Board of Education Proposals May 13, 2026

Will County District 92 Council, AFT 604
Union Proposal #2.2 Normal School Day/Plan Time
Board of Ed Counter Proposal (5/13/26)

Language:
ARTICLE VII - NORMAL SCHOOL DAY/YEAR
Section A: School Day

The normal work day for teachers shall be seven (7) hours. Time will be provided each week for teachers to complete planning and preparation during the periods in which their classes are administratively scheduled to receive instruction from Art, Library Media Center, Music, and Physical Education. Teachers in grades EC-5, will be scheduled a minimum of 285 minutes per week, consisting of nine (9) planning periods of at least thirty (30) minutes each. The building principal will make an effort to provide two (2) planning periods per day, to the extent possible. Teachers in grade 6-8 will have the equivalent of ten (10) planning periods per week, with one (1) being used for PLC meetings/team planning time. Every effort will be made to avoid using plan time for meeting purposes; however, if a teacher loses their only planning period in a given day, the building principal will ensure the teacher is provided with equivalent planning time within one (1) week or that the teacher will be paid for their time according to the extra duty stipend (Article XXII. Section C.).

The starting and ending times will be scheduled by the principal at each school building. This decision will be communicated to staff not later than July 1st of each year. A teacher's contractual school day shall be 7 hours and include a 30-minute non-duty lunchtime. Teachers will have access to their buildings during non-work hours.

There shall be a maximum of two faculty meetings per month scheduled within the normal workday. The Administration will give a minimum of 24 hours notice to cancel each faculty meeting. It is understood that emergency situations may prevent such notice. Information and material that can be dispensed via mailboxes shall be distributed in that manner.

The normal school day shall be suspended for Parent-Teacher Conference Days. (Instead the same hours as the school day shall be scheduled appropriately for the Report Card Parent-Teacher Conference Day).

Section B: School Calendar

The annual school calendar shall consist of one hundred and eighty-five (185) days, of which actual pupil attendance shall be one hundred and seventy-six (176) days. Four

(4) days shall be officially declared full-day institutes. Five (5) days shall be designated as emergency days and will be used only in lieu of days lost because of emergency school closings when e-learning days are not available. Teacher attendance at Open House is mandatory, unless a family emergency or illness occurs. Union recommendations regarding the calendar shall be made to the Superintendent prior to January 31.

Section C: Professional Learning Communities

Beginning with the 2021-22 school year, the student day will end forty (40) minutes earlier on Wednesdays to accommodate a sixty (60) minute period for teachers to conduct PLCs and professional development aligned with the D92 Strategic Plan. On Wednesdays, teachers in PreK-5th grades are required to stay twenty (20) minutes beyond the end of their typical workday for PLC meetings and shall be compensated for those twenty (20) minutes at the rate of $24 per PLC meeting. However, PreK-5th grade teachers participating in the District's retirement plan on or before August 1, 2023, may decline to remain for the additional twenty (20) minutes of PLC meetings outside the normal teacher workday. Teachers in grades 6th-8th will conduct their PLC session during the 40 minute student release, with the remainder occurring during team planning time each week.

A professional learning community (PLC) is an ongoing process through which teams of educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. The PLC process involves the sharing of ideas to enhance their teaching practice and create a learning environment where all students can reach their fullest potential. PLCs will be teacher-led with guidance from the administration and will focus on the PLC key questions:
What do we want students to know and be able to do?
How will we know when students have learned it?
What will we do if students haven't learned it?
What will we do if students already know it?

In practice, some examples of this may include the following activities/steps/processes listed below.
PLC team members work collaboratively to examine, discuss, and determine learning expectations based on the standards.
PLC teams identify areas of instruction where students are struggling or need more attention and identify strategies for meeting those needs.
Teams develop a plan for addressing the area of concern and decide on the type of work that students should do to demonstrate learning/improvement in that area.
Teams implement the plan with their students and gather evidence of student learning.

Teams review student work and discuss the success of the plan.
Teams reflect on the analysis of student work and discuss potential changes to the instructional strategies.
Teams may plan, study, and act on various instructional strategies, including action research projects.

Bargaining unit members shall have a maximum of sixty (60) minutes of Professional Learning Community time each week to be used for PLC teams to meet, except in weeks prior to the end of the trimester/quarter, when PLC teams will not be required to meet.

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

Will County District 92 Council, AFT 604
Union Proposal #1.2 Substitute Teaching
Board of Ed Counter Proposal (5/13/26)

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 to cover classes for their absent colleagues.

~~*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 #7.2 Salary Differential for School Psychologist/Student Service Team Leader
Board of Ed Counter (5/13/26)

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").~~
    a. Compensation is based upon completed years of service as a Full-Time School Psychologist or School Psychologist/Student Service Leader in District 92.

    b. The District retains the authority to require school psychologists to be available for up to five (5) workdays during the summer, as determined by student and operational needs. These days may be used for responsibilities including, but not limited to, student evaluations, parent consultations, and participation in meetings. Scheduling of such days will be coordinated by the District, with reasonable notice provided to the employee. 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.

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

Will County District 92 Council, AFT 604
Union Proposal #8.2 Extra Duty Curricular Salaries
Board of Ed Counter Proposal (5/13/26)

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~~ $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. 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~~ $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.

~~*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.~~
~~*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 per hour for the 2026-2027 school year, ~~$51.50~~ $51 per hour for the 2027-2028 school year and $52 ~~$53~~ per hour in the 2028-2029 school year.~~at their individual (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.

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

Will County District 92 Council, AFT 604
BOE Counter Union Proposal #11.2 Salaries
(5/13/26)

Language:

ARTICLE XXII. SALARIES

2026-2027 ~~7.0%~~ 3.25%

2027-2028 ~~6.5%~~ 3.0%

2028-2029 ~~6.0%~~ 3.0%

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

Board of Education
Proposal #3.1 Health and Welfare
(5/13/26)

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% 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) or 79% (HMO)
   b. Non-tenured teachers: 68% (PPO) or 71% (HMO)

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.

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