

Since April, CPS has been negotiating in good faith with the Chicago Teachers Union (CTU) on a new contract for our valued educators. However, there are still major areas where CTU and CPS have yet to reach agreement, mainly around CTU’s proposals on annual raises and hiring more than 13,900 additional staff members, which would cost more than \$1.8 billion in the first year, and more than \$9.2 billion over the full agreement.

**Yearly Salary Increases**

<b>CPS Proposal:</b>	
School Year 2024-25 (current school year)	Next Three School Years
<b>4 - 7.5% total annual raise</b> (4 percent Cost of Living Adjustment + step increases)	<b>4 - 8.5% total annual raise</b> (4-5 percent Cost of Living Adjustment + step increases)
<b>Annualized cost for School Year 2024-25: \$120M</b> <b>Total cost for the full four-year agreement: \$1.3B</b>	

<b>CTU Proposal:</b>
<b>10-12.5% raises every year</b> of the agreement (9 percent Cost of Living Adjustment + step increases + changes to the step increase schedule)
<b>Annualized cost for School Year 2024-25: \$405M</b> <b>Total cost for the full four-year agreement: \$3.7B</b>

<b>Additional Staffing</b>			
Major CTU-Proposed Staffing Additions	Annualized Cost	Total Cost	New CTU Staff
Teacher Assistants (TA) in each K-2 classroom: 1:12 ratio in Kindergarten; 1:15 ratio in Grades 1-2	\$295M	\$1.2B	7,000+
2,500 additional TAs; 1,500 for elementaries, 1,000 for high schools	\$156M	\$622M	
Additional centrally-funded reading specialists and interventionists; 1:300 ratio	\$94M	\$380M	700+

### Additional Staffing (continued)

Major CTU-Proposed Staffing Additions	Annualized Cost	Total Cost	New CTU Staff
Additional restorative justice coordinators; one in every school; 1:250 ratio	<b>\$87M</b>	<b>\$348M</b>	<b>950+</b>
One centrally-funded technology coordinator in every school; one additional per 400 students	<b>\$76M</b>	<b>\$306M</b>	<b>750+</b>
One centrally-funded librarian in every school; goal of 1:600 ratio in high schools, 1:450 in elementary schools	<b>\$78M</b>	<b>\$317M</b>	<b>500+</b>
Additional newcomer liaisons; one in every school	<b>\$50M</b>	<b>\$200M</b>	<b>450+</b>
One technical assistant, library clerk, or paraprofessional assigned to work in the library in every school	<b>\$36M</b>	<b>\$145M</b>	<b>450+</b>
Additional proposals for teachers, truant officers, counselors, bilingual coordinators, and other staff	<b>\$570M</b>	<b>\$2.0B</b>	<b>3,100+</b>

**Total Additional Staff Members: 13,900+**

**Total Annualized Cost of Additional Staff: \$1.4B**

**Total Four-Year Cost of Additional Staff: \$5.5B**