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Tinley Council 146 IELRB Public Posting

**Most Recent Offer
Union Submission**

August 8, 2025



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Introduction

The Teachers of Tinley Council 146 are overall very disappointed in the District's surprisingly poor effort to reach a tentative agreement with the Union. Almost all 50 of the Union's proposals were outright rejected from the start of bargaining. The Union has been forced to bargain against itself repeatedly in order to find a path to progress, revising our proposals over and over again, to only be met with the same "no."

The Board of Education(BOE) has been stalling our work and has not been receptive to the Union bargaining team since the start. Through several side bar conversations with the Superintendent we continued to find a path forward, but the BOE has done everything to impede our work together and has made negotiations very difficult while confronting our members in public spaces, spreading inaccuracies in the community, and taking over conversations with their team and the mediator.

The teachers of 146 are striving to maintain a positive and collaborative working relationship with administration and the BOE. Teachers want a fair contract to be an appealing district for others to work in, to retain our current workforce, and to be able to maintain a living wage for themselves without having to work multiple jobs to support their families in this unstable economy. Since the last contract inflation has soared over 20% making things extremely difficult for teachers.



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Bargaining History

- The past two contracts in Tinley 146 have been five(5) year deals against the Union's will.
- The current Superintendent has made it clear that he prefers to bargain with one of his three units a year, so prefers to have 5 year deals to avoid him having to bargain with more than one unit at a time.
- The current contract has been in place since August 1, 2020 and expired on July 31, 2025 and that contract was rushed through due to the start of the pandemic.
- During those five(5) years the teachers struggled through the deadly COVID-19 pandemic. Teachers did everything asked of them in order to meet the District's and community demands to teach completely remote to a hybrid blend, and then back to full in person instruction with the highest degree of professionalism.
- The district received over four(4) million dollars in ESSER funds and never issued a bonus to the teachers, asked to come back to the table to discuss salaries, but did ask the support staff of 146 back to the table twice to give them increases to fill open positions.
- Inflation has increased significantly during the duration of this contract to over 20% with no increase in wages nor were they asked to come back to the table to discuss possible wage increases.
- The district is failing to account for the last five(5) years that staff have struggled to make ends meet and are refusing to give increases over 6%.



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Bargaining History (Continued)

- The Union offered two financial proposals for consideration on 4/14/25. We proposed the District pay TRS for our members (9% of every teacher's salary with lower raises OR no TRS paid(current) and higher increases in salary.
- The District choose higher increases in salary.
- The board offered five(5) year deals from their first financial proposal on 4/14/25. They tried to sell it as "better" for the Union. We stated we would consider a five(5) year deal if the increases were 6% for all five(5) years and they chose to give low ball offers every time.
- It wasn't until 7/25/25 that they agreed to do a five (5) year deal for language and renegotiate salaries during Year three(3) of this contract.
- The BOE has come up 6% overall on salary increases since 4/14/25.
- The Union has come down 9% overall on salary increases since 4/14/25.



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Status of Negotiations

- The Union submitted a demand to bargain letter to the Superintendent on 12/11/2024.
- Bargaining began in February of 2025.
- The parties held eight(8) full day bargaining sessions between the months of February and May.
- In May, the district abruptly asked for a side bar conversation to request mediation.
- At that point we had tentative agreements on 42/50 proposals that the Union had brought to the table.
- The Union did not feel the need to have a mediator at this juncture at all, but we agreed.
- The parties mutually agreed to bring in a well known mediator from FMCS.
- Two sessions were held with the mediator before the union declared an impasse.
- On Friday, August 1, 2025 the District initiated the public posting process.



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Mediation

- The District abruptly requested to enter mediation during our May 14th session when they refused to even give a counter to a three(3) year financial deal which they refused to do all along during bargaining.
- The Union did not feel the need to bring in a mediator after we had worked through 42/50 items with the District.
- The Union and the District filed the 90 and 45 day notice to IELRB jointly with negotiation status updates. The 15 day notice was filed alone by the Union.
- The parties agreed to bring in a mediator from FMCS during the weeks to follow that May 17th session.
- On June 30, 2025 the parties had a four hour session with our mediator. The Union awaited any counter from the District with no prevail. The District had six(6) weeks in between our sessions and had a four(4) hour session with a mediator and still provided no counter to the Union.



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Mediation (Continued)

- The Union requested that the mediator demand a counter from the district within the week at the end of the four(4) hour session with the mediator.
- Once again the District made NO movement, no increase in financials and rejected the items the Union had on the table once again.
- The District was unwilling to even meet with the Union during the whole month of July. The Union also had to request that they provide us with a date that month or we stated we wouldn't be back. The Union and mediator provided them with several dates to work with.
- A second four(4) hour mediation session was scheduled during the month of July. A counter was given to the District along with a whole group conversation to explain our position on things. The Union also asked for the District's best and final offer at that time. At the end of that session the Union declared an impasse due to the district unwillingness to put a counter in writing. Again, the Union demanded a written proposal that we received days later.



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Tentatively Agreed Upon Items **Brought by Union**

** All of the items below were proposals that the Union brought to the District. We were outright rejected with almost every proposal and bargained against ourselves repeatedly to get these items agreed upon with the district. The Union proposed, re-proposed, and adjusted for every one of these items.*

- 2.9 School Year, Work day, and Calendar
- 2.13 Professional Development
- 2.18 Class Size
- 2.23 Consult for Professional Obligations
- 3.1 Notice of Assignment for next school year
- 4.1 Sick Leave
- 4.5 Bereavement Leave
- 4.6 Sick Leave Bank
- 5.2 Extended Service/Other Stipend Positions
- 5.7 Tuition Reimbursement
- 5.8 Lane Advancement on Salary Schedule
- 5.9 Medical and Life Insurance
- 5.10 Life Insurance
- 5.13 Internal Substitution
- 5.14 Middle School Overload
- 5.15 Teacher Induction and Mentoring Compensation
- 6.2 Payment Used for Unused Sick Leave
- 6.3 Withdrawal of Retirement
- 10.6 Duration (5 year contract, but salary increases for Year 4 and 5 to be negotiated during Year 3)



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Items Remaining

1. Wage Increases

- 2025-2026
- 2026-2027
- 2027-2028

2. Retirement Benefits

- Eligibility



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District Financial Status

- For the past 26 years District 146 has received Certificate of Excellence in Financials Reporting by the Association of School Business Officials.
- District 146 Equalized Assessed Value(EAV) increased by 45% during 2001-2010 then declined 32% from 2011-2015 and has continued to trend up since. 2023 brought the district's highest EAV soaring to over 800 million.
- The total net position of the District increased by \$9,140,503 during the fiscal year 2024.
- In the District's Educational Fund(this is the largest fund that pays salary and benefits) grew over 3.7 million dollars in 2024. That is a surplus of funds to this account.
- The District currently has a 3.9 Profile Score according to ISBE out of their 4 main funds. They received the highest rating of 4.0 in 3 out of 4 categories.
- The District currently has 363.79 days worth of cash on hand. ISBE recommends 181 days of cash on hand which is twice as much as they recommend by ISBE.
- Operating grants and contributions increased by over 2.5 million dollars from 2023 to 2024
- The District qualified for the Property Tax Relief Grant(PTRG) for the past three years in a row and therefore increased their Evidence Based Funding(EBF) by \$1,440,000.
- Investment income increased by \$1,000,000 compared to the previous year of 2023.
- The fund balance of the General Fund for the District increased by \$5,243,090 during the current fiscal year.
- **Actual revenues, excluding on-behalf revenues, were over 4 million dollars greater than budgeted.**
- **Actual expenditures, excluding on-behalf expenditures were \$665,000 less than expected.**

All information listed can be found in District 146's Annual Comprehensive Financial Report



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District Comparable

District	Starting Salary 2024-2025	Salary Increases	TRS Paid by District
Orland	\$44,852	2024-5.5% 2025- 5.5% 2026- 5.5%	NO
Kirby 140	\$50,160	2022-5.5% 2023- 5% 2024- 4.5% 2025- 4.5%	NO
Palos 117	\$54,543	2024-6% 2025-6% 2026- 5.5%	YES
Palos 118	\$50,265	2024- 5.5% 2025- 5.5% 2026- 4% 2027- 3%	YES
Summit Hill 161	\$55,144	2022-2027- 5%	YES
Tinley 146	\$50,586	2020-3.25% 2021-3.25% 2022-2024- 3%	NO



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District Comparable

- Coming into negotiations District 146 was behind the average salary increases by over 20% to the comparable districts on the previous page.
- Raises were an average of **5.3%** from all the comparable districts on the previous page.
- District 146 average of raises over the last 5 years is **3.1%**
- Three(3) out of the five(5) comparable districts pay the contribution to TRS which is 9% of the teacher's salary.
- A starting teacher in District 146 makes \$50, 586, but in all reality, after TRS, their take home pay is \$46,033.26.
- District 146 works the **LONGEST** school day out of all comparable districts listed on the previous page. They also work more days than almost all of those schools as well.
- District 146 is ranked in the middle to low end of the comparable school districts in the area in regards to salary.
- District 146 continues to have to outsource jobs due to the lack of interest in unfilled positions, costing the District more money annually.
- District 146 requires two(2) parent teacher conferences annually, while several others just have one(1) per year. Historically, the District has seen a terrible turnout for the second conference each year.
- District 146 refused to offer the option for teachers and parents to connect via Zoom for parent teacher conferences to accommodate families' busy schedules. The proposal from the Union was rejected.



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Cost Analysis

Union Salary Proposal

	2024-2025	2025-2026	2026-2027	2027-2028
Salary Cost	\$16,575,004.77	7%	7%	7%
Total		\$ 17,735,255.10	\$18,976,722.96	\$20,305,093.57
Increase		+ \$1,160,250.33	+\$2,401,718.19	+\$3,730,088.80

District Salary Proposal

	2024-2025	2025-2026	2026-2027	2027-2028
Salary Cost	\$16,575,004.77	6%	6%	5%
Total		\$ 17,569,505.06	\$18,623,675.36	\$19,554,859.13
Increase		+\$994,500.29	+\$2,048,670.59	+\$2,979,854.36
		2025-2026	2026-2027	2027-2028
<u>Difference</u> (Union minus District)		\$165,750.05	\$353,047.60	\$750,234.44



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Cost Analysis

- District 146 has seen a continual increase in revenue over the last five years.
- The Educational Fund, the largest fund that pays out salaries and benefits for all employees grew \$3,709, 793.00 in 2024 alone.
- The marginal difference in the Union and the District's financial proposal is \$1,953,579.79 over the duration of this contract.
- The surplus of funds in their Education Fund alone would pay for the Union's proposal.
- District 146 would still have an excess of \$1,756,213.21 in their Education Fund alone after paying the salary increases the Union has proposed.
- District 146 has the funds to pay for the salary increases without causing any deficits to the District, without having to raise the Levy, or negatively impact the financial status of the District.
- We are currently 4% off on our proposals.
- The Union feels the increases that we are proposing are fair and that we would have a good chance of ratifying a contract with our members.



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Retirement

- The current Retirement Benefit Plan for District 146 is deplorable and does not recognize the dedication of teachers after fifteen(15) plus years in District 146 and over 35 years of service in Education as a whole.
- Illinois currently has two Tiers of benefits for teachers in the Teacher Retirement System(TRS). Tier I Teachers are those who have been in the profession prior to 2012 and Tier II Teachers are those who entered the profession after 2012.
- The discrepancies between benefit requirements for Tier I and Tier II is staggering.
- Currently District 146 has 142 teachers that are in Tier I and 77 teachers that are in Tier II.
- As the legislation stands Tier II Teachers are not even eligible to retire until the age of 67, whereas Tier I are eligible at 55 with 35 years of service.
- The three largest teachers Union's in Illinois, IFT, NEA, IEA all support legislation changing for Tier II members.
- Currently, teachers are forced to choose to retire when they become eligible per the contractual guidelines and TRS **OR** forfeit contractual benefits if they are unable to retire upon eligibility .
- More than ½ of the teachers in District 146 already work multiple jobs to make ends meet.
- The plausibility of teachers retiring at age 55 is highly unlikely due to a variety of factors in the economy alone. The rise of inflation 20% over the last 5 years has certainly hindered the ability for teachers to even consider leaving the profession at age 55.
- The current Retirement Benefit only offers a two year incentive of 6% for the last two years of service. This is extremely rare to see districts only offer a two year incentive.
- The current Retirement Benefit makes members CHOOSE between a Post-Retirement Benefit or five(5) years of Medical Insurance.



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Retirement

- The District is currently seeking to go “back to book,” retain the existing language.

Article 6.1 District Retirement Benefit Plan

Current language

6.1 #3 Must retire in the year that first makes the Teacher eligible for full retirement(i.e., 35years of TRS creditable service, including sick leave).

6.1#4 Shall not cause the Board to pay any penalties to TRS resulting from creditable earnings in excess of six percent(6%) in the Teacher’s years used for TRS retirement calculation(i.e., four years for TRS Tier I and eight years for TRS Tier 2.

Article 6.1 District Retirement Benefit Plan

Union Proposed language

~~*6.1 #3 Must retire in the year that first makes the Teacher eligible for full retirement(i.e., 35years of TRS creditable service, including sick leave).*~~

6.1#4 The Board agrees to pay any penalties to TRS resulting from creditable earnings in excess of six percent(6%) in the Teacher’s years used for TRS retirement calculation(i.e., four years for TRS Tier I and eight years for TRS Tier 2.



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Conclusion

In conclusion the bargaining team for Tinley Council 146 spent over a year talking with their members, surveying their members, and have continued to update members after every one of our negotiation sessions. The Union came to the table in good faith and worked very hard with the District and BOE to reach a Tentative Agreement(TA).

From day one we were met with resistance due to having new leaders at the table for our team. Every one of our proposals were shot down without even consideration or counters from the District. It wasn't until a side bar conversation with the Superintendent that items started to get agreed upon. The Union feels strongly that the one main factor that prevented us from reaching a TA with the District is the BOE.

To have resolved 42 out of 50 proposals on our own collaboratively and then to be hit with "we think we need mediation," was a complete slap in the face. The Union countered or conceded on almost all our proposals in good faith to help the parties reach a TA. The District was just unwilling to meet us in the middle.

The two remaining items on the table, salary and retirement, are always difficult to resolve, but the Union has been more than accommodating and fair with our proposals. The District can certainly afford what we are asking for, the BOE just doesn't want to pay it's teachers what we are asking for. The Union has accepted poor raises contract after contract and we aren't going to accept it anymore. All while the District sits on a surplus of funds.

The rising ending to their fun balances speak for themselves along with the cost analysis provided, and their ISBE score and awards received. The teachers of 146 are the most important part of providing a quality education to every student in 146 and they deserve to be paid and treated with respect. The Union looks forward to meeting with District 146 to reach a TA and get a ratified contract for our members.