Will County District 92 Council, AFT 604
Union Proposal #1.4 Substitute Teaching
(9/16/26)

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~~ $40 per hour for ~~each covered class~~ the 2026-2027 school year, $41 per hour for the 2027-2028 school year, and $42 per hour for the 2028-2029 school year and $43 per hour for the 2029-2030 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 ~~teachers~~ licensed staff members to cover classes for their absent colleagues. The administration will make every effort to avoid impacting direct scheduled student instruction time.

Mia Flannery	Kristen Frankovich
Union	**Board of Education**
9-18-2026	9-18-26
Date	**Date**

Will County District 92 Council, AFT 604
Union Proposal #2.2 Normal School Day/Plan Time
Board of Ed Counter Proposal (6/1/26)

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 (1) week or that 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 26-27 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.

Union	Board of Education
9-18-2026	9-18-26
Date	Date

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	Board of Education
3-11-26	3-11-26
Date	Date

Will County District 92 Council, AFT 604
Union Proposal #5.3 Leaves
Board of Ed Counter Proposal with Involuntary Transfer and Salary
(9/16/26 Final Tentative Agreement Package)

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 day~~ three days of personal leave without providing a reason consecutively or non-consecutively. Requests to use ~~two or more 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~~ three teachers per attendance center absent on personal leave.

Mina Flannery	Kristen Frankovich
Union	**Board of Education**
9-18-2026	9-18-26
Date	**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 #7.2 Salary Differential for School Psychologist/Student Service Team Leader
Board of Ed Counter (6/1/26)

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. 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
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.

Union

9-18-2026
Date

Board of Education

9-18-26
Date

Will County District 92 Council, AFT 604
Union Proposal #8.4 Extra Duty Curricular Salaries
(9/16/26)

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~~ $40.00 per hour for the 2026-2027 school year, $41.00 per hour for the 2027-2028 school year, $42.00 per hour for the 2028-2029 school year, and $43.00 per hour for the 2029-2030 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~~ $40.00 per hour for the 2026-2027 school year, $41.00 per hour for the 2027-2028 school year, $42.00 per hour for the 2028-2029 school year, and $43.00 per hour for the 2029-2030 school year.

Section G. Extended School Year Instruction

The Board shall pay ~~Summer~~ Extended School Year Instruction teaching staff $50.00 per hour in the 2026-2027 school year, $51.00 per hour in the 2027-2028 school year, $52.00 per hour in the 2028-2029 school year, and $53.00 per hour in the 2029-2030 school year. 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.

Mina Flannery
Union

9-18-2026
Date

Kristen Frankovich
Board of Education

9-18-26
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**

Will County District 92 Council, AFT 604
Union Proposals #11 Salaries
Board of Education, Will County School District 92
9/16/26 Final Tentative Agreement Package

This package is presented for both teams to approve as the final tentative agreement package with the mutual understanding that each negotiating team will affirmatively support and recommend the tentative agreement package to their respective memberships.

Language:

ARTICLE XXII. SALARIES

2026-2027 4.25%

2027-2028 4%

2028-2029 4%

2029- 2030 3.75%

Salary increase for 2026-2027 is retroactive to the first paycheck of the 2026-2027 school year.

Mike Flannery
Union

Kristen Frankovich
Board of Education

9-18-2024
Date

9-18-26
Date

Board of Education
Proposal #1 Involuntary Transfer
Counter Package with Personal Leave and Salary
9/16/26 Final Tentative Agreement Package

ARTICLE V. TEACHING ASSIGNMENTS

B. Involuntary Transfers

1. A teacher may be involuntarily transferred to ~~another~~ a vacant building, grade level, or subject area position when necessary to meet programmatic, enrollment, or student needs within the District. For the duration of the 2026-2030 bargaining agreement, teachers within grades pre-K through 3 will not be transferred outside those grade bands and teachers within grades 4-8 will not be transferred outside those grade bands.
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.~~ Involuntary transfers shall be based upon the consideration of factors that include without limitation certifications, qualifications, performance evaluations, and relevant experience, provided that seniority will be considered as a factor if all other factors are determined by the school district to be equal.
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~~Teachers shall not be involuntarily transferred if they have been involuntarily transferred in the previous two years. A teacher who has been involuntarily transferred will receive priority consideration to return to the position from which involuntarily transferred provided that a vacancy exists within one (1) year of the involuntary transfer and in the judgment of the administration the teacher's qualifications are equal to or exceed those of other candidates.
6. 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. Teachers notified of an involuntary transfer after May 15 to take effect at the start of the next school year will receive a one-time $500 payment to compensate the teacher for time lost in order to move and prepare for their new position.

Union

9-18-2026

Date

Board of Education

9-18-26

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**

Board of Education
Proposal #3.1 Health and Welfare
(6/1/26)

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

9-18-2026
Date

Board of Education

9-18-26
Date