

CPS is working with our labor partners on a new contract with historic proposals that will benefit all CTU members, and additional position-specific proposals for different categories of employees.

## Salary Increases, Expanded Benefits, and More Protections for All CTU Members

CPS is proposing historic increases in salary, benefits, and protections to all CTU members — not only to reward our tremendous educators, but to attract the most talented individuals to teach our students.

A Substantial Pay Increase for Educators	
School Year 2024-25 (current school year)	Next Three School Years
<p><b>4 - 7.5%</b> percent total annual raise (4 percent Cost of Living Adjustment + step increases)</p>	<p><b>4 - 8.5%</b> percent total annual raise (4-5 percent Cost of Living Adjustment + step increases)</p>

Under this proposal, **the average CPS teacher would earn over \$110,000 by the 2027–28 school year.** 70% of CTU members receive step increases.

Better Health Coverage Without Increasing Employee Contributions	
<p><b>No increase in health plan costs for employees making under \$90,000 per year</b></p> <p><b>Average CPS teacher contributes 2.66% of salary to health care; private sector contribution averages approximately 7%</b></p> <p><b>Enhanced dental coverage on all plans effective January 1, 2025, including:</b></p> <ul style="list-style-type: none"> <li>Moving from <b>80% to 100% coverage</b> on all plans for all preventive and diagnostic services (cleanings, exams, sealants, radiographs, fluorides, etc.)</li> <li>Increasing annual maximum coverage from <b>\$1,500 to \$2,000</b></li> <li>Adding <b>orthodontic coverage at 50% coinsurance</b> to a lifetime maximum of \$2,000 for adults and dependents up to age 26</li> </ul>	<p><b>Expanded coverage for:</b></p> <ul style="list-style-type: none"> <li>Physical therapy</li> <li>Occupational therapy</li> <li>Speech therapy</li> <li>Chiropractic therapy</li> </ul> <p><b>Access to abortion coverage, infertility, gender-affirming care in all medical plans</b></p>

## Additional Proposals for all CTU staff:

- Three days paid time off for religious holidays to all CTU staff
- Salary distributed through equal paychecks, including during winter and spring break
- Removal of 10 sick day exhaustion requirement (waiting period) for short-term disability benefits

## Position-Specific Contract Proposals

While CPS has put forth historic across-the-board proposals for all employees, each position category has unique needs CPS is working to address through additional contract proposals:

### Classroom Teachers:

- Increased teacher-directed professional development days from three to five for all teachers
- Adjusted weekly preparation time in elementary and high schools to ensure proportionality during shorter work weeks
- Centrally-funded core content classroom teachers
- At least three centrally-funded holistic teachers for each elementary and middle school, regardless of cost
- Increased school supply money to \$300 annually
- Access to 100% tuition reimbursement for a bilingual education or English as a Second Language (ESL) endorsement for up to 300 teachers
- Expanding funding to support more teachers becoming National Board Certified Teachers (NBCTs)
- Up to seven years of salary step credit for newly hired teachers, including teachers who previously left the district and returned
- Instructional flexibility for teachers in implementing curriculum
- REACH performance tasks will be provided in both English and Spanish; additional languages will be explored
- Paid leaves of absences for certain prestigious teaching awards/fellowship

### Other Teacher Categories:

- Decreased student-to-staff ratio for English Learner Program Teacher positions
- Four additional professional development days, and up to 7 years of step credit for prior industry work experience for Career and Technical Education teachers
- A full school day at the start and end of each school year for Early Childhood Education teachers to welcome parents and guardians into our pre-k classrooms
- Preparation periods for guest teachers when lesson plans are neither prepared nor provided
- Expanded flex day participation, professional development, workspace, technology and hardware for itinerant teachers
- Nearly a \$10/hour increase in after school program compensation for driver's education teachers
- Guest teachers will accrue sick and paid leave and will receive professional development

### Special Education Teachers, Paraprofessionals and School-Related Personnel (PSRPs):

- Ending the practice of having Special Education teachers cover staff absences

- One additional release day per semester for Special Education teachers for IEP work
- In-service meetings and additional collaboration time for SPED teachers the week before students arrive at school
- Effective SY25-26, three IEP meetings per month can be scheduled during teacher-directed time. Prep time for any additional IEP meetings will be made up or paid out.
- Effective July 2025, PSRPs shall receive step credit for full time work experience outside of CPS
- Specific Professional Development and workspace for sign language interpreters
- A pool of qualified certified subs for ASL educational sign language interpreters by the end of SY 2025-26
- Years of experience as a Special Education Classroom Assistant shall count for purposes of seniority and salary schedule step credit for PSRPs hired on or after July 1, 2025
- Teachers and Paras working together in a classroom can request to remain together the following year
- Full-time PSRPs are provided with the same supplemental parental, personal illness, and family illness leave rights as full-time appointed teachers
- Minimum annual salary of \$40,000 regardless of position

## **Athletics and Physical Education**

- \$10 million per year in additional funding toward athletics, including transportation, equipment, uniforms, athletic trainers, athletic directors (both full-time and stipend roles), and supplies
- Centrally funded support for all athletic teams in accordance with coaching guidelines and IHSA standards
- Lifeguard and Water Safety certifications will only be required for PE teachers at schools with pools, and CPS will cover the cost of the certifications
- CPS will inspect and assess the need for repair of all CPS pool facilities no later than the end of the first year of the Agreement. The Board and Union will collaborate with the Park District to explore opportunities for CPS students to have public pool access.

## **Nurses and Clinicians**

- Expanded flex day participation to include clinicians
- Bi-annual reviews of caseloads assigned to clinicians to ensure equitable distribution of students requiring services
- Increased school supply money to \$300 annually for clinicians

## **Counselors**

- Counselors will not be required to provide class coverage when a teacher is absent, and will not be used as prep teachers, substitute teachers or lead teachers when providing Tier 1 or 2 instruction
- At least one counselor per school and additional counselors allocated based on enrollment and student need