Union Proposals from March 4, 2026

Will County District 92 Council, AFT 604
Union Proposal #1.0 Substitute Teaching
(3/4/26)

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 per hour for each covered class in the 2026-2027 school year. 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 teachers to cover classes for their absent colleagues.
   *This rate will be adjusted yearly based upon the salary increase percentage.

Will County District 92 Council, AFT 604
Union Proposal #2.0 Normal School Day/Plan Time
(3/4/26)

Rationale:

Plan time is essential for teachers to prepare materials for daily lessons. This time is also used to analyze and assess student work, which drives lesson pacing and instruction. Teachers need this time during the school day to contact parents if needed and confer with specialists informally in order to support students' learning. Teachers that take on a leadership role also use this time to plan agendas and meetings. Teachers delivering Tier 2 interventions may also prepare materials and lessons to support those learners.

The shortened student day every Wednesday has cut instructional time available to students and should be eliminated, in order to maintain a stable and consistent educational environment for the students and to efficiently utilize District resources.

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, 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 meeting can only be scheduled during one of these planning periods, the teacher will be given those minutes of plan time back at another time within a week.

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 #3.0 Fair Practice
(3/4/26)

Rationale:

The Union proposes updated non-discrimination language to reflect the protected classes recognized by the Illinois Department of Human Rights.
https://dhr.illinois.gov/filing-a-charge/jurisdiction-chart.html

Language:

ARTICLE VIII. - FAIR PRACTICES

The Board and the Union agree not to discriminate against any teacher on the basis of age, ancestry, arrest record, conviction record (except where required to be considered by law), citizenship status, disability (physical, mental, and association with a person with a disability), gender identity, military status, order of protection status, pregnancy, religion, sexual orientation, unfavorable military discharge, work authorization status (as defined in the Illinois Human Rights Act), race, creed, color, national origin, sex, reproductive health decisions, Family Responsibilities, ~~or~~ marital status or membership or non-membership, or participation in the activities of Will County District #92 Council, AFT Local 604.

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

Will County District 92 Council, AFT 604
Union Proposal #4.0 Progressive Discipline
(3/4/26)

Rationale:

Recent discipline cases have highlighted the need for fair, consistent, and legible practices around discipline for all members. Just cause is a widely accepted standard in the legal and labor communities that is appropriately applied in a variety of neighboring districts.

Language:

ARTICLE XI. PROGRESSIVE DISCIPLINE

A. The discipline of teachers shall, in the usual case, follow progressive discipline concepts, and be applied only for just cause after an investigation that affords the Union members due process. The Board agrees to administer discipline in a manner that is neither arbitrary nor capricious. The disciplinary steps will be:

   1. Verbal warning.
   2. Written reprimand.
   3. Suspension without pay.
   4. Discharge.

B. The disciplinary steps shall be used and initiated at the appropriate level within the context of any initiating incident or set of behaviors deemed inappropriate.

C. Where the circumstances of a particular case and/or the seriousness of a particular offense make the application of progressive discipline inappropriate, the Superintendent or designee may apply discipline at a higher step that is reasonably proportionate to the offense committed.

D. This provision shall not apply to dismissal or changes in employment status which occur for non-disciplinary reasons, such as a reduction in the workforce or the nonrenewal of probationary teachers.

E. No parental complaint shall be placed in a personnel file, unless the complaint has been investigated by the District and found to have validity.

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

Will County District 92 Council, AFT 604
Union Proposal #5.0 Leaves
(3/4/26)

Rationale:

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 a single day of personal leave without providing a reason. Requests to use two or more 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 day 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.~~

Will County District 92 Council, AFT 604
Union Proposal #6.0 Union Leave
(3/4/26)

Rationale:

The union seeks overall discretion to use union leave days, subject to reasonable restriction based on specific staffing needs on the days in question.

Language:

ARTICLE XVI.I - Union Leave

The President, Vice President, Secretary, Treasurer, Building Representative, and/or designee(s), subject to administrative approval, shall be allowed released time for the investigation of grievances or other appropriate activities relating to school or teacher welfare.

Such requests will not be unreasonably denied, and any denial will be in writing, accompanied by an explanation. The President, Vice President, Secretary, Treasurer, Building Representative, and/or designee(s), shall be granted release time of up to three (3) days combined in order to attend union hosted events outside of the school district. ~~subject to administrative approval, shall be allowed to attend Union hosted conference(s), seminar(s), and/or course(s). In the event that the Union hosted conference(s), seminar(s), and/or course(s) occurs during the school day the attendee(s) absence(s) shall not be counted as a sick day or a personal day for up to two days per school year.~~

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

Will County District 92 Council, AFT 604
Union Proposal #7.0 Salary Differential for School Psychologist/Student Service Team Leader
(3/4/26)

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.)

Article XXII: SALARIES

Language:

1. School Psychologists 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.

2. Current Salary Differential:

2025-2026 Salary Differential Schedule

Years of Service	Annual Salary Differential Amount
0-3	$8,888
4-6	$9,523

Will County District 92 Council, AFT 604
Union Proposal #8.0 Extra Duty Curricular Salaries
(3/4/26)

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.

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* per hour. 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* per hour.

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

Section G. Extended School Year Instruction

The Board shall pay Summer Instruction teaching staff 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.

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

Will County District 92 Council, AFT 604
Union Proposal #9.0 Sick Bank Leave
(3/4/26)

Rationale:

A sick leave bank provides critical support for teachers who experience serious illness, injury, or unforeseen personal crises that require extended time away from work. Teaching is a profession built on consistency and care for others, yet educators facing major health challenges or family emergencies often exhaust their accumulated sick leave quickly. A sick leave bank ensures that no teacher is forced to choose between their health, financial stability, and professional responsibilities.

Language:

ARTICLE XXVII. SICK BANK

After two (2) full years of employment in the District, any teacher who has accumulated at least twenty (20) Sick Days shall be eligible to participate voluntarily in the "Sick Leave Bank." The intention of the Sick Leave Bank is to provide extended sick leave to members of the bank who incur a period of prolonged illness, injury, or hospitalization. Any teacher who desires to participate in the Sick Leave Bank shall submit a written notice of intent to participate on an established form provided. Such notice shall be forwarded to the union president no later than September 30.

To be a member of the Sick Bank, an employee shall contribute two (2) sick days per year for the first year of membership. An employee will contribute one (1) day per year until the bank accumulates approximately five hundred (500). If the maximum number of days is reached before the beginning of a school year, donation days will be waived, except for the initial contribution of a new member joining the sick bank, who will contribute 2 days initially. If accumulated days drop below five hundred (500), members will donate one (1) additional day for that school year.

If a member withdraws from the bank, the days already contributed by the individual shall remain in the bank. A member withdrawing days from the bank will not be asked to replace the days except as a regular yearly contribution. Re-enrollment in the Sick Bank will occur automatically each year unless the member requests in writing by September 30th to be removed.

The Sick Bank will officially be administered by the Business Manager and cooperation with the Teachers' Union. Committee membership shall consist of the Union President or designee, one member chosen by the union, and one administrator. All three members of the committee must be in attendance to take action. The committee may ask for additional information and records from the physician prior to an approval and/or denial. It will be at the discretion of the Sick

Leave Committee to determine the minimum and maximum numbers of days granted to any applicant during a school year. Days do not have to be consecutive or full days. The member's history of sick days used may be reviewed by the committee and taken into consideration when granting sick days.

A member of the Sick Bank may not withdraw sick days until the said member has: 1) exhausted his/her own accumulated sick days; 2) submitted a written certificate of illness from a licensed physician; and 3) completed the sick leave bank application form.

The sick leave bank shall be applicable only to sick leave bank members. In addition, members of the sick bank may request days for the illness of the immediate family as defined in Article XVI.A. The sick leave bank shall not be applicable for: 1) cosmetic surgery (as defined in insurance policy), except if complications result therefrom; 2) elective surgery or other treatment which may be safely deferred until a vacation or holiday period, except if complications result therefrom.

If the sick bank is terminated, the available days will be prorated by the Sick Bank Committee to contributing members employed at the time of such termination. No sick leave bank members may receive more than the total number of days he/she contributed to the bank. Fractional days less than one-half (1/2) days shall not be distributed.

Teachers retiring from the District with excess sick days may donate up to 8 days to the sick bank.

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

Will County District 92 Council, AFT 604
Union Proposal #10.0 Artificial Intelligence
(3/4/26)

Rationale:

The Union proposes a joint committee to oversee adoption of AI and related automation technologies. AI technologies are already being adopted by employers, including education employers, with significant disruptive effects. The union believes such changes can be mutually beneficial to all parties if approached with mutual understanding, respect, and input. Therefore, we propose that any new adoption of AI technology be mutually vetted and agreed upon prior to implementation.

Language:

ARTICLE X – Artificial Intelligence

The Union and the District recognize that the group of technologies and systems collectively referred to as Artificial Intelligence (AI) will have broad impacts on teaching and learning. It is mutually understood that such technologies should be approached as an opportunity to improve work and education outcomes while respecting the rights and professionalism of teachers.

The Union and the District shall establish a joint committee to oversee adoption of AI and Automation in the district. This committee will consist of two representatives chosen by the Union and two representatives chosen by the District, and shall meet at least once per school year, no later than March 1st. The committee will discuss and advise the Board on the adoption and implementation of new technologies, and related training and professional development. The committee will receive such training as mutually deemed necessary to understand new technologies as they emerge.

Prior to any adoption and/or implementation of AI technologies, the Union will be informed of the Board's intent, and the joint committee will be engaged. Final adoption and/or implementation of the aforementioned technologies must be approved by the Board and the Union.

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

Will County District 92 Council, AFT 604
Union Proposal #11.0 Salaries
(3/4/26)

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 7.0%

2027-2028 6.5%

2028-2029 6.0%

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