Board of Education Proposals July 21, 2026

Proposals shared only on items where conceptual agreement was not already reached.

Will County District 92 Council, AFT 604
BOE Counter Union Proposal #11.3 Salaries
(7/21/26)

Language:

ARTICLE XXII. SALARIES

2026-2027 ~~7.0% 6% 5.25%~~ 3.75%

2027-2028 ~~6.5% 5.75% 5.25%~~ 3.5%

2028-2029 ~~6.0% 5.75% 5.25%~~ 3.5%

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

Board of Education
Proposal #1 Involuntary Transfer
7/21/26 Counter Package with Personal Leave and Salary

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.~~ Involuntary transfers shall be based upon the consideration of factors that include without limitation certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience, provided that the length of continuing service with the school district will not be considered as a factor, unless all other factors are determined by the school district to be equal.
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 #5.3 Leaves
Board of Ed Counter Proposal with Involuntary Transfer and Salary
(7/21/26)

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 two~~ three days of personal leave. 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 day may be used immediately before or immediately after a holiday, 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~~ three teachers per attendance center absent on personal leave.

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