



EA Council Update

September 15, 2026

East Aurora Council Local 604

Teachers • Support Staff • Office Staff

We work across buildings and bargaining units to solve problems, protect working conditions, and make East Aurora stronger.

Becky's Beat:

Welcome back for the 2026-27 School year! This month, I am going to focus on making sure you know about all of our fabulous resources. Here are some important places to get information about your contract and union:

- [EA Council Website](#)
 - Here you will find minutes from meetings, joint committee information, and a variety of resources.
 - On the home page menu there is a tab called "useful links". Here you'll find links to our current and last contracts, our council constitution, and more.
 - There is also a section dedicated to educating you about our new contract. You will find a downloadable copy here as well as shorter explanations of specific sections and topics. Check out our 1st topic- [Assignments & Transfers](#).
 - Are you a new member to our council or interested in joining? If so, check out our [New Member Information](#) section dedicated to supporting you!



New Joint Committee Guidelines- the work is underway!

By October 1 of each year, committee co-leads will meet to establish a meeting schedule by mutual agreement and communicate that schedule to committee members. Representatives shall be appointed by the District and the Union respectively.

The size of each committee will be determined by the committee co-leads based on its purpose and needs. Committees will include an equal number of District and Union representatives unless otherwise agreed.

Look for more information after the committee co-leads meet and establish a meeting schedule.

Local & State Federation News

[Read](#) Illinois Federation of Teachers (IFT) and Chicago Teachers Union (CTU) President Stacy Davis Gates issued the following statement today in response to President Trump's proposed Treasury Department and IRS regulation change that threatens the tax-exempt status of private schools and colleges with programs and policies that serve students of color.

"This Is Racism Disguised as a Tax-Code." IFT President Stacy Davis Gates

IMPORTANT: NEW RULES FOR SALARY-LANE COURSEWORK- HB 5321

Luckily we are ahead of the curve. Read our [Guide to Public Act 104-0795](#), what EA Council members need to know and what to do before enrolling in classes.



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KNOW YOUR CONTRACT- SUBBING

Teachers Subbing- Summary

A teacher must be compensated when they are required to cover for an unavailable substitute for 25 minutes or more.

Compensation applies when a teacher must:

- Teach or supervise students during planning time;
- Perform administrative duties during planning time; or
- Accept additional students displaced from another teacher's class.

The internal substitution rate is:

- \$43 per period for 2026–2028
- \$44 per period for 2028–2030
 - The rate applies per elementary planning period or per middle/high school instructional period.
- When additional students are placed in a teacher's class, payment is calculated on a prorated hourly basis.
 - If additional students are divided among multiple pre-K or elementary teachers, \$60 per hour is divided equally among the affected teachers.
- The district must make a reasonable effort to find substitute coverage before dividing students among other classrooms.

Sum up: If a teacher provides substitute coverage during their plan time or takes responsibility for displaced students for at least 25 minutes, the teacher is entitled to compensation.

Support Staff Subbing - Summary

Support staff must receive additional compensation when they are required to teach or cover for a licensed employee because a substitute teacher is unavailable.

The internal substitution rates are:

- 2026–28: \$22 per period & \$110 for the full day
- 2028–20: \$23 per period & \$115 for the full day

Sum up: Support staff who teach or provide coverage for a licensed employee because no substitute is available are entitled to additional pay on top of their regular wages.

Section 10.4- New Teacher Orientation and Mentorship Summary

- **Orientation & Training Requirements:** Newly hired licensed employees can be required to attend up to four (4) days of orientation prior to the start of the school year, plus the equivalent of up to two (2) additional work days for new educator support activities (such as NEST) throughout the year.
- **No Additional Pay:** These required orientation and support days are unpaid beyond the standard contract/employment condition and are separate from mentor/mentee meeting expectations.
- **Mentorship Program & Stipend:** The District maintains a mentorship program with mentors selected by the Administration. Employees serving as mentors receive an annual stipend of \$1,300 (which covers required mentor orientation and support activities), prorated if the assignment begins or ends mid-year.