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Sent: Friday, October 17, 2025 1:29 PM

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Cc: Sarah McLaurin <smclaurin@jths.org>

Subject: [External] RE: Public Posting-JTHS Paraprofessionals, AFT Local 604

To all:

Attached is the District's cost summary of its most recent proposal. Our last official proposal was \$1.50 – 3.5% - 3.5%. We asked if the Union would recommend and support \$2 – 3.5% - 3.5% and were told that the Union would not support or recommend such a proposal, so we didn't make it. Our cost summary reflects \$1.50 – 3.5% - 3.5%.

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JOLIET TOWNSHIP HIGH SCHOOL DISTRICT 204 Cost Summary of the Board of Education's Most Recent Offer

- The following information is provided pursuant to the public posting of offers initiated by the union representing the JTHS District 204 security and classroom paraprofessionals. The only issue remaining after several months of negotiations and mediation is salary. The District's offer reflects recognition of the Board of Education's collective desire to reach a salary settlement that is affordable and sustainable.
- Under the Board's most recent offer, every paraprofessional would see salary increases of at least 20% over the next three years, with some paraprofessionals receiving salary increases approaching 25% over the next three years.
- The following pages show in detail the impact of the Board's offer on each employee, as well as the cost of the Union's demand for a \$4/hour for every paraprofessional for the 2025-26 school year. At the conclusion is a list of agreements already reached that will further financially benefit paraprofessionals.

Key Issue That Still Needs to Be Resolved

- Salary Increases -

BOARD PROPOSAL

FY 2025-2026: \$1.50/hour

FY 2026-2027: 3.5%

FY 2007-2028: 3.5%

UNION PROPOSAL

FY 2025-2026: \$4.00/hour

FY 2026-2027: 3.5%

FY 2007-2028: 3.25%

Summary of Salary Cost Proposals

Board Salary Proposal

Year 1 Cost: \$350,414.00

Year 2 Cost: \$221,607.00

Year 3 Cost: \$235,819.00

3 Year Cost: \$807,840.00

Union Salary Proposal

Year 1 Cost: **\$801,614.00**

Year 2 Cost: \$237,399.00

Year 3 Cost: \$240,364.00

3 Year Cost: \$1,279,377

Security ParaProfessionals Salary Increases – Board Offer

	FY24-25	FY25-26	FY26-27	FY27-28	
PARAPROFESSIONAL SECURITY STAFF	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	
BOSBY, DARIEN	\$15.91	\$17.41	\$18.30	\$19.45	3 Year Average Annual Increase 7.42%
BRIK, MARIO G	\$17.37	\$19.25	\$20.33	\$21.47	7.88%
CAMBIC, MARCUS J	\$27.27	\$29.38	\$31.06	\$32.83	6.80%
CAREY, MICHAEL Q	\$16.66	\$18.53	\$19.58	\$20.68	8.05%
COGGINS, SHERRI	\$17.81	\$19.71	\$20.82	\$22.00	7.84%
DASE, MARCUS	\$26.08	\$28.17	\$29.77	\$31.47	6.89%
DOUGLAS, RODNEY E JR	\$16.66	\$18.53	\$19.58	\$20.68	8.05%
GARCIA, CARMEN	\$26.58	\$28.68	\$30.31	\$32.04	6.85%
GREENIDGE, JOHN E	\$17.87	\$19.77	\$20.89	\$22.07	7.83%
HERNANDEZ, ARTEMIO	\$19.90	\$21.85	\$23.09	\$24.40	7.54%
HUTCHINS, RODNEY D	\$19.97	\$21.92	\$23.16	\$24.47	7.52%
JOHNSON, FREDERICK	\$17.81	\$19.71	\$20.82	\$22.00	7.84%
KELLY, DANIEL	\$17.87	\$19.77	\$20.89	\$22.07	7.83%
KING, NATHANIEL	\$16.18	\$18.16	\$19.18	\$20.26	8.41%
LARKIN, NICHOLAS G	\$17.87	\$19.77	\$20.89	\$22.07	7.83%
MABERRY, KRISTY L	\$17.42	\$19.31	\$20.40	\$21.55	7.90%
MALONE, DAVID A	\$17.00	\$18.87	\$19.93	\$21.04	7.93%
MARTIN, DERRICK T	\$18.21	\$20.12	\$21.26	\$22.46	7.78%
MCCORMICK, LAMELLUS N	\$20.42	\$22.38	\$23.65	\$24.99	7.46%
MORGAN, PAUL A	\$18.21	\$20.12	\$21.26	\$22.46	7.78%
MUSGROVE, MARY E	\$17.81	\$19.71	\$20.82	\$22.00	7.84%
OGDEN, ROBERT	\$17.00	\$18.87	\$19.93	\$21.04	7.93%
PATINO, ADRIAN	\$17.00	\$18.50	\$19.53	\$20.62	7.11%
PEETE, ANDREA	\$18.21	\$20.12	\$21.26	\$22.46	7.78%
PENNUTO, LAWRENCE F	\$21.35	\$23.33	\$24.65	\$26.05	7.34%
PESZYNSKI, THEODORE	\$17.87	\$19.77	\$20.89	\$22.07	7.83%
RATLIFF, RANEA L	\$16.51	\$18.50	\$19.53	\$20.62	8.31%
SANCHEZ, JOSE ERIC	\$16.66	\$18.53	\$19.58	\$20.68	8.05%
SCHREIBER, TIMOTHY	\$18.27	\$20.18	\$21.32	\$22.53	7.77%
SMITH, GAIL Y	\$17.81	\$19.71	\$20.82	\$22.00	7.84%
SUTTER, MONICA N	\$17.42	\$19.31	\$20.40	\$21.55	7.90%
TERESI, MICHAEL J	\$24.32	\$26.36	\$27.86	\$29.45	7.03%
WEST, SHAWN	\$17.03	\$18.92	\$19.98	\$21.11	7.99%
ZAVALA, ELOY	\$20.81	\$22.78	\$24.07	\$25.44	7.41%
ZAVALA, ROSA M	\$19.04	\$21.40	\$22.62	\$23.90	8.50%
ZUNIGA, JOSE	\$16.66	\$18.16	\$19.18	\$20.26	7.21%

Instructional ParaProfessionals Salary Increases – Board Offer

	FY24-25	FY25-26	FY26-27	FY27-28	
PARAPROFESSIONAL INSTRUCTIONAL STAFF	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	
ADAMS, JANICE	\$25.76	\$27.83	\$29.41	\$31.08	Total 3 Year Period Increase 20.66%
BANKS, LINDA J	\$21.35	\$23.33	\$24.65	\$26.05	Annual Increase 6.89%
BATES, APRILE E	\$21.15	\$23.11	\$24.42	\$25.80	7.34%
BAUC, GWENDELNY Y	\$17.87	\$19.77	\$20.89	\$22.07	7.33%
BECK, ASHLEY G	\$17.87	\$19.77	\$20.89	\$22.07	7.83%
BERNICKUS, REBECCA M	\$19.10	\$21.03	\$22.22	\$23.48	7.83%
BISHOP, CONSUELA E	\$24.65	\$26.21	\$28.21	\$29.81	7.64%
BLACKMON, LAKISHA R	\$17.00	\$18.87	\$19.93	\$21.04	6.98%
BOLTON, REGINA L	\$20.88	\$22.85	\$24.14	\$25.51	7.93%
BRSAN-VILLASENOR, MELANIE L	\$28.51	\$30.65	\$32.40	\$34.25	7.40%
BRULC, ELIZABETH D	\$17.87	\$19.77	\$20.89	\$22.07	6.71%
CAMARGO, ARTURO	\$19.53	\$21.47	\$22.69	\$23.97	7.83%
CARPENTER, DEBORAH F	\$22.82	\$24.83	\$26.25	\$27.74	22.74%
CARROLL, AMY L	\$23.86	\$25.90	\$27.37	\$28.93	21.56%
CHISM-DAVIS, DEBRA	\$17.00	\$18.87	\$19.93	\$21.04	21.25%
CONWAY, LYNETTA G	\$19.10	\$21.03	\$22.22	\$23.48	7.08%
COOK, BRODY J	\$16.00	\$17.73	\$18.64	\$19.81	7.93%
COOPER, LEAH R	\$20.88	\$22.85	\$24.14	\$25.51	7.64%
DIAZ, CRYSTAL	\$16.82	\$18.56	\$19.52	\$20.75	23.83%
ERZINGER, NANCY C	\$28.51	\$30.65	\$32.40	\$34.25	22.20%
FAUROT, JANET R	\$23.60	\$25.62	\$27.07	\$28.60	23.34%
FINNEY, PATRICIA A	\$26.67	\$28.77	\$30.41	\$32.14	20.14%
FOSTER, JASHON B	\$17.87	\$19.77	\$20.89	\$22.07	21.20%
FOWLER, JENNIFER L	\$22.32	\$24.32	\$25.70	\$27.17	20.53%
FUENTES, MANDY	\$25.51	\$27.58	\$29.15	\$30.82	23.48%
GASTON, DARHONDA B	\$28.51	\$30.65	\$32.40	\$34.25	21.71%
HERNANDEZ, JENNIFER	\$17.75	\$19.65	\$20.75	\$21.91	20.80%
HICKMAN, AMARIA	\$16.00	\$17.73	\$18.64	\$19.81	20.14%
HIPP, MADELINE R	\$17.37	\$19.25	\$20.33	\$21.47	23.45%
HITE, PAMELA K	\$20.24	\$22.19	\$23.44	\$24.76	23.83%
HOLMES, SANDRA K	\$18.27	\$20.18	\$21.32	\$22.53	23.63%
KING, TINESHA S	\$18.68	\$20.60	\$21.77	\$23.00	22.34%
LEE, BIANCA L	\$17.00	\$18.87	\$19.93	\$21.04	23.30%
LEWANDOWSKI, JENNIFER J	\$17.37	\$19.25	\$20.33	\$21.47	23.11%
LONGTON, KAREN J	\$21.61	\$23.59	\$24.93	\$26.33	23.79%
					23.63%
					7.88%
					7.29%

Instructional ParaProfessionals Salary Increases – Board Offer

	FY24-25	FY25-26	FY26-27	FY27-28	
PARAPROFESSIONAL INSTRUCTIONAL STAFF	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	3 Year Average Annual Increase
MACK, ALISHA	\$17.36	\$18.86	\$20.04	\$21.18	21.98%
MARTIN, SIMONE E	\$16.00	\$17.73	\$18.64	\$19.81	23.83%
MARX, CONNIE A	\$19.97	\$21.92	\$23.16	\$24.47	22.56%
MASKE, GINA M	\$18.55	\$20.46	\$21.61	\$22.82	23.02%
MASSEY, TRACEY D	\$19.80	\$21.74	\$22.97	\$24.26	22.52%
MATHIS, PHANELOPHE	\$23.86	\$25.90	\$27.37	\$28.93	21.25%
MCKINNEY, SHANNON	\$21.15	\$23.11	\$24.42	\$25.80	21.98%
MCLAURIN, CARLOTTA L	\$20.88	\$22.85	\$24.14	\$25.51	22.20%
MCLAURIN, SARAH A	\$22.09	\$24.08	\$25.44	\$26.88	21.70%
MERCADO, MIRIAM	\$17.87	\$19.77	\$20.89	\$22.07	23.48%
MINES, MICHAEL M	\$20.42	\$22.38	\$23.65	\$24.99	22.37%
MOFFETT, SYLENA R	\$18.55	\$20.46	\$21.61	\$22.82	23.02%
MURRAY, LISA M	\$26.67	\$28.77	\$30.41	\$32.14	20.53%
NOWAK, FRANCIS W	\$23.45	\$25.45	\$26.87	\$28.37	20.99%
OCHOA, OLGA L	\$19.10	\$21.03	\$22.22	\$23.48	22.93%
ORTIZ, FATIMA	\$19.97	\$21.92	\$23.16	\$24.47	22.56%
PRIEBOY, REBECCA J	\$26.08	\$28.17	\$29.77	\$31.47	20.68%
RIOS ZAPATA, MARLEN	\$17.06	\$18.86	\$20.04	\$21.18	24.13%
ROBERTS, MACHELL	\$17.87	\$19.77	\$20.89	\$22.07	23.48%
SANTIAGO-HUGHES, ESTRELLA	\$17.37	\$19.25	\$20.33	\$21.47	23.63%
SANTILLO, LINDA M	\$27.27	\$29.38	\$31.06	\$32.83	20.40%
SIZEMORE, LAWSON	\$17.87	\$19.77	\$20.89	\$22.07	23.48%
SMITH, TORIONNA S	\$17.00	\$18.87	\$19.93	\$21.04	23.79%
STANKEVYCH, VIKTOR	\$17.87	\$19.37	\$20.46	\$21.62	20.96%
STEFANECH, FATIMA	\$19.10	\$21.03	\$22.22	\$23.48	22.93%
STRATTON, LINDA M	\$20.88	\$22.85	\$24.14	\$25.51	22.20%
STRONG, JULIE A	\$18.99	\$20.90	\$22.05	\$23.27	22.56%
SWEENEY, WILLIAM W	\$19.97	\$21.92	\$23.16	\$24.47	22.56%
TALARICO, LISA M	\$19.97	\$21.92	\$23.16	\$24.47	22.56%
TERRY, PAMELA S	\$18.55	\$20.46	\$21.61	\$22.82	23.02%
THOMAS, LISA M	\$17.87	\$19.77	\$20.89	\$22.07	23.48%
THOMPSON, SHAMERE L	\$18.15	\$20.05	\$21.17	\$22.36	23.20%
URQUIZO, THALIA	\$17.87	\$19.77	\$20.89	\$22.07	23.48%
VEAL, BILLIE A	\$21.83	\$23.82	\$25.17	\$26.60	21.86%
WHITE, SABRINA R	\$29.39	\$31.54	\$32.65	\$33.79	14.98%
WILEY, KEANDRE	\$16.51	\$18.50	\$19.53	\$20.62	24.92%
WISDOM, DAWN R	\$26.08	\$28.17	\$29.77	\$31.47	20.68%
ZEIMETZ, FRANK X JR	\$16.00	\$17.73	\$18.64	\$19.81	23.83%

Tentative Agreements Providing Additional Financial Benefits for Union Employees:

- No change in Employer/Employee health, dental and vision insurance
- Increase in life insurance
- Increase in retirement insurance contribution
- Increase in Reimbursement for unused sick leave
- Increase in one-time retirement incentive
- Increase in shift differential
- Increase in substitute rates
- Added additional paid holidays
- Added pay for translating and interpreting
- Added Longevity Bonus