

District 146 Board of Education's Most Recent Offer

**to the Tinley Council of Local 604, IFT/AFT
as of August 8, 2025**

For public posting pursuant to Section 12(A-5)(2) of the *Illinois Educational Labor Relations Act*

Introduction

- The Board of Education (“Board”) and the Tinley Council of Local 604, IFT/AFT (“Union”) are currently involved in contract negotiations. The parties have met 10 times over the last six months, including twice with a federal mediator.
- On August 1, 2025, the Board initiated a statutory “public posting process.” This process requires the parties to publicly post their most recent offers and a cost summary. This document includes the Board’s most recent offer, cost summary, and bargaining context.

Acknowledging D146 Teachers

The Board of Education recognizes and appreciates the many contributions made by District 146 teachers. Their dedication, professionalism, and commitment to student success are evident. Through creativity, collaboration, and a passion for teaching, they consistently deliver high-quality instruction and strive to become leaders in their field. District 146 teachers also play a vital role in shaping a positive school culture. Their engagement beyond the classroom helps build strong connections with students, families, and the community.

The Board has long valued its positive and collaborative relationship with the Teachers Union. We remain hopeful that this partnership will continue through a fair and equitable contract that reflects the mutual respect and shared goals of both parties.

History of Current Negotiations

- The existing contract, which covers approximately 246 teachers, expired on July 31, 2025. The 2025-2026 school year begins on August 20, 2025.
- Negotiations for a new contract began with an introductory meeting on February 5, 2025. The Union proposed revisions to approximately 70 sections of the contract. The Board proposed changes to only 14 sections, most of which were simply to align with legal updates since the last contract.
- The Board's *first* offer on salary was more than the *final* settlement for the last contract. The Union's first **and second** offers were 10% annual raises, compounding to ~33% over 3 years.
- After eight bargaining sessions, it had become clear to the Board that the assistance of a federal mediator was needed to help the parties reach an agreement. The parties have since met twice with the mediator.
- Although the contract has expired, all teachers will continue getting paid and still have all the benefits and protections of the expired contract.

Board-Proposed Changes

- Recognition (add certified school nurses)
- Open House/Curriculum Night (memorialize current practice)
- Teacher Licenses (update where teachers register their licenses)
- Parent/Teacher Conferences (flexibility in use of existing hours)
- Seniority (update to align with change in law)
- RIF (update to align with change in law)
- Bereavement Leave (in response to new law)
- Sick Leave (update to align with change in law)
- FMLA (update to align with change in law)
- General Conditions for Leaves of Absence (date change)
- Compensation (increase salaries; place new hires more generously)
- Tuition Reimbursement (update and clarify language)
- Lane Advancement on Salary Schedule (date change)
- Retirement (proposed updated language for existing incentive)

Union-Proposed Changes

- Recognition
- Definition of Teacher
- Part-Time Teachers
- Teacher Facilities
- Classroom Security
- Health and Safety
- Lesson Plans
- Professional Courtesy
- Assignment of Grades
- Substitutes for Meetings
- School Year, Work Day, and Calendar
- Plan Time
- Building Meetings
- Professional Development
- Evaluation of Schools
- School Discipline
- Teacher Licenses
- Class Size
- Part-Time Teachers' Working Conditions
- Academic Freedom
- Personnel File
- Parent/Teacher Conferences
- Special Education Teachers
- Open House
- Certified Staff Requests for Voluntary Reassignment
- Involuntary Reassignment
- Notification of Open Positions
- Sick Leave
- Temporary Disability
- Extended Personal Illness Leave
- Health Insurance for Disability
- Bereavement Leave
- Sick Leave Bank
- Personal Business Days
- Parental Leave Following Birth/Adoption of Child
- Leave for Military Service and Annual Training
- Jury Duty/Witness
- Workmen's Compensation Leave
- Personal Growth Leave
- Professional Meeting Leave
- Family and Medical Leave
- General Conditions for Leaves of Absences
- Leaves for Late Hires
- Job Sharing
- Compensation
- Tuition Reimbursement
- Lane Advancement on Salary Schedule
- Medical and Life Insurance
- Life Insurance
- Internal Substitution
- Middle School Overload
- Teacher Induction and Mentoring Compensation
- District Retirement Benefit Plan
- Payment for Unused Sick Leave
- Withdrawal of Retirement
- Non-Discrimination
- Use of School Equipment and Facilities
- Union Listings
- Agreement Printing and Distribution
- Curricular Implementation
- (Grievance) Definitions
- Procedure for Adjustment of Grievances
- Duration
- Compensation Schedules
- Extended Service Positions
- Coaching and Ancillary Stipends
- Band and Winter Guard Stipends
- Other Stipend Positions
- Instructional Coaches
- Extended Year for Psychologists and Nurses

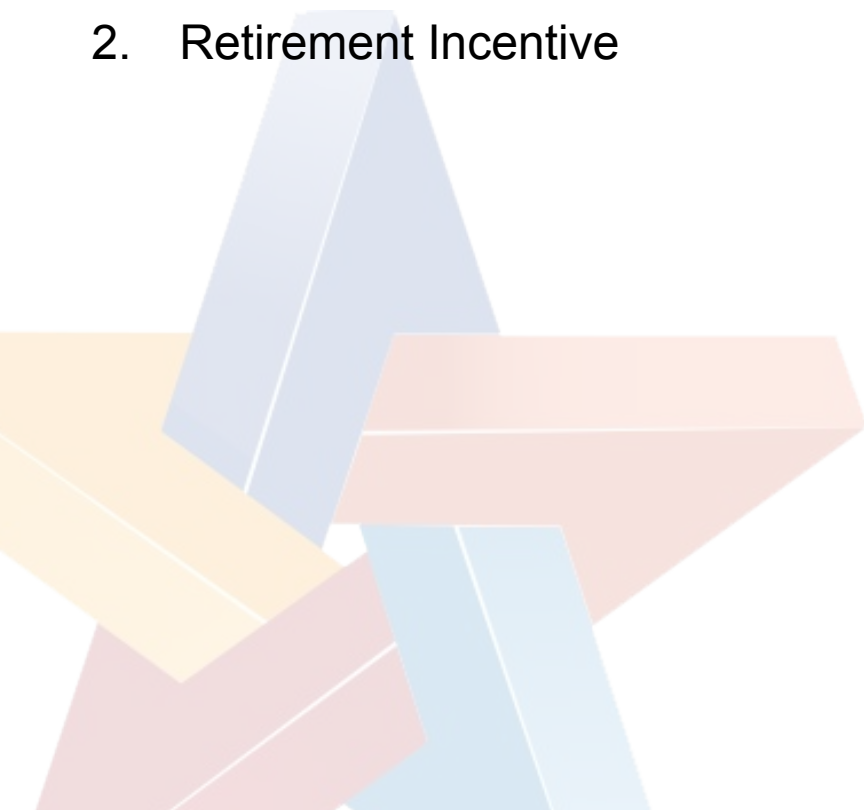
Board's Objectives

As the Board proceeds through these negotiations, its objectives are to:

- Maintain an exceptional learning community by continuing to provide comprehensive academic programming to a diverse student population
- Support the development of the whole child through a range of programs, including sports, fine arts, clubs, and activities, to engage and inspire all learners and enrich student life
- Value and provide an outstanding work environment for its teachers
- Continue the practice of providing teachers and students favorable class sizes
- Maintain a competitive edge with neighboring school districts to promote full staffing to support D146 students
- Respect taxpayers and maintain a balanced budget to ensure that D146's annual expenditures do not exceed its annual revenues
- Preserve capacity to fairly compensate all D146 employees, including the 202 D146 employees who are outside this bargaining unit

2 Key Issues That Still Need to Be Resolved

1. Salary Increases
2. Retirement Incentive



Key Issues That Still Need to Be Resolved

- Salary Increases -

Board Proposal

Salary increases of **6%, 6%, and 5%** for the next three years

- Compounds to an overall 18% increase over three years

Union Proposal

Salary increases of **7%, 7%, and 7%** for the next three years

- Compounds to an overall 22.5% increase over three years

The Board proposal allows the District to maintain manageable class sizes, provide exceptional art, music, and other specials, continue planning improvements to district buildings, and consider future tax abatements.

Key Issues That Still Need to Be Resolved

- Salary Increases -

Board Proposal

Salary increases of **6%, 6%, and 5%** for the next three years.

- Maintains the highest starting salaries among the districts serving Tinley Park, Oak Forest, and Orland Park
- Demonstrates the District's desire to stay competitive in the field
- Aligns with D146's history of prudent financial responsibility, balancing generosity to staff while preserving the financial health of the District

Union Proposal

Salary increases of **7%, 7%, and 7%** for the next three years.

- None of the 10 comparison school districts provided by the Union had a single year with a raise exceeding 6%
- ***Raises over 6% create exposure to financial penalties through the Teachers Retirement System (TRS), meaning tax dollars go to TRS instead of our teachers or our students***
- Higher raises are projected to create a structural deficit in future years that would negatively impact the District's long-term financial health and ability to abate future property taxes

Key Issues That Still Need to Be Resolved

- Retirement Incentive -

Board Proposal

The Board's proposal retains the existing retirement incentive for teachers.

- The Board currently has a retirement incentive that gives teachers a financial incentive to retire when they are first eligible through TRS. Teachers taking advantage of the incentive receive (a) two years of 6% raises **and** (b) **either** a post-retirement payment **or** post-retirement insurance. Teachers are not required to resign at this time; they can choose to take the incentive or continue working. The Board wants to retain that incentive as is.

Union Proposal

The Union's proposal converts the retirement incentive to a guaranteed benefit for TRS Tier I employees (~2/3 of the teaching staff).

- This would not only erode the cost savings from early retirements that the District uses to help pay for the retirement incentive, but would actually add new costs.

Key Summary of Board's Proposal

Year 1 2025-2026

- **6%** salary increase
- Retain existing retirement incentive

Year 2 2026-2027

- **6%** salary increase
- Retain existing retirement incentive

Year 3 2027-2028

- **5%** salary increase
- Retain existing retirement incentive

Comparables Under Board's Proposal

Starting Salary (BA, Step 1)

Year 1 2025-2026

- **District 146: \$52,570**
- District 142: \$51,325
- District 140: \$50,160
- District 145: \$47,873
- District 135: \$47,349

Year 2 2026-2027

- **District 146: \$54,632**
- District 142: \$53,041
- District 145: \$49,048
- District 135: \$48,722
- District 140: N/A

Year 3 2027-2028

- **District 146: \$56,239**
- District 142: \$54,674
- District 135: \$50,135
- District 145: \$50,020
- District 140: N/A

* All rankings reflect the total value of the teacher's salary.

District 140- Kirby; District 135- Orland Park; District 142- Oak Forest; District 145- Arbor Park.

District 140's contract expires in 2026

Comparables Under Board's Proposal

Starting Salary (MA, Step 10)

Year 1 2025-2026

- District 140: \$77,390
- **District 146: \$67,284**
- District 135: \$65,739
- District 142: \$62,705
- District 145: \$57,969

Year 2 2026-2027

- **District 146: \$69,922**
- District 135: \$67,646
- District 142: \$64,959
- District 145: \$59,242
- District 140: N/A

Year 3 2027-2028

- **District 146: \$71,979**
- District 135: \$69,607
- District 142: \$67,129
- District 145: \$60,240
- District 140: N/A

* All rankings reflect the total value of the teacher's salary.

District 140- Kirby; District 135- Orland Park; District 142- Oak Forest; District 145- Arbor Park.

District 140's contract expires in 2026

Salary Schedules Under Board's Proposals

Community Consolidated School District #146

Appendix A - Salary Schedule

School Year 2025-2026

Year 1 of 3, 6.00%

		BA	BA + 15	LANE		MA	MA + 15	MA + 30	MA + 45
	1	\$52,570	\$54,417	\$56,300	\$58,277	\$60,197	\$62,504		
	2	\$53,622	\$55,505	\$57,426	\$59,442	\$61,401	\$63,755		
	3	\$54,694	\$56,615	\$58,575	\$60,631	\$62,629	\$65,030		
	4	\$55,788	\$57,747	\$59,746	\$61,844	\$63,881	\$66,330		
	5	\$56,904	\$58,902	\$60,941	\$63,081	\$65,159	\$67,657		
	6	\$58,042	\$60,080	\$62,160	\$64,342	\$66,462	\$69,010		
	7	\$59,203	\$61,282	\$63,403	\$65,629	\$67,791	\$70,390		
	8	\$60,387	\$62,508	\$64,671	\$66,942	\$69,147	\$71,798		
S	9	\$61,594	\$63,758	\$65,964	\$68,281	\$70,530	\$73,234		
T	10	\$62,827	\$65,033	\$67,284	\$69,648	\$71,942	\$74,698		
E	11	\$64,083	\$66,335	\$68,630	\$71,039	\$73,381	\$76,193		
P	12	\$65,365	\$67,661	\$70,000	\$72,461	\$74,848	\$77,718		
	13	\$66,672	\$69,015	\$71,402	\$73,911	\$76,345	\$79,272		
	14	\$68,005	\$70,394	\$72,831	\$75,387	\$77,873	\$80,856		
	15	\$69,366	\$71,801	\$74,286	\$76,895	\$79,430	\$82,473		
	16			\$75,772	\$78,434	\$81,019	\$84,123		
	17			\$77,288	\$80,004	\$82,640	\$85,805		
	18			\$78,834	\$81,603	\$84,291	\$87,522		
	19			\$80,412	\$83,235	\$85,976	\$89,272		
	20			\$82,020	\$84,901	\$87,697	\$91,056		
	21			\$83,660	\$86,599	\$89,451	\$92,878		
	22			\$85,333	\$88,329	\$91,240	\$94,736		
	23			\$87,038	\$90,097	\$93,064	\$96,630		
	24			\$88,779	\$91,899	\$94,926	\$98,563		
	25			\$90,555	\$93,735	\$96,825	\$100,535		
	26			\$92,366	\$95,611	\$98,761	\$102,546		
	27			\$94,214	\$97,523	\$100,737	\$104,597		
	28			\$96,098	\$99,474	\$102,752	\$106,687		
	29			\$98,020	\$101,464	\$104,807	\$108,822		
	30			\$99,980	\$103,493	\$106,904	\$110,999		
	31			\$101,981	\$105,561	\$109,040	\$113,217		
	32			\$104,020	\$107,672	\$111,220	\$115,482		
	33			\$106,100	\$109,827	\$113,446	\$117,793		
	34			\$108,222	\$112,023	\$115,714	\$120,148		
	35			\$110,387	\$114,262	\$118,028	\$122,552		
	36			\$112,594	\$116,548	\$120,390	\$125,001		
	37			\$114,847	\$118,879	\$122,797	\$127,501		
	38			\$117,143	\$121,256	\$125,253	\$130,051		

Community Consolidated School District #146

Appendix A - Salary Schedule

School Year 2026-2027

Year 2 of 3, 6.00%

		BA	BA + 15	LANE		MA	MA + 15	MA + 30	MA + 45
	1	\$54,632	\$56,551	\$58,508	\$60,562	\$62,558	\$64,956		
	2	\$55,724	\$57,682	\$59,678	\$61,773	\$63,809	\$66,255		
	3	\$56,839	\$58,835	\$60,872	\$63,009	\$65,085	\$67,580		
	4	\$57,976	\$60,012	\$62,089	\$64,269	\$66,387	\$68,931		
	5	\$59,135	\$61,212	\$63,331	\$65,554	\$67,714	\$70,310		
	6	\$60,318	\$62,437	\$64,597	\$66,866	\$69,069	\$71,716		
	7	\$61,524	\$63,685	\$65,889	\$68,203	\$70,450	\$73,151		
	8	\$62,755	\$64,959	\$67,207	\$69,567	\$71,859	\$74,614		
S	9	\$64,010	\$66,258	\$68,551	\$70,958	\$73,296	\$76,106		
T	10	\$65,290	\$67,583	\$69,922	\$72,377	\$74,762	\$77,628		
E	11	\$66,597	\$68,935	\$71,321	\$73,827	\$76,259	\$79,180		
P	12	\$67,928	\$70,315	\$72,748	\$75,301	\$77,784	\$80,765		
	13	\$69,287	\$71,720	\$74,200	\$76,809	\$79,339	\$82,381		
	14	\$70,672	\$73,156	\$75,686	\$78,346	\$80,925	\$84,028		
	15	\$72,086	\$74,618	\$77,201	\$79,910	\$82,545	\$85,707		
	16			\$78,743	\$81,509	\$84,195	\$87,421		
	17			\$80,318	\$83,140	\$85,880	\$89,171		
	18			\$81,925	\$84,804	\$87,598	\$90,953		
	19			\$83,565	\$86,500	\$89,349	\$92,774		
	20			\$85,237	\$88,229	\$91,135	\$94,629		
	21			\$86,941	\$89,995	\$92,959	\$96,519		
	22			\$88,680	\$91,794	\$94,818	\$98,450		
	23			\$90,453	\$93,629	\$96,714	\$100,420		
	24			\$92,261	\$95,503	\$98,648	\$102,428		
	25			\$94,106	\$97,413	\$100,622	\$104,477		
	26			\$95,988	\$99,359	\$102,634	\$106,567		
	27			\$97,908	\$101,348	\$104,687	\$108,698		
	28			\$99,867	\$103,374	\$106,781	\$110,873		
	29			\$101,864	\$105,442	\$108,917	\$113,088		
	30			\$103,901	\$107,552	\$111,095	\$115,351		
	31			\$105,979	\$109,702	\$113,318	\$117,658		
	32			\$108,099	\$111,895	\$115,582	\$120,010		
	33			\$110,261	\$114,133	\$117,894	\$122,411		
	34			\$112,466	\$116,416	\$120,253	\$124,861		
	35			\$114,715	\$118,744	\$122,657	\$127,357		
	36			\$117,010	\$121,118	\$125,110	\$129,905		
	37			\$119,350	\$123,541	\$127,613	\$132,501		
	38			\$121,737	\$126,011	\$130,165	\$135,151		

Community Consolidated School District #146

Appendix A - Salary Schedule

School Year 2027-2028

Year 3 of 5, 5.00%

		BA	BA + 15	LANE		MA	MA + 15	MA + 30	MA + 45
	1	\$56,239	\$58,214	\$60,229	\$62,343	\$64,397	\$66,866		
	2	\$57,363	\$59,378	\$61,433	\$63,590	\$65,685	\$68,203		
	3	\$58,511	\$60,566	\$62,662	\$64,862	\$66,999	\$69,567		
	4	\$59,681	\$61,777	\$63,915	\$66,159	\$68,339	\$70,959		
	5	\$60,874	\$63,013	\$65,193	\$67,483	\$69,706	\$72,378		
	6	\$62,092	\$64,273	\$66,497	\$68,832	\$71,100	\$73,826		
	7	\$63,334	\$65,558	\$67,827	\$70,209	\$72,522	\$75,302		
	8	\$64,600	\$66,870	\$69,184	\$71,613	\$73,972	\$76,808		
S	9	\$65,892	\$68,207	\$70,567	\$73,045	\$75,452	\$78,344		
T	10	\$67,210	\$69,571	\$71,979	\$74,506	\$76,961	\$79,911		
E	11	\$68,555	\$70,963	\$73,418	\$75,996	\$78,500	\$81,509		
P	12	\$69,927	\$72,381	\$74,887	\$77,518	\$80,072	\$83,139		
	13	\$71,324	\$73,831	\$76,386	\$79,067	\$81,673	\$84,803		
	14	\$72,752	\$75,306	\$77,910	\$80,650	\$83,306	\$86,500		
	15	\$74,206	\$76,814	\$79,470	\$82,263	\$84,972	\$88,229		
	16			\$81,061	\$83,906	\$86,672	\$89,992		
	17			\$82,680	\$85,585	\$88,405	\$91,792		
	18			\$84,334	\$87,297	\$90,174	\$93,629		
	19			\$86,022	\$89,044	\$91,978	\$95,501		
	20			\$87,743	\$90,825	\$93,816	\$97,412		
	21			\$89,499	\$92,640	\$95,691	\$99,360		
	22			\$91,288	\$94,495	\$97,607	\$101,345		
	23			\$93,114	\$96,384	\$99,559	\$103,373		
	24			\$94,975	\$98,310	\$101,550	\$105,441		
	25			\$96,874	\$100,278	\$103,581	\$107,550		
	26			\$98,811	\$102,284	\$105,653	\$109,701		
	27			\$100,788	\$104,327	\$107,766	\$111,895		
	28			\$102,803	\$106,415	\$109,921	\$114,133		
	29			\$104,860	\$108,543	\$112,120	\$116,416		
	30			\$106,957	\$110,714	\$114,363	\$118,743		
	31			\$109,096	\$112,929	\$116,650	\$121,119		
	32			\$111,278	\$115,188	\$118,984	\$123,541		
	33			\$113,504	\$117,490	\$121,361	\$126,010		
	34			\$115,774	\$119,839	\$123,788	\$128,532		
	35			\$118,089	\$122,237	\$126,266	\$131,104		
	36			\$120,451	\$124,681	\$128,790	\$133,725		
	37			\$122,860	\$127,174	\$131,365	\$136,400		
	38			\$125,318	\$129,718	\$133,994	\$139,126		

Summary of *Additional* Costs of Proposals

Board Salary Proposal

- **Year 1 Cost:** \$1,039,000
- **Year 2 Cost:** \$1,101,000
- **Year 3 Cost:** \$973,000
- **3-year cost = \$3,113,000**

Union Salary Proposal

- **Year 1 Cost:** \$1,212,000
- **Year 2 Cost:** \$1,297,000
- **Year 3 Cost:** \$1,387,000
- **3-year cost = \$3,896,000**
(TRS penalties will be in addition to these amounts.)

Union Retirement Proposal

Will result in additional costs that depend on individual retirees and are therefore not readily quantifiable

Projected Impact on Property Taxes

- The District has been abating a portion of property taxes for the past six years. If these abatements cease, the District is projecting property taxes to rise by 20% over the next three years and 28% over the next five years.
- Under the Union proposal, we project that a 20% increase in property tax would be **required** to maintain a balanced budget in three years and a 28% increase would be **insufficient** to maintain a balanced budget in five years (i.e., a structural deficit).
- Even with the 28% increase in property taxes, necessary under the Union proposal, the District projects its fund balance-to-budget ratio to decrease by ~21% within five years.

A structural deficit combined with a lower fund balance will force the Board to consider undesirable financial remedies such as larger class sizes, fewer extracurricular and student enrichment opportunities, and delays of projects to improve and maintain our schools.

Upcoming Capital Projects

The Board's financial assumptions include the following capital projects needed to improve and maintain our schools, which are currently in the planning stages:

- Central Middle School Interior Building Improvements - est. \$3,000,000
- Central Middle School Parking Lot - est. \$1,500,000
- Fierke, Kruse, and Memorial HVAC Systems - est. \$3,000,000
- District Wide Roofing Improvements - est. \$4,455,000
- District Wide Security Systems - est. \$2,300,000

Issues Already Resolved in Negotiations

The Board already has agreed to provide, among other things:

- Increased sick leave
- Increased bereavement leave
- Increased pay for new teacher induction and mentoring
- Increased payment for unused sick leave at time of retirement
- Class size reviews for Specials K-5 teachers
- Increased life insurance
- Cash-in-lieu benefit for teachers who are not on D146 insurance
- Protection for teachers' personal property
- Stronger protections for teacher safety in the workplace
- Enhanced processes for filling vacancies internally
- Increased reimbursement for post-Masters studies

Conclusion

The District's mission of "Collaborating together to achieve high levels of learning and character development for every student" is dependent on the dedication and expertise of our teachers. They are essential to delivering the strong academic and extracurricular programs our families expect and value.

The Board is committed to supporting staff with manageable workloads and competitive compensation because when teachers thrive, students succeed. At the same time, the Board is mindful of its responsibility to the community and taxpayers. It remains focused on reaching a fair, sustainable agreement that honors educators, meets student needs, and protects the District's financial stability.