Board of Education Proposals May 27, 2026

Board of Education
Proposal #1 Involuntary Transfer
5/27/26 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 #5.3 Leaves
Board of Ed Counter Proposal with Involuntary Transfer(5/27/26)

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 days of personal leave without providing a reason. 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, 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
Union Proposal #1.3 Substitute Teaching
(5/13/26)

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 licensed staff members to cover classes for their absent colleagues. The administration will make every effort to avoid impacting direct scheduled student instruction time.

~~*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 #7.2 Salary Differential for School Psychologist/Student Service Team Leader
Board of Ed Counter (5/13/26)

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").~~
   a. Compensation is based upon completed years of service as a Full-Time School Psychologist or School Psychologist/Student Service Leader in District 92.
   b. The School Psychologists/Student Services Leader will be available for up to 5 days during the summer. These 5 days will not be used for work that could be done during the normal school year. Scheduling of such days will be coordinated by mutual agreement between the district and the employee. Responsibilities may be completed in person or virtually. These days may be used for responsibilities including, but not limited to, student evaluations, parent consultations, and participation in meetings. Compensation for summer work is already provided in accordance with the terms of this agreement per Article XXII: Salaries.

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 #8.2 Extra Duty Curricular Salaries
Board of Ed Counter Proposal (5/13/26)

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
BOE Counter Union Proposal #11.3 Salaries
(5/27/26)

Language:

ARTICLE XXII. SALARIES

2026-2027 ~~7.0% 6%~~ 3.25%

2027-2028 ~~6.5% 5.75%~~ 3.25%

2028-2029 ~~6.0% 5.75%~~ 3.0%

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

Board of Education
Proposal #3.1 Health and Welfare
(5/13/26)

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. The Board of Education will pay 100% 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) 82% (PPO-HSA) or 79% (HMO)
   b. Non-tenured teachers: 68% (PPO) 68% (PPO-HSA) or 71% (HMO)

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**