

Pleasantdale Elementary School
8100 School Street
La Grange, IL 60525
708.246.4700 Fax: 708.246.4625



Pleasantdale Middle School
7450 S. Wolf Road
Burr Ridge, IL 60527
708.246.3210 Fax: 708.352.0092

Pleasantdale School District 107 | 7450 S. Wolf Road | Burr Ridge, IL 60527 | 708.784.2013 | Fax: 708.246.0161 | www.d107.org

In Illinois, employee and management structures are governed by a collective bargaining agreement or contract. In Pleasantdale, our contract is set to expire at the end of this school year. As we have in the past, the Board will enter into negotiations with the Teachers Association of Pleasantdale or TAP. At the August Board of Education meeting, a representative from the Federal Mediation and Conciliation Services midwest office presented alternative bargaining methods to the Board. As such, the Board and TAP have agreed to use a modified traditional bargaining method. In the modified traditional bargaining model, both parties are interested in using a collaborative model of negotiating but may be unable to reach full consensus on every issue. This model focuses on selecting a single issue to deal with at a time and seeks to find shared interests in solving those issues. The parties have the ability to generate shared options for solving problems and have a collective resolution discussion. If at any time the parties reach a standstill, they may transition to a more traditional style of bargaining. This process is facilitated by a mediator provided by the Federal Mediation and Conciliation Services. These services are provided free of charge to the district and association.

Additionally, we seek to develop workgroups that will do much of the heavy lifting of doing financial research and making recommendations for the parties at the bargaining table. This model will allow for three workgroups who are tasked with doing the research around specific issues and providing the negotiators with facts and recommendations. The three groups and a short description of their work are below.

- Finance: The purpose of the finance group would be to provide the numbers the negotiators need to make good decisions. The information provided is currently readily available on our website and includes items such as revenue, expenditures, and the amount levied in the various funds. Additionally, this group would be responsible for providing the negotiators with information on insurance costs. Again, all of the information is public, but this group would package it a cogent format for use at the bargaining table.
- Stipends: This group would look to provide suggestions on how stipend work by teachers can be improved. This group would seek to improve how stipends are awarded and deal with the logistics of the work that staff complete under the umbrella of stipends. The group would provide said research and information for use at the bargaining table.
- Language: This group would seek to clean up some of the outdated language within our contract and ensure that our current practices are reflected in the agreement. There are several areas where language needs to be tightened, updated, and made more explicit. This group would provide the same to the bargaining table for consideration.

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Nothing that comes out of these workgroups is binding by the Board or the Association but does provide context for further discussion. Additionally, either party can modify or reject any recommendations made by the workgroups.