Will County District 92 Council, AFT 604
Union Proposal #11.4 Salaries
(7/21/2026)

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%~~	~~3.75%~~	5.0%
2027-2028	~~6.5%~~	~~3.5%~~	5.0%
2028-2029	~~6.0%~~	~~3.5%~~	5.0%

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