and consent of the staff member.

Article XXII: SALARIES

Language:

1. School Psychologists/Student Services Leader will be taking on additional duties, that the job title and description needs to be updated, and that the additional duties warrant additional compensation.
    a. ~~The position of School Psychologist will be retitled School Psychologist/Student Services Leader~~
    b. ~~The job description for School Psychologist/Student Services Leader will be updated to include aspects of coordinating and implementing multi-tiered systems of support ("MTSS").~~
    c. Compensation based upon completed years of service as a Full-Time School Psychologist or School Psychologist/Student Service Leader in District 92.
    d. The school psychologist/student service team leader will be available for up to 5 days during the summer ~~if the district has specific needs requiring a school psychologist for those days~~. These 5 days will not be used for work that could be done during the normal school year. Scheduling of such days will be

coordinated by mutual agreement between the district and the employee. Responsibilities may be completed in person or virtually. These days may be used for responsibilities including, but not limited to, student evaluation ~~including play based assessment,~~ parent consultations, and participation in meetings. Compensation for summer work is already provided in accordance with the terms of this agreement per Article XXII: Salaries.

2. Current Salary Differential:

2025-2026 Salary Differential Schedule

Years of Service	Annual Salary Differential Amount
0-3	$8,888
4-6	$9,523
7-9	$10,158
10-12	$10,793
13+	$11,428

These amounts will increase annually in a manner consistent with the stipend structure outlined in the collective bargaining.

Salary differential will be prorated for SP/SSL's hired mid-school year. Under no circumstances may payment of this differential expose the Board to excess salary payments or charges from the Illinois Teachers' Retirement System ("TRS") and the differential will be automatically reduced to the extent necessary to avoid such exposure.

Will County District 92 Council, AFT 604
Union Proposal #8.3 Extra Duty Curricular Salaries
(5/13/26)

Rationale:

The hourly rate has remained stagnant for many years. The rate increase was determined based upon the percentage increase of the prior contract.

We propose the following changes in order to maintain a stable, consistent educational environment for ESY students, to efficiently utilize District resources, and properly compensate staff for expertise and experience.

5/13/26: The union accepts the district's rate proposals for extended summer school.

Language:

Article XXII: EXTRA DUTY CURRICULAR SALARIES

Section C. Instructional Tutoring, ~~Summer Instruction,~~ Extra Curricular Teaching, Mandatory Supervisory Duties

The Board shall pay for instructional tutoring, extra curricular teaching outside the school day, and/or mandatory supervisory duties, not to include detention duty, beyond the scheduled school hours at the rate of ~~$36.00~~ ~~$41.00*~~ $40.00 per hour for the 2026-2027 school year, $41 per hour for the 2027-2028 school year and $42.00 per hour for the 2028-2029 school year. See attached salary schedule for payment of extra duty, co-curricular duties. All district sponsored curriculum related meetings (e.g. summer committee work, workshops, meetings) held outside the regular school day will be compensated at the rate of ~~$36.00~~ ~~$41.00*~~ $40.00 per hour for the 2026-2027 school year, $41.00 per hour for the 2027-2028 school year and $42.00 per hour for the 2028-2029 school year.

~~*This rate will be adjusted yearly based upon the salary increase percentage.~~

Section G. Extended School Year Instruction

The Board shall pay ~~Summer~~ Extended School Year Instruction teaching staff $50.00 per hour for the 2026-2027 school year, $51 per hour in the 2027-2028 and $52.00 per hour in the 2028-2029 school year. ~~at their individual hourly rate (teacher's annual salary divided by 1260).~~ Teaching staff will be assigned to lead teaching roles prior to other non-licensed staff or teachers outside of District 92, even if the non-licensed staff/non-D92 teacher has the qualifications needed.

Will County District 92 Council, AFT 604
Union Proposal #11.3 Salaries
(5/13/26)

Rationale:

We need to attract and retain highly qualified staff. People are leaving the district and in many cases they are not being replaced. This is causing a vicious cycle of increasing workloads and work stress on teachers loyal to the district that will cause more people to leave and exacerbate staffing issues.

Past increases have not kept up with past cost of living increases, and 34% of teachers surveyed are being forced to take second jobs.

Due to the ever increasing demands of the profession and the level of support that current learners need, staff deserves an increase. There has been a reduction in support staff in our district with a loss of 3 teachers in each building in the 2025-2026 school year (2 instructional aides and permanent sub). Teachers are having to sub, which disrupts the learning process.

Language:

ARTICLE XXII. SALARIES

2026-2027 ~~7%~~ 6.0%

2027-2028 ~~6.5%~~ 5.75%

2028-2029 ~~6.0%~~ 5.75%

Union	**Board of Education**
Date	**Date**

Response to Board of Education
Proposal #3.3 Health and Welfare
(5/13/26)

5/13/26: Union accepts going back to status quo on insurance rates and adjusting the renewal date on the calendar. The union has included rate splits for PPO-HSA, to ensure clarity if this plan remains available.

ARTICLE XVII. HEALTH AND WELFARE

A. The Board of Education will provide medical and dental insurance coverage for all teachers and their dependents. The Board of Education will also provide $30,000 in term life insurance coverage on each teacher.

B. The major medical and dental coverage shall continue in a form substantially similar to the plan in effect as of the date of execution of this Agreement except to the extent that: (i) the co-payment for the drug card shall be $10 for generic brand prescriptions, $25 for formulary prescriptions and $40 for name brand prescriptions and the deductible shall be $450 annually, renewing on January 1st ~~September 1st~~ of each year or the first day of the plan's renewal period as long as no employee shall have a lapse in their medical or dental coverage.

C. The Board of Education will pay 100% ~~90%~~ of the premium for single coverage medical and dental insurance for tenured and non-tenured teachers. The Board will also pay the following percentages of the premiums for dependent and family medical and dental insurance coverage:
   a. Tenured teachers: 82% (PPO), 82% (PPO-HSA) or 79% (HMO)
   b. Non-tenured teachers: 68% (PPO), 68% (PPO-HSA) or 71% (HMO)

~~The teacher must pay a share of the premium for the insurance packages they choose according to the following schedule:~~

~~TENURED STAFF~~	~~2026-2027~~		~~2027-2028~~		~~2028-2029~~	
	~~Board %~~	~~Tenured Employee %~~	~~Board %~~	~~Tenured Employee %~~	~~Board %~~	~~Tenured Employee %~~
~~PPO all Tiers~~	~~82%~~	~~18%~~	~~81%~~	~~19%~~	~~80%~~	~~20%~~
~~PPO-HSA All Tiers~~	~~80%~~	~~20%~~	~~79%~~	~~21%~~	~~78%~~	~~22%~~
~~HMO All Tiers~~	~~79%~~	~~21%~~	~~78%~~	~~22%~~	~~77%~~	~~23%~~

~~NON- TENURED STAFF~~	~~2026-2027~~		~~2027-2028~~		~~2028-2029~~	

	~~Board %~~	~~Non-Tenured Employee %~~	~~Board %~~	~~Non-Tenured Employee %~~	~~Board %~~	~~Non-Tenured Employee %~~
~~PPO all Tiers~~	~~68%~~	~~32%~~	~~67%~~	~~33%~~	~~66%~~	~~34%~~
~~PPO-HSA All Tiers~~	~~68%~~	~~32%~~	~~67%~~	~~33%~~	~~66%~~	~~34%~~
~~HMO All Tiers~~	~~71%~~	~~29%~~	~~70%~~	~~30%~~	~~69%~~	~~31%~~

Those employees hired before the 1999-2000 school year currently grandfathered into family medical coverage fully paid for by the district shall maintain that coverage by the district until separation from employment.

D. The Board of Education will extend the medical, dental and life insurance coverage for teachers leaving the district until August 31st upon meeting the following conditions:
   1. The teacher must be employed for the full school year.
   2. Written notice of the resignation or retirement must be given to the Superintendent or building principal by May 1st.

   The Board of Education will extend the medical, dental and life insurance coverage until August 31st for teachers who have been employed the full school year and are terminated.

E. The Board of Education shall purchase with district funds the type and amount of insurance necessary to protect itself as a corporate body, its individual members, its appointed officers, and its employees from financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental injury to any person or in property damage within or without the school building while the above-name insured are acting in the discharge of their duties within the scope of their employment and/or under the direction of the Board.

Will County District 92 Council, AFT 604
Union Proposal #5.3 Leaves
(5/13/26)

Rationale:

5/13/26

We respect your decision to pull the involuntary transfer proposal, however, personal day usage continues to remain a top concern and priority for our union membership. We are therefore reintroducing this proposal, however we will honor the movement we have made to this point on this issue.

4/29/26

We continue to maintain that allowing teachers these days helps them to maintain their own well-being and personal obligations to demonstrate healthy boundaries. This is also the top concern from our membership.

3/4/26

Allowing teachers to use their allotted personal days at any time during the school year supports educator well-being and professionalism. When teachers use these days without restrictive conditions, it promotes trust, autonomy, and respect for their professional judgment.

The use of personal days should not be at the discretion of others because otherwise decisions as to what is considered a personal day will always be made with subjectivity and bias.

Ultimately, granting teachers the ability to use their three personal days whenever needed is a practical, supportive policy that acknowledges the realities of modern living, enhances educator well-being, and sustains a stable, high-quality learning environment for students. It would be considered an incentive during the hiring process, as the benefits package is presented, which will attract new teachers to district 92 in the current competitive market.

Language:

ARTICLE XVI. LEAVES

B. Personal Leave

Teachers shall be granted a maximum of three (3) personal leave days (pro rata to FTE) per year with pay. A personal leave day is defined as a day to allow personal time to conduct personal business~~, which is impossible to schedule at a time other than during a school day.~~ A personal leave day may not be used for income production~~,~~ or work stoppage ~~or activities that could be scheduled when school is not in session~~. Unused personal leave shall accumulate only as accumulated sick leave.

The use of a personal day is subject to the following conditions, however, the following conditions (#3-5) may be waived or accepted by the Superintendent in their discretion without establishing a precedent.

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Building Administrator in advance of the requested date.
2. A teacher may request two ~~a single~~ days of personal leave without providing a reason. Requests to use ~~two or more~~ three personal days at a time, or to use personal leave consecutively with another form of leave, shall require providing a reason.
3. No personal leave days may be used immediately before or immediately after a holiday~~, during the first and/or last 5 days of the school year,~~ or in connection with school break times.
4. Personal leave may not be used on an in-service training day.
5. Personal leave may not be used when the employee's absence would create an undue hardship.~~; i.e., more than two teachers per attendance center absent on personal leave.~~

Union	**Board of Education**
Date	**Date**