



THORNTON TOWNSHIP HIGH SCHOOL DISTRICT 205  
465 EAST 170TH STREET | SOUTH HOLLAND, IL 60473

# D205 NEGOTIATIONS DIRECT TO YOU...

On May 31, 2018, the parties met once again and discussed both language proposals and finances. One tentative agreement was reached with respect to the amendment of Article 18 ("Student Teaching and Counselor Intern Program Assistance"). The Faculty Association also presented a counterproposal with respect to finances.

Previously, on May 22<sup>nd</sup>, the Board of Education extended two financial offers (each under the auspices of a new five-year agreement). Under "Option A," a new salary schedule would be created and teachers would receive salary increases as follows:

For teachers who would be "on" the salary schedule:

- During the 2018-2019 school year, each teacher would receive at least a 4% salary increase. The average of these increases would be approximately 5.24%.
- During the 2019-2020 school year, the average salary increase per cell would be approximately 3.62%.
- During the 2020-2021 school year, the average salary increase per cell would be approximately 3.12%.
- During the 2021-2022 school year, the average salary increase per cell would be approximately 2.62%.
- During the 2022-2023 school year, the average salary increase per cell would be approximately 2.62%.

For teachers who would be "off" the salary schedule, each would receive a 2% salary increase annually. The total cost to the School District, under "Option A", over the course of five (5) years would equal approximately \$16 million.

Under "Option B," the existing salary schedule would remain in place. Teachers would be entitled to lane and step movement each year, but no % increase would be added to the base. Teachers "off" of the existing schedule would receive 1% annual salary increases.

On May 31<sup>st</sup>, the Faculty Association presented a counterproposal related to "Option B." Under the Faculty Association's counterproposal, the existing salary schedule would remain in place and teachers "on" that schedule would receive an average salary increase per cell of 6.47% annually during the 2018-2019 and 2019-2020 school years. During the remaining three (3) years, such teachers would receive an average salary increase per cell of 5.47% annually. Meanwhile, under the Faculty Association's counterproposal, teacher's "off" of the existing schedule would receive 3% annual salary increases during the 2018-2019 and 2019-2020 school years, and 2% annual salary increases for the remaining three (3) years. Under the Faculty Association's counterproposal, over the course of five (5) years, the cost to the School District would be approximately \$25 million. A detailed timeline and summary of the parties' economic offers is attached as well.

The Board of Education rejected the Faculty Association's counterproposal on May 31<sup>st</sup> but indicated a desire to continue negotiations. The Board of Education sought to address the Faculty Association's concerns with respect to "Option A" and the proposed new salary schedule in particular. The Faculty Association suspended negotiations until August, however. The Board of Education remains ready, willing and able to negotiate during the summer and has informed the Faculty Association of its desire to have a contract in place by the time school begins for the 2018-2019 school year. To date, the Faculty Association has refused the Board of Education's overture to continue negotiations during the summer.

District Negotiations  
Team Members

—  
Mrs. Nina Graham,  
Board President  
Mr. Al Butler,  
Board Vice-President  
—

Dr. Leotis Swopes,  
Superintendent

Dr. Jerry Doss, Assistant  
Superintendent

Mr. Toriano Horton,  
Assistant  
Superintendent

Mr. Adam Dauksas,  
Board Attorney

—  
Dr. Nathaniel  
Cunningham, Thornridge  
Assistant Principal

Mrs. Patricia Malopsy-  
Fortier, Outlook  
Academy Coordinator

Thornton Township High Schools  
District 205

465 East 170<sup>th</sup> Street  
South Holland, Illinois 60473

[www.district205.net](http://www.district205.net)

April 20 June 4, 2018, 2018

**Next Scheduled Negotiations  
Meeting:**

**Thursday, April 26, 2018 TBD**