Board of Education Proposals
April 15, 2026

Will County District 92 Council, AFT 604
Union Proposal #1.1 Substitute Teaching
~~(3/4/26)~~
Board of Ed Counter Proposal (4/15/26)

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 teachers 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 #7.1 Salary Differential for School Psychologist/Student Service Team Leader
(3/4/26)
Board of Ed Counter (4/15/26)

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

   d. 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 will be provided in accordance with the terms of this Agreement.

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 #8.1 Extra Duty Curricular Salaries
(3/4/26)
Board of Ed Counter Proposal (4/15/26)

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
Union Proposal #10.1 Artificial Intelligence
(3/4/26)
Board of Ed Counter (4/15/26)

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. The District retains full authority over all personnel decisions and will not rely on artificial intelligence (AI) as the sole or determinative factor in matters including, but not limited to, evaluations, discipline, reductions in force, or involuntary transfers. ~~Regardless of other considerations, AI technologies may not be used for personnel decisions, including but not limited to evaluations, discipline, reductions in force, or involuntary transfers. Individual teachers will have sole professional discretion over whether to use or not use AI technology in their work. The union will be informed of any use of AI technology to surveil employees or aggregate surveillance data. 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 #2.1 Normal School Day/Plan Time (3/4/26)
Board of Ed Counter Proposal (4/15/26)

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, 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 make a good faith effort to ensure the teacher is provided with equivalent planning time within one (1) week. ~~however, if a teacher misses their only plan period of the day, the teacher will be given the missed plan minutes back within a week. 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**

Board of Education
Proposal #2 Post Degree Credit/Tuition Reimbursement
~~(3/11/26)~~ (4/15/26)

ARTICLE XV. POST-DEGREE CREDIT/TUITION REIMBURSEMENT

All post-degree credit after employment must be at the graduate level and pre-approved by the Superintendent prior to the commencement of such work in order to qualify for reimbursement and to be applicable to movement on the salary schedule. Approval shall be granted for courses from accredited ~~and appropriate~~ institutions of higher learning taken for advanced or further certification requirements, expansion of knowledge of school subjects taught in the district, expansion of knowledge of teaching methods, and/or psychology, completion of approved advanced degree requirements, and/or professional development.

The Superintendent may, but is not required to, consider approval of courses subsequent to their completion. In extraordinary circumstances, and without creating a practice, approval for undergraduate credit shall be limited to an accumulated maximum of fifteen (15) undergraduate hours subject to the provision of paragraph 1.

The Board shall reimburse the teacher for his/her actual tuition cost upon completion of such pre- approved course work as described below. In order to qualify, the teacher must earn a grade of "B" or better, or Pass when permitted by the institution. The Board's obligation to reimburse for such course work shall be limited to no more than 45 graduate hours beyond the Bachelor's Degree and no more than 45 graduate hours beyond the Master's Degree. This provision shall apply prospectively for those teachers possessing only a Bachelor's Degree, and thereafter, once a Master's Degree has been awarded, as well as for those teachers who have a Master's Degree. Hours must be earned subsequent to a degree conferred and shall consist of resident study in an approved and accredited institution.

The Board shall establish a fund for the designated school years for tuition reimbursement. Any teacher who receives the approval of the Superintendent shall be entitled to receive reimbursement for actual tuition costs not to exceed a maximum per course hour as indicated below and not to exceed a maximum of eighteen (18) graduate hours per fiscal year.

Teachers requesting reimbursement must submit suitable evidence of successful course completion for the aforementioned coursework before September 20th of the school year following completion of the graduate course work. Failure to submit the request for reimbursement by September 30th will result in the inability of the teacher to receive reimbursement. To qualify for tuition reimbursement the teacher must return as a regular employee of the District the September following completion of their course work, except those teachers with unexpired recall rights. Failure to submit official transcripts by December 31st of each year shall result without further action, in forfeiture of all reimbursement paid and the teacher shall then repay the amount reimbursed to the Board, either within fifteen (15) days, or the Board may commence salary deductions for such payments in equal installments for the remainder of the school year provided, however, such reimbursements shall be added to the unused carry over as specified below.

From the fund designated by the Board, if all requests for reimbursements do not exceed the sums indicated below, then and only then, shall teachers submitting reimbursement requests receive the actual cost of tuition to the maximum reimbursement. If, however, the sum total of reimbursement requests exceeds the sums indicated below, then all teachers will receive a proportionate share of their actual costs provided the entire reimbursement does not exceed said sums. For the term of this Agreement, the total annual fund amount available for tuition reimbursement shall be $70,000. Unused funds shall not accumulate from year to year. The maximum tuition reimbursement for the term of this Agreement shall be $280.00 per credit hour.

Teachers who wish to qualify for horizontal lane advancement must provide proof of successful completion of course work with an official transcript to the Business Office. There are two ~~three~~ deadlines for submitting transcripts for graduate coursework resulting in adjustments to a teacher's annual salary. The dates are as follows:

- ~~**Submitted by August 1:** Adjustments made prior to the first pay cycle of the new school year.~~
- **Submitted by September 15 ~~October 1~~:** Adjustments to the teacher's salary will be made retroactively to the beginning of the contract year. This will take effect with the first payroll in October ~~second pay cycle in November~~.
- **Submitted by January 15 ~~February 1~~:** Adjustments to the teacher's salary will be made retroactively to the start of the second half of the school term. This will take effect with the second payroll in February ~~second pay cycle in March~~.

The Board and the Union may agree to offer professional growth conferences in lieu of graduate courses as equivalent semester hours of credit for tuition reimbursement and/or salary advancement, on a program/course basis.

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

Board of Education
Proposal #1.1 Involuntary Transfer
~~(3/11/26)~~ (4/15/26)Counter Package with Personal Leave

ARTICLE V. TEACHING ASSIGNMENTS

B. Involuntary Transfers

1. A teacher may be involuntarily transferred to another building, grade level, or subject area when necessary to meet programmatic, enrollment, or student needs within the District.
2. ~~Involuntary transfers shall be based on seniority and qualification. In the event more than one teacher is qualified, seniority (length of service in the school district) shall prevail. Reassignment, in that case, shall be in inverse order of seniority.~~ The District will make reasonable efforts to consider teacher qualifications, certification, experience, and expressed preferences when making transfer decisions.
3. Any necessary change will be relayed to the teacher involved as soon as possible. At the request of the teacher, a meeting between the building principal and the teacher will be held at a mutually acceptable time to discuss the assignment. In the event an involuntary transfer becomes necessary, the Superintendent or his/her designee will hold a meeting with the affected teacher for the specific purpose of discussing the rationale for such transfer, prior to the Superintendent's decision on the transfer.
4. The teacher shall receive a written record of the conference, with the reasons for the transfer, within five (5) school days of said conference. Should a teacher find the result of the conference to be unsatisfactory, regarding a grade level or subject area transfer, he/she can appeal in writing to the Superintendent. Should a teacher find the result of the conference to be unsatisfactory regarding a transfer to a different building, he/she can appeal in writing to the Board of Education. Written appeals should include reasons for appealing the transfer.
5. The District will move classroom materials for teachers who are involuntarily transferred at the teacher's request. For teachers who are involuntarily transferred within the previous three years, a reasonable effort shall be made to avoid another involuntary transfer. To ensure a successful transition, teachers that are involuntarily transferred will be offered a colleague, preferably in a like position, to serve as a mentor in accordance with the District's Mentor and Induction program.

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

Will County District 92 Council, AFT 604
Union Proposal #5.1 Leaves
~~(3/4/26)~~
Board of Ed Counter Proposal with Involuntary Transfer(4/15/26)

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, and/or 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**

Will County District 92 Council, AFT 604
BOE Counter Union Proposal #11.1 Salaries
(4/15/26)

Language:

ARTICLE XXII. SALARIES

2026-2027 ~~7.0%~~ ~~3.0%~~ ~~6.5%~~ 3.25%

2027-2028 ~~6.5%~~ ~~3.0%~~ ~~6.25%~~ 3.0%

2028-2029 ~~6.0%~~ ~~3.0%~~ ~~6.0%~~ 3.0%

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

Board of Education
Proposal #3.1 Health and Welfare
~~(3/11/26)~~ (4/15/26)

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. Individuals electing single coverage medical and dental insurance will be responsible to pay $50 per pay check and the Board of Education will pay the remainder ~~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) or 79% (HMO)~~

~~b. Non-tenured teachers: 68% (PPO) 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	82%	18%	81%	19%	80%	20%
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.

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