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Pleasantdale Middle School  
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Pleasantdale School District 107 | 7450 S. Wolf Road | Burr Ridge, IL 60527 | 708.784.2013 | Fax: 708.246.0161 | [www.d107.org](http://www.d107.org)

To: Board of Education

From: Dr. Dave Palzet, Superintendent of Schools

Date: May 21, 2025

Subject: Summary of Teacher Contract Negotiation Process and Financial Agreement

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## Introduction

I am pleased to present a summary of the negotiation process and the key financial components of the newly ratified five-year teacher contract. The goal throughout this process was to reach an agreement that is both fair to our staff and fiscally responsible for the district. I want to thank the Board of Education for its support and participation during these important negotiations.

## Negotiation Process

The District followed a Modified Traditional Bargaining process, which allowed for structured, efficient, and respectful dialogue between both parties. The negotiation process was completed in just four sessions, resulting in a five-year agreement that balances employee support with sound financial planning. To support the process and facilitate resolution, we engaged the services of a federal mediator through the Federal Mediation and Conciliation Service (FMCS).

District Negotiating Team:

- Dr. Dave Palzet, Superintendent
- Dr. Jennifer Ban, Assistant Superintendent for Teaching and Learning
- Mr. Griffin Sonntag, Assistant Superintendent for Finance and Operations
- Dr. David Negron, Former Board Member
- Mr. Charles Zona, Board Member
- Mr. Sean Mason, Board Member
- Ms. Sara Boucek, Board Attorney

Teachers of Pleasantdale (TAP) Negotiating Team:

- Tanya Kim, PMS Science Teacher / TAP President
- John Reid, Retired Teacher
- Karla Boehnke, PES Reading Specialist
- Stacey Tantillo, PMS Secretary
- Eric Busch, PMS Social Studies Teacher
- Nancy Deaton, PMS Language Arts Teacher
- Cathy Gilmartin, PMS Language Arts Teacher
- Beth Barton, IEA UniServ Director

## Financial Aspects of the Agreement

### Compensation Increases

- Certified Staff (Teachers):
  - Year 1: 4.25% increase + \$1,000 to base

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- Year 2: 4.25% + \$1,000 to base
- Year 3: 4.25% + \$500 to base
- Year 4: 4.25%
- Year 5: 4.25% or 4.75% depending on surplus (> \$1M over 4-year avg.)
- Educational Support Personnel (ESPs):
  - Years 1-4: 4.25% each year + \$300 bonus
  - Year 5: 4.25% or 4.75% + \$300 bonus (based on the same surplus condition)
- New Teacher Matrix Increases
  - Year 1: 4% increase of the base salary
  - Year 2: 3% increase of the base salary
  - Years 3-5: 1.5% increase of the base salary

## Sick Leave and Vacation Updates

- Sick leave cap removed; now uncapped.
- Payout for unused days:
  - \$25/day for first 60 unused days
  - \$10/day beyond 60
  - Vacation time expanded for 12-month staff, based on years of service.

## Retirement Incentives

- Tiered incentives based on notice period:
  - 4 years: 6% increases
  - 3 years: 5.5%
  - 2 years: 5.25%
  - 1 year: contractual rate
  - Grandfathering for current employees wishing to retire in the first three years of the contract.

## Hourly Wage Adjustments for ESPs

- Annual increases in hourly rates, including:
  - Custodians: From \$21.27 (2025–26) to \$23.02 (2029–30)
  - Nurses: From \$33.76 (2025-26) to \$36.55 (2029-30)
  - Instructional Aides: From \$20.15 (2029-30) to \$21.81(2029-30)

## Stipends and Additional Pay

- Annual 0.8% increase in all stipends
- Supervision duty increase: +\$0.50 annually
- National Board Certification stipend: \$1,000/year for three years (limit 3 teachers/year)

## Other Provisions

- Plan time loss pay: \$1 per minute
- Teacher meeting compensation added to base salary
- Expanded leave policy to include significant life events and limits around holidays

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## Conclusion

This agreement reflects the district's continued commitment to supporting staff while maintaining financial sustainability. The collaborative spirit displayed by both teams ensured a productive and respectful negotiation process. I extend my sincere thanks to all participants for their professionalism and dedication.

Please feel free to reach out with any questions or if you would like further details on any aspect of the contract.