



Joliet Township High School - District 204

Dr. Karla Guseman
Superintendent
815/727-6970
Fax: 815/727-1277

Dianne McDonald
Assistant Superintendent
Educational Services
815/727-6972
Fax: 815/727-1277

Dr. Ilandus Hampton
Assistant Superintendent
Business Services
815/727-6960
Fax: 815/740-6202

300 Caterpillar Drive
Joliet, IL 60436
www.jths.org

To: Dr. Karla Guseman
From: Cicely Calhoun, Director of Human Resources
Date: December 16, 2025
Re: COUNCIL 204 PARA-PROFESSIONAL EMPLOYEES, AFT-Local 604, IFT/AFT
CC: Board of Education

Please find attached the revised Contractual Agreement between JTHS 204 and the COUNCIL 204 PARA-PROFESSIONAL EMPLOYEES, AFT-Local 604, IFT/AFT. Below are the highlights of the revised three-year agreement. The current agreement expired on June 30, 2025. The new contract will be effective July 1, 2025- June 30, 2028. Major highlights of the contract include the following:

- 2025-2026 school year - \$3.00 increase
- 2026-2027 school year – 3% increase
- 2027-2028 school year – 3% increase
- New language added: Translating and/or Interpreting:
Any staff identified as providing translating and interpreting services will receive an additional \$1 per hour on their base pay. Staff may volunteer at any time to provide such services and indicate their level of language proficiency. Such volunteer staff will perform translating in interpreting services reasonably suited to their proficiency level as assigned. After school duties will be paid at the overtime rate. Volunteers may withdraw from such service at the end of the month after giving at least two weeks' notice.
- New language added: Sub Pay Rates:
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.
- Updated Recognition Language to Include:
Including but not limited to the following positions, Security, Writing lab, Music Accompanist, School Wide Computer, Health Services, Study Hall Monitor, Bilingual /Special Services, Detention Supervisor, School Wide support and Catalyst.
- Add two new Holidays with pay:
Spring Holiday
November Election (Every Other Year)
- New language added:
New hires will accrue leave time during their 90-day probationary period. Upon completion of probation, staff will be granted up to seventeen (17) days during the school term.

The mission of Joliet Township High School, a historically rich, inclusive, and innovative learning community that values and embraces diversity, is to maximize every student's potential to positively impact our community and thrive in a global society by providing an equitable, personalized, and rigorous education.

Joliet Township High School ensures equal educational opportunities are offered to students, regardless of race, color, national origin, age, gender, religion, disability, veteran's status, or marital status.



Joliet Township High School - District 204

- New language added: Staff shall also be provided a five thousand dollar (\$5000) term group life insurance policy at no cost to the employee for their spouses and a two thousand five hundred dollars (\$2,500) term group life insurance policy for each child
- New language added: Employees will be eligible for five hundred (\$500) per year for academic coursework and/or training that is job-related.
- Updated uniform allowance, retirement rates for sick leave payout, district retirement insurance contributions and retirement incentive for years of service.
- New language added:
Childcare Leave, Maternity and Paternity Leave