

Will County District 92 Council, AFT 604
Union Proposal #11.7 Salaries
(8/24/26)

Note (8/24/26):

In July, the union's team proposed returning language for both personal days and involuntary transfers back to what our contract currently says. We also agreed to drop just cause. The district's team was open to this at that time. If the district's team had bargained salary increases at that time, the union's team feels that we could have reached a tentative agreement then which would have resulted in a contract vote and ratification before the start of the school year.

We are urging the district's team (including both administration and board of education members) to negotiate salary increases with our team now in order to reach a tentative agreement and ratify a new contract.

Rationale from 3/4/26:

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%
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2027-2028	6.5%	3.5%	5.0%
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2028-2029 ~~6.0%~~ 3.5% 4.75%

2029-2030 _____ 3.5% 4.75%

*Retroactive pay shall be paid to all bargaining unit members for the period beginning with the first paycheck of the 2026–2027 school year (8/14/26) and continuing through the effective date of the new collective bargaining agreement. Retroactive pay shall reflect the negotiated salary increases and any other compensation adjustments applicable during that period.

Union

Board of Education

Date

Date