



On April 27, 2023, representatives of the Board of Education and the Faculty Association of District 205 met for the parties' third bargaining session. The Faculty Association began the session by sharing its initial financial and insurance proposals. Those proposals, in addition to the Faculty Association's language proposals (which were previously shared on April 17, 2023), may be found on the district's website.

In turn, the Board of Education presented a comprehensive package counterproposal to the Faculty Association in hopes of reaching an agreement on a new contract. This counterproposal, including model salary schedules, may be found here and includes, among other things, the following details:

1. All teachers on and off (due to having reached longevity status) the salary schedule during the 2023-2024 school year will receive at least a \$6,000 salary increase over his or her 2022-2023 salary;
2. If the agreement is ratified and approved by the parties before June 2, 2023, all teachers who were employed by the District during the 2022-2023 school year and return to a full-time licensed teaching position for the 2023-2024 school year, will receive a one-time retention bonus payment of \$4,000, which will be paid during the first pay period of the 2023-2024 school year.
3. As proposed by the Faculty Association on April 27, 2023:
  - a. For the 2024-2025 school year, teachers will be entitled to lane movement if they meet the academic requirements for such movement and have timely applied for such movement through the Administration, and one step movement if they taught in the District during the 2023-2024 school year. 2.5% will be added to the 2023-2024 teacher base salary amounts, as reflected in the attached salary schedule. Teachers not on the salary schedule during the 2024-2025 school year due to having reached longevity status, will receive a 2% increase in pay relative to their 2023-2024 salaries.
  - b. For the 2025-2026 school year, teachers will be entitled to lane movement if they meet the academic requirements for such movement and have timely applied for such movement through the Administration and one-step movement if they taught in the District during the 2024-2025 school year. 2.25% will be added to the 2024-2025 teacher base salary amounts, as reflected in the attached salary schedule. Teachers not on the salary schedule during the 2025-2026 school year due to having reached longevity status, will receive a 2% increase in pay relative to their 2024-2025 salaries.
  - c. For the 2026-2027 school year, teachers will be entitled to lane movement if they meet the academic requirements for such movement and have timely applied for such movement through the Administration, and one step movement if they taught in the District during the 2025-2026 school year. 2% will be added to the 2025-2026 teacher base salary amounts, as reflected in the attached salary schedule. Teachers not on the salary schedule during the 2026-2027 school year due to having reached longevity status, will receive a 2% increase in pay relative to their 2025-2026 salaries.
  - d. For the 2027-2028 school year, teachers will be entitled to lane movement if they meet the academic requirements for such movement and have timely applied for such movement through the Administration, and one step movement if they taught in the District during the 2026-2027 school year. 2% will be added to the 2026-2027 teacher base salary amounts, as reflected in the attached salary schedule. Teachers not on the salary schedule during the 2027-2028 school year due to having reached longevity status will receive a 2% increase in pay relative to their 2026-2027 salaries.

The attached model salary schedules provide more detail for the district's counterproposal outlined below.

**District Negotiations**  
**Team Members**

**Dr. Nathaniel Cunningham, Jr.**  
**Superintendent**

**Dr. Jerry Doss**  
**Associate Superintendent**

**Mr. Toriano Horton**  
**Assistant Superintendent of**  
**Business Operations**

**Mrs. Rosaura Duran**  
**Director of Human Resources**

**Mr. Adam Dauksas, Board**  
**Attorney**

**Dr. Rob Grossi**  
**Financial Consultant**

**Mary Ann Thornton**  
**Communications Consultant**

**Thornton Township High Schools**  
**District 205**  
**465 East 170th Street**  
**South Holland, Illinois 60473**

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

April 27, 2023

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Throughout the course of these negotiations, the District will keep its school community updated and apprised of all developments.



4. Teachers currently subject to and/or participating in the District's Retirement Incentive Program pursuant to the 2018-2023 collective bargaining agreement, will have all remaining school year salaries adjusted to one hundred six percent (106%) of the previous year's gross TRS reported compensation (defined as all compensation paid to the teacher, including payment for extracurricular activities, stipends, and retirement benefits) inclusive of step and lane movement. All other terms and conditions of the District's Retirement Incentive Program, as set forth in the 2018-2023 collective bargaining agreement, will remain applicable to such teachers, however. This salary adjustment will also be made with respect to such teachers' 2022-2023 salaries if the agreement is ratified and approved by the parties before June 30, 2023.
5. Teachers who would participate in the District's Retirement Incentive Program pursuant to a new 2023-2028 collective bargaining agreement would have their final two school year salaries adjusted to one hundred six percent (106%) of the previous year's gross TRS reported compensation (defined as all compensation paid to the teacher, including payment for extracurricular activities, stipends, and retirement benefits) inclusive of step and lane movement.
6. As proposed by the Faculty Association on April 27, 2023, and implemented into this proposal, raises for Appendix C extra-compensation stipend positions. See pgs. 60-63 of the proposed new agreement.
7. With respect to group health insurance benefits, the 2022-2023 employee premium cost share amounts will remain the same for the duration of the proposed agreement (i.e., August 1, 2023, through July 31, 2028).
8. Acceptance of certain April 17, 2023, Faculty Association language proposals.

The Board of Education awaits the Faculty Association's response. Throughout the course of these negotiations, the District will keep its school community updated and apprised of all developments.

Thank you,

Dr. Nathaniel Cunningham, Jr.,  
Superintendent

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