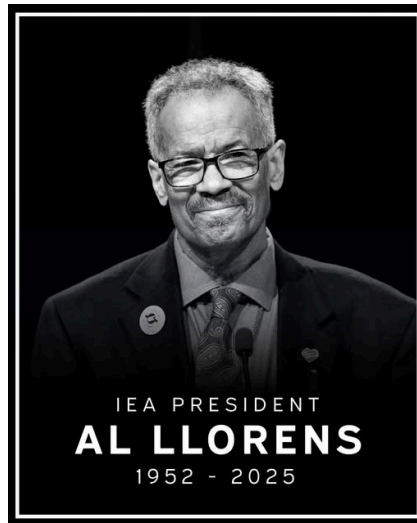


TT Flashes - #2 2025-2026

Oct 2, 2025

District 205 Faculty Association



Message from the President

Faculty,

This past week has been met with deep sadness in our District 205 family, IEA family, and in public education with the passing of Al Llorens. His fight for students, teachers, and public education will live on through all of those lives he touched. We celebrate all he has done for our own community as a Thornridge Math teacher, coach, and colleague. We celebrate his work within our local Faculty Association. Al Llorens was always ready to fight for us as he moved his way up through the ranks of IEA to eventually become IEA President in 2023. I will be sure to forward plans for any arrangements to celebrate his life and legacy. My sincere condolences go out to all of his family and friends as they grieve. We will forever be a stronger union because of the work Al put in on our behalf.

In solidarity,
Mark Danielson
D205 Faculty Association President

IMPORTANT DATES- October

Parent-Teacher Conferences- Thursday, October 2 and Friday, October 3

Rep Council Meeting- Wednesday, October 8th at the South Holland Community Center

Columbus Day/Indigenous Peoples Day- Monday, October 13th NO SCHOOL

Fall Testing- Wednesday, October 22-Friday, October 24

3Es Expo- Wednesday, October 22nd

FROM THE PRESIDENT'S DESK

Committees for 2025-26 School Year

District Joint Committees will be shared soon... The Faculty Association has given input and Dr. Cunningham is finalizing the charges for the committees for the 2025-26 school year. We hope to have them all up and running in October! We will send an email once everything has been finalized so everyone can know what committee they have been assigned. The call to action to sign up was well received as we had many more teachers sign up than the number of committee openings. If you are not assigned a committee, you will be considered again next year!

Faculty Association Committees will be posted to our website soon! Chairpersons will be contacting their members as well. They were approved at our last Exec Board meeting.

We still need a few people on Community Connections, Scholarship and Elections. Let me know!

Settling Arbitrations

Over the past month, union leadership and our IEA Uniserv Director, Tomika Halsey, have engaged in negotiations with the district to settle 4 pending arbitrations that have moved through our grievance process without resolution. These are over 4 contract violations that occurred between last summer and December of last year. They included violating the contract in the following areas:

- Coaching evaluations not happening after the season before removing a coach.
- Evaluating teachers in consecutive years in a manner that was arbitrary, capricious, or discriminatory.
- Allowing multiple administrators into investigatory meetings while only allowing one union representative in.
- Not granting the FA President released time during the first semester.

We are pleased to have come to a settlement that in most areas gives us what we wanted from the grievances, along with putting money in many of our members' pockets through a one year extension of the \$5,000 attendance bonus. Please note: NO CONTRACTUAL LANGUAGE, RIGHTS, OR WHAT WE CONSIDERED TO BE A FAIR SETTLEMENT WAS SACRIFICED IN EXCHANGE FOR AN ATTENDANCE BONUS. There would not have been a settlement if we didn't address the contractual issues that were violated in the process. We are happy that the settlement will help prevent these issues from arising again. Here are the details:

- ❖ We are withdrawing all pending arbitrations/grievances.
- ❖ One year extension of the \$5,000 attendance bonus- same rules apply as last year (i.e. 9 days or less- excludes jury duty, 3 days for bereavement , school business)
- ❖ All activities evaluations must be completed by May 31st; all coaching evaluations must be completed no later than 45 days after the IHSA championship for that sport.
- ❖ Although the contract/law doesn't prevent administration from evaluating a teacher in consecutive years, if it happens the teacher may request a meeting to be given the reason(s) why they are back on cycle in consecutive years.
- ❖ Only 1 union representative is allowed in investigatory interviews, unless granted permission in writing ahead of the interview.
- ❖ Union gets 56 periods of time allocated for FA Union business to be used this year, but remaining time will carry over to next school year. This time expires at the end of the 2026-27 school year.

Undo Tier 2



<https://ieanea.org/undo-tier-two/>

This email came out to all Tier 2 members...

Hi Friend,

We are reaching out to you because you are a member of the second tier of the state's retirement systems. Whether you are a certified teacher, work as support staff in a school or university, or whether you are an instructor at the collegiate level, if you were hired after Jan. 1, 2011, you are in Tier Two.

This means you pay the same amount toward your retirement as those hired before that date, but your benefits are diminished.

We are trying to change that. And, we need your help. We are asking Illinois House members to hold a committee hearing on Senate Bill 1937, Amendment Two during their veto session dates of Oct. 14-16 and 28-30.

Please take a moment to [click here](#) and send a letter to your state representative in Springfield, asking them to Undo Tier Two – to make changes that allow you to retire with dignity. It won't take more than a couple of minutes for you to do so.

For more information, [please visit our Undo Tier Two webpage](#).

Here you can find more information about how tier one and tier two retirement benefits compare:

- [Teachers' Retirement System](#)
- [Illinois Municipal Retirement Fund](#)
- [State Universities Retirement System](#)

Red for Ed

Continue to show up in **RED** every Wednesday as we advocate for public education.

From the IEA website... “Red for Ed is a grassroots movement of educators and supporters of public education who are advocating for increased public funding for education and better pay and benefits for teachers and other school staff. Red for Ed is a nationwide movement that began in 2018, but it has become increasingly visible and influential as teachers and their allies have held events, walkouts, rallies, and demonstrations demanding better funding for their schools.”

Need some new **Red for Ed** gear?

<https://shopiea.org>

Fall 2025-Spring 2027 FA Building Leadership

Thornridge

VP- Kim McNamara

Building Reps- Jason Curl, Pat Lawson, Kristen Sison, and Mike Whitman

Thornton

VP- Devin Olson

Building Reps- Joe Donka, Denise Henry, Barb James, and Lauren Malito

Thornwood

VP- Jason MacConnell

Building Reps- Christine Burger, Susan Hudson, Christina Lim, and Jen Merwald

Opportunities/News from IEA

2026 Summer Leadership Academy RFP (REQUEST FOR PROPOSALS)

The 2026 Summer Leadership Academy will be held July 27-30, 2026 at Illinois State University Bone Student Center in Normal, IL. We are looking for presenters who can deliver training sessions in the areas of bargaining, grievance, organizing, equity, political action and leadership development. Please consider submitting sessions which will help our local leaders & members prepare for the upcoming 2026-2027 school year.

The sessions layout will be similar to last year - 1, 2, 3 or 6 hour sessions to be held on Tuesday afternoon, all day Wednesday & Thursday morning. Six-hour sessions will tentatively be held on Wednesday, July 29. Anyone interested in submitting for a session should complete the [Summer Leadership RFP](#) by Jan. 15.

2026 IEA RA Professional Development RFP (REQUEST FOR PROPOSALS)

2026 IEA RA Professional Development RFP Now Available! Presenters wanted!!

The 2026 IEA Representative Assembly Professional Development RFP is now available! If you or someone you know would like to be considered to present a 1-hour professional development session at the IEA Representative Assembly on Thursday, March 12, 2026, please complete the RFP using the link below. The RFPs are due no later than December 15, 2025.

[2026 IEA RA Professional Development RFP Form](#)

Workplace Well-Being and Mental Health Survey

The Illinois Education Association (IEA) is seeking your input. Please complete this short survey examining the workplace well-being and mental health of IEA members.

At the 2025 IEA Representative Assembly (RA), members passed New Business Item #11, which directed the IEA to “conduct polling, available to all IEA members, which will compile data on educator’s workplace well-being and mental health.”

All data collected will be kept confidential. We appreciate your participation. The Survey will close on December 1.

Survey Link: <https://site.ieanea.org/survey/TakeSurvey.aspx?SurveyID=9l33m5m1>

Rainbow Series: Navigating Complex Laws: Opt Outs, Trans Sports Ban, & More

Join us for an in-depth examination of the evolving legal landscape surrounding education and LGBTQ+ rights. [Rainbow Series](#)

Year-Round Organizing Virtual Training: 1:1 Conversation Structure and Planning

People join people! One-on-one conversations are the heartbeat to organizing. Let’s show you how to start the conversation and break the ice. Join us for this virtual training on Thursday, October 2nd from 5:30 to 6:30 PM! [Click here to register.](#)

Love & Community Care: Transformative Visions in Troubling Times - Virtual Series

The Equity Literacy Institute and IEA bring you a virtual four-part workshop and conversation series about how we as educators and educational leaders can maintain hope, lead with love, and embrace an ethic of community care as we continue our transformative efforts during these present times. **THE FIRST 100 IEA MEMBERS TO REGISTER WILL RECEIVE A RESERVED SPOT IN THIS VIRTUAL SERIES - AT NO COST!** Check out [this flier](#) for details and the registration link. (Those reserving a spot will need to be prepared to commit to the series dates: Oct 30, Nov 6, Nov 13, Nov 20, 6-7:15CT.)

NEA: How to Fight Back For Immigrant Rights—Trainings and Organizing Meetings

At this time of increased ICE presence and threats, and consequent chilling effects on students and families, we know many of our staff and members are working to figure out how to fight back for immigrant rights in their districts and states. Through sharing tactics, wins, and stories though, we don't have to re-create the wheel. NEA wants to share a training and organizing series for staff and members, "How to Fight Back for Immigrant Rights."

This training series is highlighting member and staff around the country that are doing incredible work in the schools and communities to stand up for immigrant rights. Through sharing their stories and tactics, members and staff can learn and be inspired to take tangible next steps for immigrant rights in their own school districts and states. The series includes one training and one organizing/open brainstorming session per month through November.

[Register Here Training Sessions](#)

If you have any questions, please contact Sheila Keller, skeller@nea.org.

Immigrant Legal Resource: Family Preparedness Kit

The [Immigrant Legal Resource Center has created a family preparedness kit](#). As the federal government continues to ramp up deportation efforts and hire more Immigration and Customs Enforcement officers, immigrant families may want to take action to prepare themselves in case of an emergency. This kit contains information on creating a child care plan, knowing your rights, writing down instructions, caregiver authorizations, guardianship, emergency numbers and a list of important documents to have on hand.

ESP of the Year Nominations are now open!

The IEA ESP of the Year nominations close December 15. This award is meant to further emphasize the contributions of Education Support Professionals to their association, their schools, and their communities. Please share this with your local leaders.

[Nominations Here](#)

Nourishing Neighbors - Powered by Students: Be Part of the Solution to Prevent Hunger!

Implement a project and compete for grant funds from \$500 to \$5,000! Early Challenge

Deadline: January 9, 2026, Annual Challenge Deadline: May 15, 2026. Check out this [flier](#) to get started!

Explore.Act.Tell. is a free project-based learning program that teaches 6th-12th grade students to understand and combat food insecurity in their community. The lessons and project work well in any class or club, homeschool, or community youth group. To learn more about

Explore.Act.Tell. visit their webpage at <https://exploreacttell.org/>.