Union Proposals July 21, 2026

Overall Package 0.3
7/21/26

Union Proposal #5 - Leaves
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Will County District 92 Council, AFT 604
Union Proposal #5.6 Leaves
(6/22/2026)

Note: The union agrees to this proposal pending an agreement on this overall package.

Language:

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~~ 4) 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, 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.~~

Board of Education
Proposal #1 Involuntary Transfer
(6/22/2026)

Notes:

6/22/26 - The union feels that a position should be posted for an adequate amount of time to allow staff members a chance to consider if they'd like to take a voluntary transfer. We'd like to change the language to read evaluating administrator because there is confusion sometimes about who they would need to send notice to regarding positions that are district level rather than school level. Evaluating administrator would cover both. The union will continue to maintain that a member's seniority and dedication to the district be the highest level of consideration for involuntary transfers.

6/1/26 - The union agrees to the new language in Section 1. The union is not willing to remove seniority from the contract language. The union agrees that no member should be involuntarily transferred multiple times over a three year period.

Language:

ARTICLE V. TEACHING ASSIGNMENTS

By May 15 of any given school year, a tentative schedule of all paid teacher assignments for the coming school year will be posted. Teaching assignment is interpreted to mean grade level in grades EC-5 and basic subject areas in grades 6-8.

The following guidelines are being used to determine yearly teaching assignments and will be used in the event that a reduction in force occurs due to budgetary reductions or significant decline in enrollment. To maintain present programs and reinstate eliminated programs (i.e., reading, art, music, physical education, and health) is considered very important. Reinstated programs will be listed as a vacancy. Where possible, teachers are kept at the same grade level or subject area.

A. Voluntary Transfers

1. All vacancies will be posted internally for at least 7 calendar days prior to being filled.
2. Upon a vacancy being posted, any interested staff member must contact the administrator listed to indicate their interest and submit a written request via email to the principal of the building they presently work in, as well as the principal of the building where the vacancy exists.
3. By May 15 of any given school year a tentative schedule of all paid teacher assignments for the coming school year will be posted. This list will contain any teaching assignment vacancies and will be available to all teachers. The list will be posted in each school building and in the Superintendent's office. Notices shall also be sent to all licensed staff. Vacancies will be listed on the district website. The list will be adjusted within a reasonable amount of time following the board meeting during which action was taken

creating the vacancy. If a vacancy occurs after the close of school in June and before re-opening in the fall, notification of the vacancy will be electronically sent to all licensed staff.

4. The building principal and Superintendent will, in the determination of requests to fill the vacancy, consider the convenience and wishes of the individual teacher and will honor them to the extent that they do not conflict with the instructional effectiveness and best interest of the school system. Internal candidates will interview with the ~~building principal~~ evaluating administrator and not be required to participate in a team interview.
5. The request for reassignment shall be kept on file for one school year and if not acted upon, must be refiled each successive year to remain active.
6. If more than one teacher applies for the same vacancy, the teacher deemed best qualified by the ~~principal~~ evaluating administrator and Superintendent for that position shall be appointed. Seniority and experience in the district are matters of consequence and shall be given serious consideration.
7. The teacher will receive a written response of the status of the request, including the reason for denial if the request to fill the vacancy is denied.

B. Involuntary Transfers

1. Following an internal posting with no successful voluntary transfer, ~~A~~ a teacher may be involuntarily transferred to another building, grade level, or subject area when necessary to fill an open position.
2. Involuntary transfers shall be based on tenure, seniority and qualification. In the event more than one teacher is qualified, the administration may move any qualified, non-tenured teacher. Only if such a move is not possible, a tenured teacher may be transferred based on seniority (length of service in the school district) ~~shall prevail~~. Reassignment, in that case, shall be in inverse order of seniority.
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 will be avoided. A teacher who is involuntarily transferred will have the right of first refusal to their previous position if it is reopened within two years. 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.

Will County District 92 Council, AFT 604
Union Proposal #4.1 Progressive Discipline
(6/22/26)

Notes:

6/22/26: Reintroducing this proposed language change. As a union negotiation team we are advocating for stronger language in progressive discipline. It is necessary to provide consistent and fair discipline support for all licensed staff.

4/29/26: Union reintroduces this proposal and rejects the board advocate's assertion that just cause creates an unreasonable or lopsided power dynamic in the discipline process. Generations of criminal and administrative judges have used and honed this standard for decades as the basis for fair reckoning, and we see no good reason that the district should be held to any lesser standard.

3/18/26: Allowing the district to discipline some employees *without* just cause is a deep concern for the union, and we therefore are reintroducing this article and seeking discussion on the need for the district to have such discretion.

Recent discipline cases have highlighted the need for fair, consistent, and legible practices around discipline for all members. Just cause is a widely accepted standard in the legal and labor communities that is appropriately applied in a variety of neighboring districts.

Language:

ARTICLE XI. PROGRESSIVE DISCIPLINE

A. The discipline of teachers shall, in the usual case, follow progressive discipline concepts, and be applied only for just cause after an investigation that affords the Union members due process. The Board agrees to administer discipline in a manner that is neither arbitrary nor capricious. The disciplinary steps will be:

   1. Verbal warning.
   2. Written reprimand.
   3. Suspension without pay.
   4. Discharge.

B. The disciplinary steps shall be used and initiated at the appropriate level within the context of any initiating incident or set of behaviors deemed inappropriate.

C. Where the circumstances of a particular case and/or the seriousness of a particular offense make the application of progressive discipline inappropriate, the Superintendent or designee may apply discipline at a higher step that is reasonably proportionate to the offense committed.

D. This provision shall not apply to dismissal or changes in employment status which occur for non-disciplinary reasons, such as a reduction in the workforce or the nonrenewal of probationary teachers.

E. No parental complaint shall be placed in a personnel file, unless the complaint has been investigated by the District and found to have validity.

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

Will County District 92 Council, AFT 604
Union Proposal #1.3 Substitute Teaching
(6/22/2026)

NOTES

6/1/26: The union agrees to this proposal pending an agreement on this overall package.

5/13/26: The union recognizes the challenges of maintaining a rotation roster in on-the-fly situations, however we continue to assert that it is in the best interest of students to minimize disruption to scheduled instructional time.

Language:

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 ~~teachers~~ 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 #2.2 Normal School Day/Plan Time
(6/22/2026)

NOTES:

6/22/26 - The union agrees to sunset PLCs after the 2026-2027 school year. We've added language to clarify that.

6/1/26: The union agrees to remove PLC language from the contract pending an agreement on this overall package.

3/18/26: The union continues to advocate for holding the teachers plan period to ensure adequate time to prep and plan for each day.

3/4/26: Plan time is essential for teachers to prepare materials for daily lessons. This time is also used to analyze and assess student work, which drives lesson pacing and instruction. Teachers need this time during the school day to contact parents if needed and confer with specialists informally in order to support students' learning. Teachers that take on a leadership role also use this time to plan agendas and meetings. Teachers delivering Tier 2 interventions may also prepare materials and lessons to support those learners.

The shortened student day every Wednesday has cut instructional time available to students and should be eliminated, in order to maintain a stable and consistent educational environment for the students and to efficiently utilize District resources.

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, Library 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 ensure the teacher is provided with equivalent planning time

within one week or the teacher will be paid for their time according to the extra duty stipend (Article XXII. Section C.).

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~~ During the 2026-2027 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.

After the 2026-2027 school year, Article VII. Section C: Professional Learning Communities will be struck from the contract.

Will County District 92 Council, AFT 604
Union Proposal #7.3 Salary Differential for School Psychologist/Student Service Team Leader
(6/22/2026)

Rationale:

We are seeking to update and memorialize the MOA signed between the union and the administration on 12/4/2023. Given all the responsibilities in our role, psychologist and administrator/coordinator duties included, it would be impossible to ensure adequate plan time and still meet all of the requirements of our position. We are requesting a salary differential for additional compensation because even if we have a scheduled plan time, it is not possible to adhere to that schedule due to the administrative/coordinator duties that are required and listed below. These duties fall outside of the role of a traditional school psychologist and would require that additional people be hired to fulfill these responsibilities if school psychologists did not coordinate them (e.g., MTSS/RTI Coordinators, Special Education Coordinators, etc.)

5/13/26: The union recognizes the interest of the district to have psychologists on call for special circumstances during the summer, however this should not be perceived as carte blanche to dictate a summer work schedule. Therefore, we propose specific protections by asking that these days not be used for work that can be done during the school year, and that they will be scheduled with collaboration and consent of the staff member.

Language:

Article XXII: SALARIES

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 based upon completed years of service as a Full-Time School Psychologist or School Psychologist/Student Service Leader in District 92.
    b. The school psychologist/student service team leader will be available for up to 5 days during the summer ~~if the district has specific needs requiring a school~~

~~psychologist for those days~~. 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 evaluation- ~~including play based assessment,~~ 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
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.

Will County District 92 Council, AFT 604
Union Proposal #8.3 Extra Duty Curricular Salaries
(6/22/2026)

Rationale:
The hourly rate has remained stagnant for many years. The rate increase was determined based upon the percentage increase of the prior contract.

We propose the following changes in order to maintain a stable, consistent educational environment for ESY students, to efficiently utilize District resources, and properly compensate staff for expertise and experience.

NOTES:
5/13/26: The union accepts the district's rate proposals for extended summer school.

Language:
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~~ ~~$41.00*~~ $40.00 per hour for the 2026-2027 school year, $41 per hour for the 2027-2028 school year and $42.00 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~~ ~~$41.00*~~ $40.00 per hour for the 2026-2027 school year, $41.00 per hour for the 2027-2028 school year and $42.00 per hour for the 2028-2029 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 $50.00 per hour for the 2026-2027 school year, $51 per hour in the 2027-2028 and $52.00 per hour in the 2028-2029 school year. ~~at their individual hourly rate (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.

Board of Education
Proposal #3 Health and Welfare
(6/22/2026)

NOTES:
6/1/26: Union agrees to this proposal pending an agreement on this overall package.

5/13/26: Union accepts going back to status quo on insurance rates and adjusting the renewal date on the calendar. The union has included rate splits for PPO-HSA, to ensure clarity if this plan remains available.

Language:

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% ~~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), 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.

Will County District 92 Council, AFT 604
Union Proposal #11.4 Salaries
(6/22/26)

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%

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