

# Memo



**To:** Dr. Karla Guseman  
**CC:** Board of Education  
**From:** Dr. Ilandus Hampton  
**Date:** January 20, 2026  
**Re:** Joliet Township High Schools 204 American Federation of Teachers Local 604

---

Please find attached the revised Contractual Agreement between JTHS 204 and the Joliet Township High Schools 204 American Federation of Teachers Local 604. Below are the highlights of the revised four-year agreement. The current agreement expired on June 30, 2026. The new contract will be effective July 1, 2026- June 30, 2030. Major highlights of the contract include the following:

- 2026-2027 school year - 6% increase
- 2027-2028 school year - 6% increase
- 2028-2029 school year - 5% increase
- 2029-2030 school year - 4% increase

**New language added: Structure of the School Day**

Annual sick leave will be granted without loss of pay to all teachers as follows:

Years of Service to JTHS	Annual Sick Day Allotment at the Start of the School Year
0-19 years	17
20-24 years	25
25+ years	30

**\*New language added: Sick Leave**

Licensed employees who substitute teach with a substitute license for a teacher who is not present in the classroom will receive the higher of \$35.00 per hour or \$5.00 per hour over the employee's hourly pay during their normal workday for substitution during their normal workday.

**\*New language added: Extra Pay:**

Members receiving extra pay after step 16 will get 2.25% more than step 16 or \$250 more, whichever is greater.

# Memo



**\*New language added: Other School Related Pay Provisions:**

**\*Summer School Pay**

\$50.00 per hour for the duration of the contract.

**\*Drivers' Education Pay**

\$50.00 per hour for the duration of the contract.

**\*Instructional Pay**

\$45.00 per hour for the 2026-2027 school year

\$46.00 per hour for the 2027-2028 school year

\$47.00 per hour for the 2028-2029 school year

\$48.00 per hour for the 2029-2030 school year

**\*Non-Instructional Pay**

\$34.00 per hour for the 2026-2027 school year

\$35.00 per hour for the 2027-2028 school year

\$36.00 per hour for the 2028-2029 school year

\$37.00 per hour for the 2029-2030 school year

**\*Substitute Pay**

\$20.00 for the duration of the contract.

**\*Event Worker Pay**

\$28.00 per hour for the duration of the contract.

The administration recommends the Board of Education approve the revised Contractual Agreement between JTHS 204 and the Joliet Township High Schools 204 American Federation of Teachers Local 604.

If you have any questions, please contact me at your convenience.

Thank you.