Will County District 92 Council, AFT 604
Union Proposal #3.0 Fair Practice

(3/4/26)
Board of Ed Counter Proposal (3/11/26)

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 (as defined in the Illinois Human Rights Act), ~~or~~ marital status or membership or non-membership, or participation in the activities of Will County District #92 Council, AFT Local 604.

Union

3-11-26
Date

Board of Education

3-11-26
Date

Will County District 92 Council, AFT 604
Union Proposal #6.0 Union Leave
(3/4/26)
Board of Education Counter (3/11/26)

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.~~

Kristin Grabow	
Union	**Board of Education**
3-11-26	3-11-26
Date	**Date**

Will County District 92 Council, AFT 604
Union Proposal #10.2 Artificial Intelligence
(4/29/26)

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.

3/18/26 - The union maintains that the best outcome to ensure fair implementation of new AI technologies, and to minimize potential grievances, is to include the union in decisions over final adoption. However we will concede the point with assurances that these technologies will not be used in personnel matters, and that decisions on use by employees remain within their professional discretion.

4/29/26 - The union accepts the district's broad assurances that it will not use AI as a sole or determining factor in personnel decisions, but in the absence of a blanket ban, we must have a greater level of transparency to ensure AI is not knowingly being used in ways that violate the letter or spirit of the contract. Trust but verify. Nothing herein is intended to create a "gotcha" moment in terms of AI technology being unknowingly used because it is integrated into commonly used, non-personnel-specific tools like email or internet search.

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 AI 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. The District will disclose the use of any AI technology that it knowingly uses in relation to individual personnel decisions at the time those decisions are rendered. ~~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**
4-29-26	4-29-26
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**
4-29-26	4.29.26
Date	**Date**