



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

# D205 NEGOTIATIONS DIRECT TO YOU...

On October 31, 2018, the Board of Education proposed a new 5-year collective bargaining agreement that includes:

- All teachers, including those currently off-schedule, would receive no less than a 4.25% raise for the 2018-2019 school year;
- Significant increases to teachers' starting salaries to allow the Board of Education to meet its goals of attracting and retaining quality teachers for our students, and remaining competitive salary-wise with neighboring school districts;
- Increases in Appendix C stipend amounts for all extra-curricular positions; and
- Increases in summer school salary amounts.

Overall, the Board of Education's October 31st proposal would increase total compensation to the Faculty Association in excess of \$19 million over the proposed 5-year term. Specifically, the Board of Education's proposal produces an average percentage salary increase per teacher of 3.29% over the next five years. This October 31st proposal represented a \$345,000 increase over the Board of Education's October 22nd proposal. Notably, every single one of the Board of Education's financial proposals has been greater (in terms of both total dollars spent and average percent increases) than the final financial settlements of at least the past three collective bargaining agreements.

Last night, the Faculty Association presented a financial proposal that the Board of Education hoped would have significantly closed the approximately \$3 million gap that exists between the parties' last financial proposals. The Faculty Association, however, refused to make any decrease to its base salary proposal. Instead, the Faculty Association offered only to marginally: (1) decrease its proposal regarding extra-curricular stipend amounts (from \$450 to \$445 per Appendix C "point"); and (2) revise its proposal regarding employee PPO contribution percentages (from an annual increase of 1.5% to 1.75%). Due to the apparent stall in negotiations, the Board of Education agreed to mediation between the parties. While mediation will now commence in the coming days and/or weeks, the Board of Education remains steadfast in its belief that a fair agreement for all teachers and the School District is achievable and will continue its efforts to reach that goal.

## District Negotiations Team Members

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Mrs. Nina Graham,  
Board President

Mr. Al Butler,  
Board Vice-President

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Dr. Nathaniel Cunningham,  
Superintendent

Dr. Jerry Doss,  
Assistant Superintendent

Mr. Toriano Horton,  
Assistant Superintendent

Mr. Adam Dauksas,  
Board Attorney

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Mrs. Patricia Malopsy-Fortier,  
Outlook Academy  
Coordinator

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Thornton Township High School  
District 205

465 East 170th Street  
South Holland, IL 60473

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

November 5, 2018