

**MEMORANDUM OF AGREEMENT**  
**CTE Teacher Salary Placement**

WHEREAS, the Board of Education of Joliet Township High School District 204, Will County, Illinois (the “Board”) and the Joliet Township High Schools Council 204 of AFT Local 604 (the “Union”) are parties to a collective bargaining agreement covering July 1, 2022, through June 30, 2026 (the “Agreement”);

WHEREAS, Section 3.2 of the Agreement addresses placement and advancement on the salary schedule; and

WHEREAS, the parties wish to memorialize their agreement regarding initial salary placement of current and newly hired Career and Technical Education (“CTE”) teachers and their advancement on a supplemental CTE salary schedule attached hereto as Exhibit A.

NOW, THEREFORE, the parties agree as follows:

Section 1. Newly hired CTE teachers without a college degree will be placed on the CTE salary schedule (Exhibit A) in the column corresponding to their years of relevant work experience with employers other than District 204. Step placement in that column will likewise be determined by the years of relevant work experience with employers other than District 204.

Section 2. Movement to adjacent columns will occur at the start of the first school year following the teacher’s accumulation of 10,000 hours of relevant work experience with employers other than District 204. For example a teacher in Column B will move to Column C after attaining 10,000 hours of relevant work experience following their initial employment in District 204, with such experience being with employers other than District 204. That same teacher can then move from Column C to Column D after accumulating another 10,000 hours of relevant work experience with employers other than District 204 following the effective date of the teacher’s movement from Column B to Column C.

Section 3. Current employees will be placed on the CTE salary schedule based on years of relevant experience with employers other than District 204. Provided, however, a teacher who has announced their intent to retire in the next four school years whose placement on the CTE salary schedule will result in salary increase greater than six percent will remain at their current salary.


Section 4. CTE teachers with the following professional training or certifications will have the following percentage increases applied to the teacher’s cell on the salary schedule:

Journeyman	5.0%
AWS Certified Welding Inspector	3.0%
OSHA-10 Certified Instructor	3.0%
ASE Master A1-A8+G1	3.0%

Section 5. All other provisions of the Agreement shall remain unchanged.

JOLIET TOWNSHIP HIGH SCHOOLS  
COUNCIL 204, AFT LOCAL 604

BOARD OF EDUCATION OF  
JOLIET TOWNSHIP HIGH  
SCHOOL DISTRICT 204,  
WILL COUNTY, ILLINOIS



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President

Date: \_\_\_\_\_

1/15/2025

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President

Date: \_\_\_\_\_