THE 2026-2030 AGREEMENT

BETWEEN THE

BOARD OF EDUCATION SCHOOL DISTRICT NUMBER 92
WILL COUNTY, ILLINOIS

AND THE

WILL COUNTY DISTRICT #92 COUNCIL, AFT LOCAL 604

LOCKPORT, ILLINOIS

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PREAMBLE

The Board and the Union firmly believe that the primary function of the Board and its professional staff is to assure each student attending Will County School District 92 receives an effective educational program. The Board recognizes that teaching is a profession: The Board and Union believe that the objectives of the educational program are realized to a high degree when mutual understanding, cooperation, and effective communications exist between the Board and its teaching staff.

ARTICLE I. RECOGNITION

The Board of Education of School District Number 92, Will County, Illinois, (hereinafter referred to as the Board) recognizes the Will County District #92 Council, AFT Local 604 (hereinafter referred to as the Union) as the sole and exclusive bargaining representative for all full-time and regularly employed part-time teachers on matters of salary, fringe benefits, and working conditions. The term "teacher" shall not include administrative personnel.

ARTICLE II. MEETINGS

A. Notice of the dates of union meetings shall be supplied to the Office of the Superintendent prior to the end of the school year so as to set up the school calendar. No district meetings will be scheduled to conflict with union meetings and no union meetings will be scheduled to conflict with district meetings.
B. Upon mutual agreement as to time and duration, the President of the Union and the Superintendent and/or his representative will meet to discuss conditions of this agreement and mutually agreed topics. Meetings will take place once a month at the request of the union representative.
C. Upon mutual agreement as to time and duration, the building representative of the Union and the building principal will meet to discuss conditions of this agreement and mutually agreed topics. Meetings will take place once a month at the request of the union representative.

ARTICLE III. BOARD OF EDUCATION AGENDA

A. The Union shall have reasonable access to a place on the agenda of meetings of the Board of Education, providing that such requests shall be submitted in writing not less than seven school days prior to the date of the meetings. Such notice of the general topic or area will be presented in reasonable substance.

   In addition, the Union shall be authorized to make a brief announcement at the end of an institute.

   The Union President (or designee) and a Union Council member, will be provided a conference (in-person, virtual, or telephone) with the Superintendent (or designee) prior to the board meeting to discuss any questions about the agenda. This meeting may be waived by mutual agreement.

   Notice of special board meetings will be communicated to all teachers electronically prior to the board meetings.

ARTICLE IV. USE OF EQUIPMENT

A. Insofar as no cost to the school district is incurred, or no removal of equipment or property from the premises of the district is allowed, reasonable use of the school duplicating machine, a computer, the single-room amplification system, and the school building mail boxes shall be permitted. No written union material shall be distributed unless it has been signed by the Union and the principal has received a copy. Nothing included herein shall authorize the utilization of school equipment in such a way as to impede or impair the regular operations of the schools, and first priority for equipment use shall be the needs of the instructional program. Said equipment to be used after school hours and cost of all materials in connection with the equipment will be the responsibility of the Union.

B. Bulletin board space will be provided in the teachers' workroom of each building for the posting of union notices and information.

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 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 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 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. A teacher may be involuntarily transferred to another building, grade level, or subject area.
2. Those employees hired before the 2026-2027 school year may be involuntarily transferred 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.

a. When a position must be reduced due to programmatic, enrollment, or student needs, the administration will identify the specific grade level or department requiring the reduction. Within that grade level or department, the employee who is qualified for the position and has the least seniority, based on District hire date, will be involuntarily transferred. Any licensed staff members hired before the 2026-2027 school year within grades pre-K through 3 will not be transferred outside those grade bands and any licensed staff members hired before the 2026-2027 school year within grades 4 through 8 will not be transferred outside those grade bands. See Appendix A for Examples.

3. Employees hired after the 2026-2027 school year may be involuntarily transferred to a vacant building, grade level, or subject area position when necessary to meet programmatic, enrollment, or student needs within the district. 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.
4. 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.
5. 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.
6. The District will move classroom materials for teachers who are involuntarily transferred at the teacher's request. Teachers shall not be involuntarily transferred if they have been involuntarily transferred in the previous two (2) years. A teacher who has been involuntarily transferred will have the right of first refusal to the position from which they were involuntarily transferred provided that a vacancy in that position exists within one (1) year of the start date of the involuntary transfer assignment.
7. 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 the new position.

C. Steering Committee

1. The District's Steering Committee, which shall consist of two Board members, the Superintendent, the Union President, and two Association members. To the extent possible, membership on the Steering Committee shall remain intact for the duration of the Agreement.
2. The Steering Committee shall be responsible for compliance with, and interpretation of the Agreement. The committee shall be responsible for recommending to the Board the extra duty positions, and hearing requests to adjust the stipend amounts of extra duty positions based on changes to the position. Any adjustments to stipend amounts must be approved by the Board and the Union before taking effect.
3. The Steering Committee will typically meet twice (or as needed) during the school year on mutually agreed-upon dates. The Steering Committee shall have its first meeting no later than October 15th, and its second meeting no later than April 15th. The Superintendent and Union President shall be responsible for establishing meeting agendas, dates, times, and locations.

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

ARTICLE VII. NORMAL SCHOOL DAY/YEAR

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 grades 6-8 will have the equivalent of ten (10) planning periods per week, with one (1) being used for 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 no 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.)

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.

C. **Professional Learning Communities**

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. 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:

1. What do we want students to know and be able to do?
2. How will we know when students have learned it?
3. What will we do if students haven't learned it?
4. 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.

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 (expect 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), marital status or membership or non-membership, or participation in the activities of Will County District #92 Council, AFT Local 604.

ARTICLE IX. ACADEMIC FREEDOM

Teachers have the right to use learning materials and to structure learning activities within the planned instructional program, according to best practices for students to achieve the established district wide learning standards.

Notification will be made by the teacher to the principal whenever a teacher intends to inject into course coverage units which might clearly be anticipated to be controversial. After proper notification has been made to the building principal, and thorough discussion had regarding all ramifications of the controversial material, it will be jointly agreed upon as to the introduction of such material into the curriculum.

ARTICLE X. PERSONNEL FILE

A. Any member of the professional staff, upon request, may have access to his or her personnel file. The Superintendent or his/her designee must be present during review of the file.
B. Letters and material of confidential nature will not be made available to the teacher.
C. A teacher shall be permitted to reproduce any non-confidential material in his or her file.
D. The teacher shall have the opportunity to respond to any material available in the file and the answer shall become a part of the file.
E. A teacher must be notified by the administrator in a timely manner of any derogatory material that will be included in the personnel file. No material derogatory to a teacher's conduct, service, character or personality shall be placed in the file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed with the understanding that such signature merely signifies that he/she read the material to be filed but does not indicate agreement with its content.

ARTICLE XI. PROGRESSIVE DISCIPLINE

A. The discipline of teachers shall, in the usual case, follow progressive discipline concepts, and be applied only 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.

ARTICLE XII. INSTRUCTION AND MATERIALS

A. The Board will see that ample supplies are provided to the teachers to carry out the complete educational program, except when financial exigency exists. However, in some circumstances, after approval by the building principal, teachers will be allowed to purchase

incidental materials and supplies to be used in the educational program and will be reimbursed for the cost of such materials.

B. The Board agrees that adequate audio-visual and other equipment necessary to carry out an effective educational program is a matter which shall continue to receive serious and reasonable consideration in the preparation of budget allocations and resource distributions.
C. It is agreed that grades shall ordinarily be given and finalized by the teacher. Changes shall be made only for specific and exceptional cause after careful investigation and analysis. In no case will any grade be administratively raised or lowered except after notice, and a thorough discussion is held with the teacher provided the teacher agrees to meet.
D. The Board and the Union agree that unnecessary classroom interruptions interfere with the instruction of students. Teachers and administrators are both obligated to assume responsibility for eliminating unnecessary interruptions. Each building faculty will establish its own code of conduct within the first month of school. Principals shall use the public address system only when necessary. Each shall:
    1. Establish a regular time for announcements.
    2. Keep the frequency of announcements to a minimum.
    3. Avoid interrupting rooms not concerned with specific announcements.
    4. Keep the length of announcements to a minimum.
    5. Not use the system for monitoring purposes.

ARTICLE XIII. SERIOUS DISRUPTION BY STUDENT, ETC.

The Board and Union agree that the students' right to an education shall be zealously protected. It is also agreed that reasonable conditions for learning and protection of the rights of others must be maintained for the welfare of all. The Board and Union agree that in unusual cases, and in spite of the best efforts of teachers, circumstances can arise in which temporary removal of a child is necessary and desirable for both the child and the group.

In such cases, therefore, of serious disruption by a student, the teacher shall have the right to remove the student or students from class, provided progressive discipline has been attempted or the steps in a behavior management plan have been followed. If removed from a class, the teacher needs to ensure that the student is supervised at all times going to the office.

In the event of a flagrant act on the part of a student(s) where the building principal is not in the building or district at the time, the administrator on duty in the district office will be notified immediately with the expectation that they act in the role of the building principal.

ARTICLE XIV. EVALUATION

A Joint Evaluation Committee (JEC) shall continue as a sub-committee of the joint bargaining teams of the Board and the Union. The JEC committee shall meet at least annually, to monitor and adjust the evaluation plan for all bargaining unit members. The evaluation plan is considered to be a "living" document that will be updated by the JEC as needed.

Such plan includes but is not limited to provisions for:

A. Criteria and standards of performance.
B. Description of duties and responsibilities.
C. Description of the rating system.
D. Evaluation procedure and instruments.
E. Remediation plan and procedures.
F. Schedule of evaluation plan review.

The current district/staff evaluation instrument is available on the District website.

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 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 deadlines for submitting transcripts for graduate coursework resulting in adjustments to a teacher's annual salary. The dates are as follows:

- **Submitted by September 15:** 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.
- **Submitted by January 15:** 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.

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.

ARTICLE XVI. LEAVES

A. Sick Leave

All full-time teachers shall be sick leave each school year based upon completed years of full-time employment in District 92:

0 to 10 years = 16 sick days
11 to 19 years = 17 sick days
20 years or more = 18 sick days

If any such teacher or employee does not use the full amount of annual leave thus allowed, the unused amount shall accumulate to a maximum available leave of three hundred and sixty (360) days at full pay. In the event a teacher has accumulated the maximum available leave of 360 days, that teacher shall be granted sick days as set forth above for the year, but shall not be allowed to carry more than 360 days into the next school year. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, serious illness in the immediate family or household, or birth, adoption, or placement for adoption. Immediate family is defined to be parents, spouse, brothers, sisters, children, grandparents, grandchildren, grandparents-in-law, parents-in-law, brothers-in-law, sisters-in- law, daughter-in-law, son-in-law, and legal guardians.

The School Board may require a physician's certificate or if treatment by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) consecutive days for personal illness, or as it may deem necessary in other cases.

Record of absences shall be kept by the Superintendent. No extra pay shall be allowed if leave is not used, except under the provisions of the Retirement Article of this contract.

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

C. Bereavement Leave

1. A maximum of three (3) days per year per incident shall be allowed at full pay in the case of death of Immediate Family members. Immediate family is the same as defined under Sick Leave. Bereavement leave used will not be deducted from accumulated sick leave or personal days. Any time required beyond three (3) days shall be deducted from sick leave.
2. For other important individuals outside of the member's Immediate Family, up to three (3) sick days may be used if needed for travel.

D. Child Care Leave

Upon recommendation of the Superintendent, the Board of Education may permit members of the professional staff to take leave not in excess of one year in length for child care reasons. No sick leave accumulation will be allowed by reason of leave of absence.

Child care leave shall be defined as a leave granted for child care and foster parenthood. It is understood foster parenthood will apply to cases involving children under the age of ten (10) years. An employee shall be granted a child care leave not to exceed the balance of the school year in which the leave begins plus one (1) additional school year.

Upon written request submitted to the Superintendent by the teacher involved, the Board of Education shall grant a leave under the following conditions to full-time teachers:

1. Child Rearing Leave
    a. The employee shall notify the Superintendent of the anticipated date that the leave will begin at least one (1) month prior to such date unless circumstances require a

later date for notification. Every effort will be made to have such leaves terminate immediately prior to the beginning of a new school term or semester after the winter recess. The Superintendent may waive any of the above conditions and such waiver shall be non-precedential.

b. Sick pay may be used during the period of pregnancy or postnatal period for either or both parents, to the extent it has been accumulated, for that period of time that the teacher is unable to work due to the pregnancy condition or postnatal complications. A physician's statement shall be submitted to verify the need to use sick leave beyond twelve weeks after the birth of the child. The remainder of the time in the child rearing leave shall be without pay.

2. In the case of foster parenthood, notification of the anticipation of a leave shall be given to the building principal at the time the employee has been notified of eligibility. Such notification of anticipated leave shall be placed on file with the office for a period of one year and renewable each succeeding year.
3. All fringe benefits cease when the unpaid leave goes into effect. The teacher involved shall be permitted to continue the insurance benefits at his/her own expense for the period of the leave.
4. Advancement on the salary schedule will be allowed according to the following:
   a. If the leave is granted after ninety (90) work days of a school year, that full year will be allowed on the schedule.
   b. If the leave is granted prior to ninety (90) work days, no advancement on the schedule will be allowed.
5. Upon termination of the child care leave, the teacher involved shall notify the Superintendent as to his/her intentions to return to active duty. This notification shall be in writing at least ninety (90) days prior to the termination of the leave. Failure to give such notice shall be conclusively determined to be a resignation. The approval of the leave by the Board shall be in writing and shall notify the teacher of the requirement of giving notice.
6. A teacher being granted a child care leave shall be entitled to a teaching position for which she/he qualifies upon her/his return from said leave.

E. Adoption Leave

Upon written request submitted to the Superintendent by the teacher requesting an adoption leave, the Board of Education may grant such leave under the following conditions:

1. The Superintendent of Schools will be notified in writing within ten (10) days of filing an application for a child with an adoption agency.
2. The Superintendent of Schools will be notified in writing immediately upon notification to the teacher that child placement or custody is about to take place. (Specific date, if known, must be indicated.)
3. The leave shall be granted for the remainder of the school year in progress; if granted during the summer months, the entire next school year shall be the length of the leave unless an earlier return by mutual agreement has been negotiated.
4. If additional leave is desired a new request for adoption leave must be filed with the Superintendent at least ninety (90) days prior to the opening of the next school year.
5. All fringe benefits cease when the leave goes into effect. The teacher involved shall be permitted to continue the insurance benefits at his/her own expense for the period of the leave.

6. Advancement on the salary schedule will be allowed according to Item 4, Section D, Child Care Leave.
7. Upon termination of the leave, the teacher involved shall notify the Superintendent as to his/her intentions to return to active duty. This notification shall be in writing at least ninety (90) days prior to the first day of the next school year. Failure to give such notice shall be conclusively determined to be a resignation. The approval of the leave by the Board shall be in writing and shall notify the teacher of the requirement of giving notice.
8. A teacher being granted adoption leave shall be entitled to a teaching position for which she/he qualifies upon her/his return from said leave.
9. If any of the above-mentioned items are not met any opportunity for an adoption leave will be nullified.
10. Provisions under adoption leave shall apply only if a child to be adopted is ten (10) years of age or younger.

F. FMLA

Teachers are entitled to leave according to the terms of the Family Medical Leave Act.

G. Continuation of Insurance Coverage During Leave

Except in those cases where the *Family and Medical Leave Act* provides that the Board shall continue to pay its share of the premiums, a teacher may continue insurance coverage while on leave at the teacher's own expense.

H. Health and Restoration Leave

Upon recommendation of the Superintendent, the Board of Education may permit members of the professional staff to take leave not in excess of one year in length for rest and/or restoration of health. No sick leave accumulation will be allowed by reason of leave of absence and the days during the leave do not count towards service to the District.

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.

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 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.

ARTICLE XVIII. RETIREMENT PROGRAM

Any teacher who is eligible to participate in the TRS Retirement plan offered by the State may elect this option.

Eligibility:
Retirement benefits shall be available for the teachers who meet the following eligibility criteria at the proposed date of retirement.

A. Completed at least fifteen (15) years of full-time service in the employ of School District 92, which service does not need to be consecutive. Employment may be in any full-time position in District 92 (for example, full-time paraprofessional employment would count toward the service requirement),however part-time employment and substitute teaching employment, including long-term substitute employment, will not count towards the service requirement; and

B. Is eligible to retire and immediately receive a regular pension annuity under TRS rules and regulations; and

C. Filed for participation in the retirement program of TRS with a retirement date of June 30, but no later than June 30, 2034, provided, however, that this retirement program shall not be available to any teacher whose retirement will require the Board to pay a TRS employer contribution, excess salary payment, excess sick leave payment, or any other TRS "penalty"; and

D. Submitted an irrevocable letter of intent to retire as required below and the letter is approved by the Board of Education.

Provisions:

1. Employees may give the Board written notice of retirement between August 1 and March 1st of each school year (latest notice date March 1, 2030), up to (4) four years before their intended retirement date. Benefits and enhancements are to be determined by the contract in force at the time the notice is given.

2. If, during the term of this agreement, any legislation and/or TRS rules/regulations are enacted or not re-enacted and/or adopted or amended that result in a greater cost to the district than the costs generated by this Agreement, the parties agree to enter into impact negotiations within 1 month or a time mutually determined, to revise this section of the agreement. The District will not be responsible for any costs over the costs generated by this agreement unless determined by future negotiations.

3. A teacher's notice of intent to retire may be rescinded upon the death of a spouse prior to the teacher's retirement date. Any other requests to rescind a notice of intent to retire shall be decided in the sole, non-reviewable, non-grievable discretion of the Board. No rescission shall be effective until the teacher has fully repaid any benefits received under this Article XVIII in anticipation of retirement. Such repayment shall be determined by agreement between the teacher and the Administration, but in no event shall such repayment period exceed 12 months from the date the rescission is accepted by the Board.

Benefits:

Eligible teachers will receive the benefits in Sections A-D below (see additional eligibility requirement in Section B, Post-Retirement Service Stipend).

A. Salary Enhancement:

As a retirement benefit for eligible retirees, the Board agrees to increase the teacher's TRS creditable earnings by 6% over the teacher's prior year's reported TRS creditable earnings for each remaining year of the teacher's employment in the District (maximum of three years). This increase is in lieu of any other raise, step, lane movement, extra duty increase, or other creditable earnings increase the teacher may otherwise have been entitled to receive under this collective bargaining agreement. This increase will be granted beginning in the school year following the school year in which the teacher gives notice as provided above. A retiring teacher may receive no more than three (3) years of 6% creditable earnings increases under this program.

A teacher for whom an extra duty or extra schedule stipend was part of the teacher's creditable earnings in the school year prior to the school year in which notice is given and who ceases to perform such duty in any year prior to retirement will have the stipend for that duty subtracted from the creditable earnings increases provided under this program for each remaining year, before the 6% increase is applied. Under no circumstances may a teacher participating in this program receive a creditable earnings increase exceeding 6% over the teacher's prior year's creditable earnings.

B. Post-Retirement Service Stipend:

A post-retirement service stipend shall be paid to eligible retirees who will receive a non-discounted annuity from TRS (i.e., at least 55 years old with at least 35 years of service credit, at least 60 years old with at least 10 years of service credit, or at least 62 years old with at least 5 years of service credit) within thirty (30) days after the teacher's retirement date provided the teacher has received their final paycheck for regular earnings. The amount of the stipend will be determined by the number of school years of advance notice the teacher gives prior to retirement. For example, a teacher giving notice in the August 1, 2027 to March 1, 2028 notice window for retirement effective June 30, 2031, will be deemed to have given notice 3 school years prior to retirement; for retirement effective June 30, 2030, will be deemed to have given notice 2 school years prior to retirement; and for retirement effective June 30, 2029, will be deemed to have given notice one year prior to retirement. The service stipend shall be calculated as follows:

Notice Given	Service Stipend
3 School Years Prior to Retirement Date	$20,000
2 School Years Prior to Retirement Date	$15,000
1 School Year Prior to Retirement Date	$10,000

The service stipend shall not be due, owing, or payable under any circumstances until after the teacher has received their final paycheck for regular earnings. All withholdings required by law will be made from the gross amount of the service stipend.

C. Post-Retirement Health Insurance:

The Board will pay 100% of the premium for the retiree's participation in the TRS (Teachers' Retirement Insurance Program) managed health care plan until the employee is 65 years of age or eligible for Medicare coverage, whichever shall occur first. Any dependent coverage desired by the retiree shall be at the retiree's sole cost and expense.

D. <u>Payment for Unused Sick Leave Days</u>

For eligible retirees in the District, up to one hundred eighty (180) unused accumulated sick days that are not used for pension system service credit will be paid as a post-retirement severance payment at the rate of $30 per day within thirty (30) days after the teacher's retirement date provided the teacher has received their final paycheck for regular earnings. This payment shall not be due, owing, or payable under any circumstances until after the teacher has received their final paycheck for regular earnings. All withholdings required by law will be made from the gross amount of the payment.

ARTICLE XIX. PROBLEM-SOLVING

Problem-solving and open communication is critical to the daily operations of Will County School District 92 and will be ongoing between all union members and district administration. Being able to communicate is vital to being an effective educator. Communication not only conveys information, but it encourages effort, modifies attitudes, and stimulates thinking. This open communication will be part of daily expectations and shouldn't be seen as an initiation of any formal grievance process.

Section 1: Agreement Relative to Terms and Conditions of Employment Commitment to a Respectful Climate and Culture.

A. The Will County School District 92 Board of Education and the Will County District #92 Council, AFT Local 604 share a fundamental and abiding commitment to the education of the students of District 92 and, therefore, are committed to fostering and building a respectful climate and culture that advances student learning. They recognize and greatly appreciate the extraordinary commitment of teachers, administrators and other employees in the system who work to create a system in which the staff and students can learn, grow, thrive, and be healthy. By working together through continuous improvement, effective communication, and meaningful involvement in the decision‑making process, we provide a high-quality education to every student. We are committed to shared responsibility and a collaborative partnership integrated into an organizational culture of respect. The commitment to foster an organizational culture of respect that is embedded throughout the school system is a priority of the school board, union leadership and its members. This culture is built on the belief that all members of Will County School District 92 are essential to a successful learning environment. We believe through these support structures we can foster and sustain a culture of respect. In order to be effective, these support structures should be embedded throughout the system, viable and accessible to everyone, and seen as fair and equitable.

ARTICLE XX. GRIEVANCE PROCEDURE

Section 1. Definition

A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of any provision of this agreement.

Section 2. Statement of Basic Principles

A. Every teacher covered by this agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this article or elsewhere in this agreement shall be construed to prevent any individual employee from discussing a problem with the administration and having it adjusted without intervention or representation of union representatives.

B. A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.
C. The failure of a teacher or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
D. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Union deems it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any necessary extension of grievance procedure time limits.
E. In any instance where the Union is not represented in the grievance procedure, the Union will be notified of the final disposition of the grievance which disposition shall not be in conflict with any of the terms or conditions of this agreement. Any final disposition of grievance alleged by the Union to be in conflict with this agreement shall be grievable by the Union.
F. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held insofar as possible, after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the administration, during school hours all employees whose presence is required shall be excused with pay for that purpose.
G. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teacher union representative shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

Section 3. Procedure

A. FIRST STEP. An attempt will be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate supervisor.
B. SECOND STEP. If a grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing and at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall state the specific clause or clauses of the agreement allegedly violated, and shall state the remedy requested. The filing of the grievance at the second step must be within ten (10) days from the date of the occurrence of the event giving rise to the grievance. The principal or other administrator who has authority to make a decision on the grievance shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) working days. Any grievable item that occurs after the closing of the school year will be exempt from the ten (10) day clause of step two, and will be taken up on the first day of the next school year as a grievable item according to the present grievance procedure.
C. THIRD STEP. In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher shall file, within five (5) school days of the principal's written decision or answer at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved, representative of the aggrieved as desired, the principal and the Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the teacher, the principal, and the Union.

D. FOURTH STEP. If the grievance cannot be settled at the third step, the grievance shall be submitted to the Board of Education to be considered in as timely a fashion as the schedule of board meetings and the agenda therefore permit. The aggrieved, acting independently or through the Union, may present a written brief to the Board and may request an oral hearing on the grievance which will be granted at the discretion of the Board. If granted, the hearing will be conducted by the full Board or by a subcommittee of the Board, as the Board may designate.

E. FIFTH STEP. If the grievance is not resolved satisfactorily to the Union within five (5) days after consideration by the Board, there shall be available a fifth step of impartial binding arbitration. The Union may submit, in writing, a request to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven (7) days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) days, the American Arbitration Association* will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

F. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the Union and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the agreement.

*or any other appropriate source of lists of arbitrators who have the requisite interest, skill, knowledge to serve as neutrals in school board-teacher disputes.

ARTICLE XXI. UNION DUES PAYROLL DEDUCTION

A. Dues Deduction Forms: The Union will furnish the Business Office with a dues deduction form from each teacher granting the school district permission to make the necessary dues deduction. These forms are to be submitted two weeks prior to the first deduction. Dues deductions shall remain in effect until such time as written notice is received from the union to stop union dues deductions.

B. Frequency of deduction: The deductions will be made on consecutive paychecks. There will be twenty (20) deductions all of which have the same dollar amount.

C. Frequency of payments: Payments will align with other payroll deductions.

ARTICLE XXII. SALARIES

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. 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:

2026-2030 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 agreement.

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 School District 92 2026-27 Salary Schedule							
4.25%	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Step							
1	50,334	51,803	53,242	59,140	60,751	62,378	64,012
2	51,698	53,206	54,684	60,742	62,397	64,068	65,746
3	52,972	54,518	56,031	62,238	63,933	65,645	67,365
4	54,537	56,128	57,688	64,078	65,822	67,585	69,356
5	56,417	58,064	59,677	66,287	68,093	69,916	71,748
6	57,251	58,923	60,560	67,268	69,099	70,948	72,809
7	58,661	60,373	62,052	68,925	70,800	72,697	74,603
8	59,530	61,266	62,968	69,943	71,847	73,770	75,704
9	60,701	62,474	64,209	71,323	73,263	75,224	77,196
10	61,898	63,704	65,473	72,729	74,706	76,707	78,717
11	63,117	64,959	66,765	74,161	76,179	78,218	80,269
12	64,204	66,079	67,916	75,439	77,491	79,568	81,652
13	65,313	67,218	69,085	76,741	78,828	80,940	83,060
14	66,439	68,377	70,277	78,061	80,188	82,334	84,493
15	67,032	68,986	70,904	78,758	80,902	83,067	85,243
16	67,625	69,594	71,529	79,453	81,618	83,800	85,996
17	0	70,204	72,156	80,151	82,335	84,533	86,747
18	0	70,814	72,777	80,849	83,051	85,266	87,496
19	0	0	0	82,661	84,867	87,076	89,312
20	0	0	0	84,477	86,680	88,891	91,129
21	0	0	0	86,291	88,494	90,702	92,945
22	0	0	0	88,106	90,309	92,517	94,764
23	0	0	0	89,912	92,116	94,323	96,572
24	0	0	0	91,731	93,937	96,138	98,382
25	0	0	0	93,544	95,748	97,945	100,202
26	0	0	0	95,362	97,563	99,753	102,019
27	0	0	0	97,167	99,373	101,568	103,832

Longevity increase for those teachers who have advanced vertically beyond the salary schedule shall be 4.25%.

The 2026-27 step 1 was calculated by increasing step 1 from the previous year by 1.5%.

Will County School District 92 2027-28 Salary Schedule							
4.00%	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
Step							
1	51,089	52,580	54,041	60,027	61,662	63,314	64,972
2	52,347	53,875	55,372	61,506	63,181	64,873	66,572
3	53,766	55,334	56,871	63,172	64,893	66,631	68,376
4	55,091	56,699	58,272	64,728	66,490	68,271	70,060
5	56,718	58,373	59,996	66,641	68,455	70,288	72,130
6	58,674	60,387	62,064	68,938	70,817	72,713	74,618
7	59,541	61,280	62,982	69,959	71,863	73,786	75,721
8	61,007	62,788	64,534	71,682	73,632	75,605	77,587
9	61,911	63,717	65,487	72,741	74,721	76,721	78,732
10	63,129	64,973	66,777	74,176	76,194	78,233	80,284
11	64,374	66,252	68,092	75,638	77,694	79,775	81,866
12	65,642	67,557	69,436	77,127	79,226	81,347	83,480
13	66,772	68,722	70,633	78,457	80,591	82,751	84,918
14	67,926	69,907	71,848	79,811	81,981	84,178	86,382
15	69,097	71,112	73,088	81,183	83,396	85,627	87,873
16	69,713	71,745	73,740	81,908	84,138	86,390	88,653
17	0	72,378	74,390	82,631	84,883	87,152	89,436
18	0	73,012	75,042	83,357	85,628	87,914	90,217
19	0	0	0	84,083	86,373	88,677	90,996
20	0	0	0	85,967	88,262	90,559	92,884
21	0	0	0	87,856	90,147	92,447	94,774
22	0	0	0	89,743	92,034	94,330	96,663
23	0	0	0	91,630	93,921	96,218	98,555
24	0	0	0	93,508	95,801	98,096	100,435
25	0	0	0	95,400	97,694	99,984	102,317
26	0	0	0	97,286	99,578	101,863	104,210
27	0	0	0	99,176	101,466	103,743	106,100

Longevity increase for those teachers who have advanced vertically beyond the salary schedule shall be 4%.

The 2027-28 step 1 was calculated by increasing step 1 from the previous year by 1.5%.

Will County School District 92 2028-29 Salary Schedule							
4.00%	**BA**	**BA+15**	**BA+30**	**MA**	**MA+15**	**MA+30**	**MA+45**
Step							
1	51,855	53,369	54,852	60,927	62,587	64,264	65,947
2	53,133	54,683	56,203	62,428	64,128	65,847	67,571
3	54,441	56,030	57,587	63,966	65,708	67,468	69,235
4	55,917	57,547	59,146	65,699	67,489	69,296	71,111
5	57,295	58,967	60,603	67,317	69,150	71,002	72,862
6	58,987	60,708	62,396	69,307	71,193	73,100	75,015
7	61,021	62,802	64,547	71,696	73,650	75,622	77,603
8	61,923	63,731	65,501	72,757	74,738	76,737	78,750
9	63,447	65,300	67,115	74,549	76,577	78,629	80,690
10	64,387	66,266	68,106	75,651	77,710	79,790	81,881
11	65,654	67,572	69,448	77,143	79,242	81,362	83,495
12	66,949	68,902	70,816	78,664	80,802	82,966	85,141
13	68,268	70,259	72,213	80,212	82,395	84,601	86,819
14	69,443	71,471	73,458	81,595	83,815	86,061	88,315
15	70,643	72,703	74,722	83,003	85,260	87,545	89,837
16	71,861	73,956	76,012	84,430	86,732	89,052	91,388
17	0	74,615	76,690	85,184	87,504	89,846	92,199
18	0	75,273	77,366	85,936	88,278	90,638	93,013
19	0	0	0	86,691	89,053	91,431	93,826
20	0	0	0	87,446	89,828	92,224	94,636
21	0	0	0	89,406	91,792	94,181	96,599
22	0	0	0	91,370	93,753	96,145	98,565
23	0	0	0	93,333	95,715	98,103	100,530
24	0	0	0	95,295	97,678	100,067	102,497
25	0	0	0	97,248	99,633	102,020	104,452
26	0	0	0	99,216	101,602	103,983	106,410
27	0	0	0	101,177	103,561	105,938	108,378

Longevity increase for those teachers who have advanced vertically beyond the salary schedule shall be 4%.

The 2028-29 step 1 was calculated by increasing step 1 from the previous year by 1.5%.

Will County School District 92 2029-30 Salary Schedule							
4.00%	**BA**	**BA+15**	**BA+30**	**MA**	**MA+15**	**MA+30**	**MA+45**
Step							
1	52,633	54,170	55,675	61,841	63,526	65,228	66,936
2	53,929	55,504	57,046	63,364	65,090	66,835	68,585
3	55,258	56,870	58,451	64,925	66,693	68,481	70,274
4	56,619	58,271	59,890	66,525	68,336	70,167	72,004
5	58,154	59,849	61,512	68,327	70,189	72,068	73,955
6	59,587	61,326	63,027	70,010	71,916	73,842	75,776
7	61,346	63,136	64,892	72,079	74,041	76,024	78,016
8	63,462	65,314	67,129	74,564	76,596	78,647	80,707
9	64,400	66,280	68,121	75,667	77,728	79,806	81,900
10	65,985	67,912	69,800	77,531	79,640	81,774	83,918
11	66,962	68,917	70,830	78,677	80,818	82,982	85,156
12	68,280	70,275	72,226	80,229	82,412	84,616	86,835
13	69,627	71,658	73,649	81,811	84,034	86,285	88,547
14	70,999	73,069	75,102	83,420	85,691	87,985	90,292
15	72,221	74,330	76,396	84,859	87,168	89,503	91,848
16	73,469	75,611	77,711	86,323	88,670	91,047	93,430
17	0	76,914	79,052	87,807	90,201	92,614	95,044
18	0	77,600	79,758	88,591	91,004	93,440	95,887
19	0	0	0	89,373	91,809	94,264	96,734
20	0	0	0	90,159	92,615	95,088	97,579
21	0	0	0	90,944	93,421	95,913	98,421
22	0	0	0	92,982	95,464	97,948	100,463
23	0	0	0	95,025	97,503	99,991	102,508
24	0	0	0	97,066	99,544	102,027	104,551
25	0	0	0	99,107	101,585	104,070	106,597
26	0	0	0	101,138	103,618	106,101	108,630
27	0	0	0	103,185	105,666	108,142	110,666

Longevity increase for those teachers who have advanced vertically beyond the salary schedule shall be 4%.

The 2029-30 step 1 was calculated by increasing step 1 from the previous year by 1.5%.

EXTRA DUTY CURRICULAR SALARIES

Stipend is per sponsor and/or coach. All positions listed are at the junior high school level unless otherwise indicated.

Each extra duty sponsor/coaching position with the exception of Band and Choir shall be posted no later than April 1st. Individuals seeking consideration to sponsor an activity or coach a sport should contact the building administrator and/or athletic director and state their intention. A high level of consideration for the position will be given to the current sponsor and/or coach. Individuals will be notified of their assignment by May 15th.

Any new extra duty activity/sport shall be established by the Superintendent with approval from the union.

FOR EACH YEAR:
A TEACHER MAY PROGRESS ONLY ONE STEP VERTICALLY IN ANY YEAR.

Part-Time Teachers

1. Initial place and horizontal movement of part-time teachers on the salary schedule shall be determined as it is for full-time teachers in Article XXII.
2. Vertical movement for teaching experience shall be determined in the following manner:
   a. Part time certified employees would advance on the salary schedule the following year if they complete at least 90 full time equivalent days of their assignment within one school year.
   b. Part time certified employees will advance on the salary schedule every two years if they complete less then 90 full time equivalent days of their assignment within one school year.

EXTRA-DUTY CO-CURRICULAR SALARY SCHEDULE AND INCREMENT LEVELS
THE FOLLOWING SALARY SCHEDULE AND INCREMENT LEVELS ARE PRESENTED FOR THE EXTRA-DUTY (CO-CURRICULAR) PERSONNEL.
Whole-school activities will be assigned to qualified teachers first on an annual voluntary basis. The administration shall determine the qualifications for those persons requesting stipend positions. In the event a teacher is not assigned a stipend position for which he/she has applied, he/she may schedule an appointment with the Superintendent or designee to discuss the reasons for the appointment of a person other than the affected teacher.

A. Pay Periods
   Pay days shall be scheduled every other Friday for 26 pay days. Non-direct deposit checks will be mailed for expected delivery on or before the payroll date.
B. Non-traditional Pay Incentives
   If, during the term of this agreement, a law is passed providing funds for performance-based pay (or other non-traditional pay incentive programs including but not limited to merit pay or career ladder programs), the contract will be reopened for a discussion on this section only.
C. Instruction Tutoring, 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 $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, and $43

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 $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, and $43 per hour for the 2029-2030 school year.

D. Credit for Teaching Experience
Beginning with the 1981-82 school year and thereafter, any teacher hired in District 92 will receive credit for all teaching experience in an accredited school.* Teachers hired prior to the 1981-82 school year will be advanced two (2) additional years each year until they have received full credit. For teachers hired after July 1, 1995, the Superintendent may, in their discretion, (such shall not establish a practice) limit prior experience to six (6) years. *Parochial Schools will be considered accredited.

E. Regarding Board Payment of Teacher Retirement
It is expressly understood that the figures appearing on this schedule include a sum equal to the amount required by law for TRS contribution of the base salary of each teacher which is in fact not payable to the individual teacher but is instead a reflection of the sum paid by the board to the Teacher's Retirement System on the teacher's behalf. The teacher shall have no claim upon this money except as such may arise upon retirement or upon severance from the retirement system.

F. National Board-Certified Teacher
The Board shall pay a one-time stipend of $1,000 to a certified staff member upon the successful completion of the National Board-Certified Teacher Program. The Superintendent/designee must approve verification of completion of the National Board-Certified Teacher program in order to receive payment.

G. Extended School Year Instruction
The Board shall pay Extended School Year Instruction teaching staff $50 per hour in the 2026-2027 school year, $51 per hour in the 2027-2028 school year and $52 per hour in the 2028-2029 school year, and $53 per hour in the 209-2030 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.

Stipend/Extra Duty Lists for the duration of this contract are provided on the following pages.

Stipend/Extra Duty List 2026 - 2030									
Activity	**Grade Level**	**School**	**# of Positions (1 position = 1 stipend)**	**Weeks**	**1 - 3 years**	**4 - 6 Years**	**7 - 9 years**	**10 -12 years**	**13+ years**
Art Club	6-8	OP	1	3	$1,067	$1,143	$1,219	$1,296	$1,372
Band - Elementary	4-5	Ludwig	2	12	$4,268	$4,573	$4,878	$5,183	$5,488
Band/Jazz Band - Junior High	6-8	OP	1	24	$8,536	$9,146	$9,756	$10,366	$10,975
Choir - Elementary	4-5	Ludwig	1	1	$356	$381	$406	$432	$457
Choir - Elementary	3	Reed	1	1	$356	$381	$406	$432	$457
Choir - Junior High	6-8	OP	1	10	$3,557	$3,811	$4,065	$4,319	$4,573
Drama Club	6-8	OP	1	1.5	$534	$572	$610	$648	$686
First Tech Challenge	6-8	OP	3	16	$5,691	$6,097	$6,504	$6,910	$7,317
Math Team - 4th	4	Ludwig	1	1.5	$534	$572	$610	$648	$686
Math Team - 5th	5	Ludwig	1	1.5	$534	$572	$610	$648	$686
Musical - Fall	6-8	OP	2	5	$1,778	$1,905	$2,032	$2,160	$2,287
Musical - Spring	6-8	OP	2	5	$1,778	$1,905	$2,032	$2,160	$2,287
Newspaper	6-8	OP	1	2	$711	$762	$813	$864	$915
NJHS	6-8	OP	1	6	$2,134	$2,287	$2,439	$2,591	$2,744
School Leadership Team Member	EC-8	All	17	fixed	$700	$700	$700	$700	$700
SLT Team Leader	EC-8	All	20	fixed	$1,400	$1,400	$1,400	$1,400	$1,400
Student Council	6-8	OP	2	15	$5,335	$5,716	$6,097	$6,479	$6,860
Yearbook L/R/W	EC-5	L/R/W	1	9	$3,201	$3,430	$3,658	$3,887	$4,116
Yearbook OP	6-8	OP	1	8	$2,845	$3,049	$3,252	$3,455	$3,658
Athletics									
Athletic Director	6-8	OP	1	19	$6,758	$7,241	$7,723	$8,206	$8,689
Bowling - Girls / Boys	6-8	OP	1	2	$711	$762	$813	$864	$915
Boys Baseball	6-8	OP	2	10	$3,557	$3,811	$4,065	$4,319	$4,573
Boys Basketball - 8th Grade	8	OP	1	17	$6,047	$6,479	$6,910	$7,342	$7,774
Boys Basketball - 7th Grade	7	OP	1	16	$5,691	$6,097	$6,504	$6,910	$7,317
Boys Volleyball	8	OP	1	8	$2,845	$3,049	$3,252	$3,455	$3,658
Boys Volleyball	7	OP	1	8	$2,845	$3,049	$3,252	$3,455	$3,658
Cheerleading	6-8	OP	1	16	$5,691	$6,097	$6,504	$6,910	$7,317
Cross Country - Girls / Boys	6-8	OP	2	12	$4,268	$4,573	$4,878	$5,183	$5,488

Girls Basketball	8	OP	1	15	$5,335	$5,716	$6,097	$6,479	$6,860
Girls Basketball	6-7	OP	1	14	$4,980	$5,335	$5,691	$6,047	$6,402
Girls Softball	6-8	OP	2	10	$3,557	$3,811	$4,065	$4,319	$4,573
Girls Volleyball	8	OP	1	14	$4,980	$5,335	$5,691	$6,047	$6,402
Girls Volleyball	7	OP	1	15	$5,335	$5,716	$6,097	$6,479	$6,860
Golf - Girls / Boys	6-8	OP	1	3	$1,067	$1,143	$1,219	$1,296	$1,372
Track - Girls / Boys	6-8	OP	4	10	$3,557	$3,811	$4,065	$4,319	$4,573

ARTICLE XXIII. SEVERABILITY

Should any of the statements or language agreed upon be declared illegal by a court of competent jurisdiction then that clause or portion thereof shall be deleted from this agreement to the extent that it violates the law.

ARTICLE XXIV. TRAVEL REIMBURSEMENT

When a teacher is required to use his or her personal car for school business, he or she shall be compensated at the current IRS rate.

Reimbursement will be paid monthly after a request form is completed and signed by the teacher and the principal or Superintendent authorizing the travel.

It should be understood that the school district insurance does not cover damage to the employee's car and that liability claims resulting from an accident will be covered by the district insurance only after the employee's policy has been exhausted.

ARTICLE XXV. NO STRIKE

The Union agrees that there shall be no strike, withholding of services, or other refusal to render full and complete service to the Board during the term of this agreement.

ARTICLE XXVI. RENEGOTIATING THE AGREEMENT

Neither the Board nor the Union shall take any action in violation of this agreement.

This agreement reflects a three-year agreement for language and financials. This agreement shall be effective and shall remain in effect until the day before the first teacher work day of the 2030-2031 school year.

In witness thereof, the parties have executed this agreement by their duly authorized representatives.

ARTICLE XXVI. 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 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.

WITNESSETH:

For the Board of Education Will County District No. 92, Will County, Illinois	Will County District No. 92 Council, AFT Local 604
_____ President	_____ President
_____ Secretary	_____ Secretary
On this 10th day of November, 2026	On this 10th day of November, 2026

Appendix A

Involuntarily Transfer Language Examples
Applicable to teachers with a District seniority date before the 2026-2027 school year.

Example 1:
Due to a decrease in student enrollment, the District determines that six first grade teachers are needed instead of seven. At the same time, increased enrollment in second grade requires an additional teacher. The Administration will review the seniority of the first grade teachers based on district hire date and determine which teachers are qualified to teach second grade. The qualified first grade teacher with the least seniority will be involuntarily transferred to second grade.

Example 2:
Due to a decrease in student enrollment, the District determines that six fifth grade teachers are needed instead of seven. Based on enrollment projections, an additional teacher is needed at the junior high level. The Administration will review the seniority of the fifth grade teachers based on district hire date and determine which teachers meet the qualifications and content endorsement requirements for the junior high position. The fifth grade teacher with the least seniority among those qualified for the junior high position will be involuntarily transferred to the junior high.

Example 3:
Due to changes in student enrollment, the District determines that one fewer teacher is needed in the junior high English department. At the same time, student enrollment and course offerings require an additional teacher in the junior high social studies department. The Administration will review the seniority of teachers within the English department based on district hire date and determine which teachers meet the qualifications and endorsement requirements for the social studies position. The English teacher with the least seniority among those qualified for the social studies position will be involuntarily transferred to the social studies department.