



*Faculty Association of District 205*

THORNRIDGE . . THORNTON . . THORNWOOD  
500 Armory, Suite 109  
South Holland, IL 60473

708/333-5522

August 26, 2024

Dear Dr. Whitaker:

The Faculty Association demands that the Thornton Township High School Administration cease and desist from dictating that teachers make parent phone calls during their unassigned planning periods per the schedule you have established.

We are writing in regard to your August 16, 2024 email that sets a schedule for calls to be performed during the unassigned planning period.

You are seeking to violate our contract and unilaterally change our working conditions based on your email.

Article 13 C

“Organized Activities are meant to help facilitate and foster professional learning communities within the District’s teacher and learning community”.

Administration has the right to set up in advance organized activities but the phone calls that are being directed do not fit this definition within the contract nor the intent behind the unassigned time as agreed to during the collective bargaining process.

Sincerely,  
Dwayne Bearden  
President

Ken Wendorff  
Executive Director

## The letter above was sent with the following email.

Greetings Principal Whitaker,

It is our Association's belief that your phone call schedule during the unassigned planning period isn't something that you as Principal can mandate for our members to do. There are other forms of communication to do through google classroom to introduce yourself. (we can discuss if you like). Please see the attached Cease and Desist Letter.

Teachers can determine on their own how they want to do this, make communications to homes. We understand this is part of our evaluation model and communicating with families is very important, but that is the individual teacher's choice how to do that.

A teacher, during their uninterrupted planning period, can choose what they would like to do for their assigned courses. Communicating with families might be something teachers want to do at this time. They could also do this, if they wanted during their unassigned planning period.

As for teachers calling for this. It may seem like a good idea but... No set of teachers or administrators gets to determine how to redefine or circumvent our contractual agreement. The Faculty Association is the sole bargaining agent and we have an appointed Chief Negotiator and an active committee that would work on these matters (not administration dictating).

Questions please reach out.

All the Best,  
Ken Wendorff  
Executive Director

Dwayne Bearden  
Association President