

A group of young children, mostly Black, are sitting on a colorful mat in a classroom. They are wearing light blue polo shirts and dark pants. The children are looking in various directions, some towards the camera. The background shows a classroom setting with wooden chairs and a bookshelf.

CPS-CTU Contract Negotiations Update

11/21/2024

CPS Guiding Principles

Remain Student-Centered	Prioritize the needs of students in all contractual decisions.
Align to the District's New Five-Year Strategic Plan	Ensure that 2024 Contract aligns with the values and vision articulated within the CPS Five Year Strategic Plan <i>Together We Rise</i> .
Apply an Equity Lens	View every contract proposal through an equity lens, which means setting universal standards for every school, then using targeted supports to help students and school communities in every Chicago neighborhood achieve those standards.
Protect Investments, Promote Fiscal Responsibility	Maintain the record investments in neighborhood schools through the new equity-based school funding model, and ensure that contractual decisions are fiscally responsible and sustainable overtime.
Invest in Total Educator Compensation and Benefits	Offer competitive compensation and benefits to attract and retain educators while also supporting educator well-being.
Maintain Student Instructional Time	Ensure that we do not reduce student instructional minutes in front of a certified teacher.
Maintain School Leaders Autonomy and Hold them Accountable for Schoolwide Instructional Vision	School leaders must maintain the authority and autonomy to ensure a coherent and equitable instructional program. Every child in every neighborhood must have access to high-quality curriculum and instruction.

CPS-CTU Progress to Date

- **Expanded medical and dental insurance benefits at no additional cost** for employees making under \$90,000 annual salary
- Expanded coverage for physical therapy, occupational therapy, speech therapy, chiropractic therapy
- Access to abortion coverage, infertility, gender-affirming care in all medical plans
- **A minimum of three centrally-funded elective teachers** in every elementary and middle school (ex: art, dance, music, foreign language, drama, phys. ed., and more)
- At least one **centrally-funded counselor in every school** with additional counselors allocated by school size and school needs
- A provision that **protects special education teachers from being asked to cover unrelated classes**
- Additional support for teachers to earn **new certifications** (Bilingual, ESL, NBCT)
- More funding for **athletic programming**
- The guarantee of this year's addition allowing **three religious holiday benefit days per year**

CTU Initial Proposal By The Numbers

Annual Salary Increases:

10-12.5%

Annual Raises

(9% Cola + Step Increase +
Changes To Step Increase Schedule)

\$405M

Annualized Cost

for School Year 2024-25

\$3.7B

Total Cost

for The Full Four-Year Agreement

Staffing Increases:

13,900+

Additional CTU Staff

(CPS currently employs 33,491 CTU staff)

\$1.4B

Annualized Cost

at start of contract

\$5.5B

Total Cost

for The Full Four-Year Agreement

Other Services & Program Costs:

\$1.2B+ For the Full Four-Year Agreement

**Total
Cost:**

\$10B+

**Total Cost for the Full
Four-Year Agreement**

Negotiation Timeline

April 16: CTU presents **748** initial proposals, demands to start bargaining

April 29: First bargaining session; weekly meetings commence

June 10: Subcommittees formed to address specific focus areas

June 14: Public session focused on Green Schools

July 1: Expiration of the previous contract

July 30: Public session focused on Student Experience

August 13: Public session on Budget and Finance

August 16: Bargaining subcommittee meetings end

August 21: CPS responds to subcommittee work with **278** responses

August 30: Mediation commences

September 24: Public session on Sustainable Community Schools

September 26: CPS provides responses to all **748** CTU proposals

October 3: CTU requests fact-finding

December 12 and 16: Fact-finding hearings

January 6: Expected date for the private fact-finding report

60+

CPS Leaders and Staff Involved in Negotiations

47

Core Bargaining Sessions Held

748

Initial CTU Proposals that CPS has
Provided Responses to

12

Bargaining Subcommittees Working Toward
Solutions in Key Areas

50+

Hours of Subcommittee Work
Between CPS and CTU

Fact-Finding Process Overview

Mediation Phase: If an agreement isn't reached, parties may proceed to "fact-finding"

Purpose of Fact-Finding: A neutral third party reviews a select number of disputes and recommends settlement terms based on criteria outlined in law (e.g. interest and welfare of the public; financial ability to fund)

Panel Composition: Three members - One from each party + Impartial Chair (Arb. Martin Malin)

Timeline:

- **January 6, 2025** is the expected date for the private fact-finding report
- **Public Release:** If rejected, report becomes public
- **Strike Option:** CTU may strike 30 days after the public release, with the earliest possible strike date on or around February 5, 2025

Current Teacher Compensation Facts

- In SY24, the **starting salary for a new Lane 1 teacher was \$66,330** (Lane 2: \$70,924)
- The **median teacher compensation is \$94,966** (Lane 2, Step 11)
- Among the largest districts in the US, **CPS teacher salaries are the highest at almost all levels of the salary schedule.**
- Regionally, the **median CPS teacher earned \$95,000 in 2023**, while the median teacher in suburban Cook County earned \$78,000, and the median teacher in other Chicago suburbs earned \$76,000.
- On average, teachers contribute **2.66% of their salary to health insurance** (the average contribution for private sector employees is approximately 7%)

CPS Yearly Salary Increase Proposal

CPS Proposal

School Year 2024-25 (current school year)

4 - 7.5% total annual raise

(4 percent Cost of Living Adjustment + step increases)

Next Three School Years

4 - 8.5% total annual raise

(4-5 percent Cost of Living Adjustment depending on inflation + step increases)

Annualized cost for School Year 2024-25:

\$120M

Total cost for the full four-year agreement:

\$1.3B

[View Fact Sheet Here](#)

Example 1

Year 3 Teacher (CPS Proposal)

A year 3 teacher with a master's degree will receive a **32%** salary increase from **\$73,159** to **\$96,613 over 4 years**, with an average raise of **7.2%** each year

Teacher 1 Lane 2, Step 3	SY24 Step 3	SY25 Step 4	SY26 Step 5	SY27* Step 6	SY28* Step 7
Total Compensation	\$73,159	\$77,520	\$83,023	\$89,485	\$96,613
COLA		4%	4%	4%	4%
Step Increase		1.88%	2.98%	3.64%	3.81%
Increase over Prior Year		5.96%	7.10%	7.78%	7.97%

*These amounts may be higher in SY27 and SY28 if the COLA is increased to 5% based on the CPI

Example 2

Year 11 Teacher (CPS Proposal)

A year 11 teacher with a master's degree will receive a **31.67%** salary increase from **\$94,966** to **\$125,045** over 4 years, with an average raise of **7.12%** each year

Teacher 2 Lane 2, Step 11	SY24 Step 11	SY25 Step 12	SY26 Step 13	SY27* Step 14a	SY28* Step 14b
Total Compensation	\$94,966	\$101,471	\$108,042	\$117,111	\$125,045
COLA		4%	4%	4%	4%
Step Increase		2.74%	2.38%	4.22%	2.67%
Increase over Prior Year		6.85%	6.48%	8.39%	6.77%

*These amounts may be higher in SY27 and SY28 if the COLA is increased to 5% based on the CPI

Example 3

Year 22 Teacher (CPS Proposal)

A **year 22 teacher** with a master's degree plus 15 additional credit hours will receive a **21.1%** salary increase from **\$115,819 to \$140,309 over 4 years**, with an average raise of **4.92%** each year

Teacher 3 Lane 3, Step 22/16c	SY24 Step 16c	SY25 Step 17a	SY26 Step 17b	SY27* Step 18a	SY28* Step 18b
Total Compensation	\$115,819	\$121,109	\$126,808	\$134,793	\$140,309
COLA		4%	4%	4%	4%
Step Increase		0.05%	0.07%	2.2%	0.09%
Increase over Prior Year		4.57%	4.71%	6.30%	4.09%

*These amounts may be higher in SY27 and SY28 if the COLA is increased to 5% based on the CPI

CTU Yearly Salary Increase Proposal

CTU Proposal

10-12.5% total annual raises

(9 percent Cost of Living Adjustment + step increases + adjustments to step increase schedule)

Annualized cost for School Year 2024-25:

\$405M

Total cost for the full four-year agreement:

\$3.7B

7000+ Additional In-School Staff Since 2019

Job Title	FY20 FTE	FY25 FTE	Change
Teachers	19,369	21,483	+2,114
Special Education Classroom Assistants	3,793	7,208	+3,415
Counselors	712	874	+162
Social Workers	467	685	+218
Nurses	342	658	+316
Restorative Justice Coordinators	1	132	+131
Centrally-Funded Athletic Directors	N/A	47	+47
Dedicated Case Managers	N/A	337	+337
STLS Coordinators	N/A	62	+62

CTU Proposal: 13,900 Additional Staff

41.5%

Increase in CTU Staff

\$1.4B

Total Annualized Cost of Additional Staff

\$5.5B

Total Four-Year Cost of Additional Staff

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 restorative justice coordinators; one in every school; 1:250 ratio	\$87M	\$348M	950+
One centrally-funded technology coordinator in every school; one additional per 400 students	\$76M	\$306M	750+

CTU Proposal: 13,900 Additional Staff (Cont.)

41.5%

Increase in CTU Staff

\$1.4B

Total Annualized Cost of
Additional Staff

\$5.5B

Total Four-Year Cost of
Additional Staff

Major CTU-Proposed Staffing Additions	Annualized Cost	Total Cost	New CTU Staff
One centrally-funded librarian in every school; goal of 1:600 ratio in high schools, 1:450 in elementary schools	\$78M	\$317M	500+
Additional newcomer liaisons; one in every school	\$50M	\$200M	450+
One technical assistant, library clerk, or paraprofessional assigned to work in the library in every school	\$36M	\$145M	450+
Additional proposals for teachers, truant officers, counselors, bilingual coordinators, and other staff	\$570M	\$2.0B	3,100+

Progress since 2019: Growth in school funding

Total Dollars Budgeted at Schools



Since 2019, CPS has **increased direct school funding by 30%, adding over \$1 billion to school budgets**, to meet the growing needs of the students we serve, despite an increase of just \$250 million in state funding

Protecting Existing Spending Levels Will Be A Challenge Moving Forward

While CPS has taken steps to identify budget balancing strategies for FY2025,

the District still faces significant budget challenges in future years

Year	Minimum Projected Deficit
FY2026	(\$509M)
FY2027	(\$558M)
FY2028	(\$451M)
FY2029	(\$403M)
FY2030	(\$427M)

FY2026's budget deficit projects to be

at least \$500 million

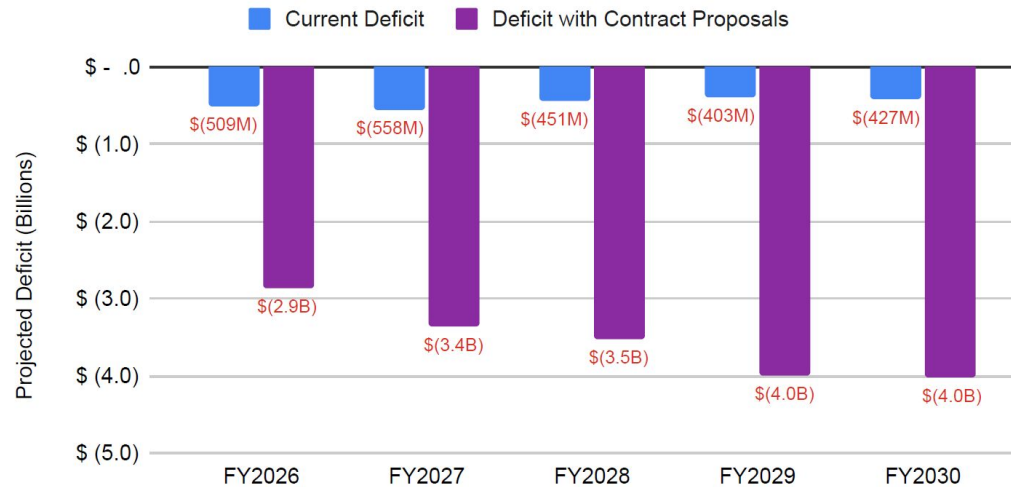
before factoring in the cost of new collective bargaining agreements

Financial Impact of CTU Contract on District's Deficit

Additional costs included in CTU contract proposal will drive CPS deficit to **nearly \$4 billion** by FY2029

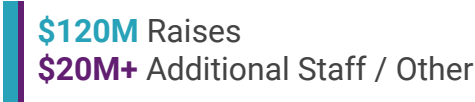
- Current Deficit projections do not include cost of pending collective bargaining agreements
- Deficit with Contract Proposals includes cost of 52 of over 700 CTU contract proposals, including COLAs, additional positions, and other economic items
- Contract proposal costs reflect information and analysis as of August; additional proposals received since then will grow Deficit with Contract Proposals totals above what was originally projected

Impact of New Labor Contract Costs on Project Deficit



CPS Contract Proposals vs. CTU Contract Proposals

CPS Proposal Costs (Year 1 annualized): **\$140M**



CTU Proposal Costs (Year 1 annualized): **\$2.2B+**



Total 4-Year Cost of CTU Proposals: **\$10B+**



Advocating for Revenue to Close Future Budget Gaps

State Support

- Consolidation of Chicago Teachers' Pension Fund with state Teachers' Retirement System, or equitable funding for Chicago teacher pensions
- Adequate state funding under Evidence-Based Funding
- Full state funding of Chicago pre-K programming
- Additional special education funding to meet rising needs of students with disabilities
- Funding to support CPS newcomer students
- Support with or the ability to raise dedicated resources for capital investments
- Sustainable funding solution for Non-teachers municipal pension costs

Local Support

- Sustainable long-term solutions around TIF support for CPS



Advocating for Revenue to Close Future Budget Gaps

- The latest analysis from the state shows CPS has **decreased** in funding adequacy, **dropping from 81% in FY24 to 79% in FY25**
- While we share many of the goals CTU has expressed in resourcing our schools and supporting our staff, we cannot make these investments **without additional revenue**
- **CPS will fight to protect and grow the investments** we have made in our schools
- We must continue to partner with the city, labor partners, and our stakeholders to **advocate for the resources our students deserve**



Key Academic Negotiation Areas

- **Upholding evaluation standards** to ensure quality teaching and learning
- Protecting **student instructional time** while ensuring **adequate prep time** for our teachers
- Preserving principal autonomy while holding school leaders accountable for **instructional excellence**







Chicago
Public
Schools

Appendix

The following pages offer additional detail on salaries, staffing, class size, and more

- CPS-CTU negotiations information is current as of **Nov. 21, 2024**
- Fact-finding hearings are scheduled for **Dec. 12 and 16** and a report will be issued on or about **Jan. 6**



We Are CPS

635

Schools

Including
Charters

325,000+

Students

2,054

**Students Over
Last Year**

More students with disabilities, more English Learners,
more students in temporary living situations

180+

Home Languages

45,000+

Staff Members

Improved academic performance, including top literacy gains
and increasing graduation rates and early college milestones



CPS-CTU Subcommittee Structure

April-August:

12 standing subcommittees were created to focus on specific topics. These sub-committees reviewed proposals from the District and CTU and worked to reach a consensus recommendation to bring back to their respective core bargaining teams. Below is the list of the sub-committees and their topics.

<ul style="list-style-type: none">• Special Education/Itinerants	<ul style="list-style-type: none">• Clinicians
<ul style="list-style-type: none">• Students in Temporary Living Situations	<ul style="list-style-type: none">• Labor Management Cooperation Committee
<ul style="list-style-type: none">• Bilingual Education	<ul style="list-style-type: none">• Sustainable Community Schools
<ul style="list-style-type: none">• Education Evaluation/Recruitment/Retention	<ul style="list-style-type: none">• Green Schools/Climate Justice/CTE
<ul style="list-style-type: none">• Class Size	<ul style="list-style-type: none">• Early Childhood
<ul style="list-style-type: none">• Article 10 Titles/Newly Accreted Groups	<ul style="list-style-type: none">• Finance

Additionally, a principal advisory committee was established to identify feedback to sub-committees and bargaining teams.

Major Contract Areas

- | | |
|---------------------------------|-----------------------------|
| • Sustainable Community Schools | • Compensation and Benefits |
| • Staffing | • Class Size |
| • Support for Priority Students | • Green Schools |
| • Housing | • Elementary Planning Time |
| • REACH Evaluation | |



Sustainable Community Schools

Current State

CPS is seeking grants to ensure all 65 schools are fully-staffed and resourced by 2028

10 million invested in 20 schools annually

CTU Proposals

Expand the number of SCS schools from 20 to 75 over the next four years.

CPS to distribute funds to each lead partner agency of SCS funds to cover the first 90 days of operating costs.

All funds allocated to SCS shall rollover each year if unspent.

Exemption from assessments.

Year 1 annualized cost: \$5M
Total cost over 4 years: \$29M

CPS Proposal

Expand the number of SCS schools from 20 to 65 over the next four years.

Up to \$300,000 of unspent SCS allocated funds will rollover each year.

Year 1 annualized cost: \$4M
Total cost over 4 years: \$24M

CPS Health Care Proposal

No increase in health plan costs for employees making under \$90,000 per year

Enhanced dental coverage on all plans effective January 1, 2025, including:

- Moving from **80-100% coverage** on all plans for all preventive and diagnostic services (cleanings, exams, sealants, radiographs, fluorides, etc.)
- Increasing annual maximum coverage from **\$1,500-2,000**
- Adding **orthodontic coverage at 50% coinsurance** to a lifetime maximum of \$2,000 for adults and dependents up to age 26

Expanded coverage for:

- Physical therapy
- Occupational therapy
- Speech therapy
- Chiropractic therapy

Access to abortion coverage, infertility, gender-affirming care in all medical plans

Every school receives equitable resourcing based on the needs of their student population

Increased staffing in this year's school budgets

+270

Classroom
Teachers

+243

Special Education
Teachers

+661

Special Education
Classroom Assistants

+90

Restorative Justice
Coordinators

+28

English Language
Program Teachers

+2,200

Total School-Based Positions in FY25
(Average: 4+ teachers per school)

22

SY24 Elementary
Average Class Size

20

SY24 High School
Average Class Size

More Equitable School Resourcing Model

FY2025
Budget

Foundational Resources for Every School	Additional Resources Based on Need
<ul style="list-style-type: none">● Principal● Assistant Principal● Core classroom and holistic teachers● Counselor(s)● Clerk● Professional development funding● Baseline funding for discretionary needs● Centrally-managed operational positions (custodians, engineers, security, lunchroom)● Before- and after-school programming to support athletics, enrichment, and other activities	<ul style="list-style-type: none">● Additional teachers to support smaller class size● Additional discretionary funding for high-needs schools● Additional counselors for high-needs schools● Instructional coaches● Intervention Teachers \$1,790B● Tutoring● Advocates for Students in Temporary Living Situations● Special education positions● Supplemental English Learner resources● Social and emotional supports● Restorative justice coordinators for high-needs schools

Among other large districts, only New York City has a comparable salary schedule. **CPS is still higher in multiple categories.**

District	State	Students	FRL	BA Salaries				MA Salaries			
				1st Year Salary	5th Year Salary	10th Year Salary	Max BA	1st Year Salary	5th Year Salary	10th Year Salary	Max MA
New York City Department of Education	NY	922,935	72%	\$61,070	\$67,226	\$86,280	\$113,496	\$68,652	\$74,808	\$93,862	\$121,078
Los Angeles Unified School District	CA	492,842	79%	\$56,107	\$57,530	\$64,428	\$64,428	\$57,422	\$64,507	\$75,088	\$75,088
Chicago Public Schools	IL	358,453	78%	\$64,087	\$72,696	\$87,897	\$108,707	\$68,525	\$77,135	\$92,337	\$113,278
Clark County School District	NV	330,225	69%	\$50,115	\$55,796	\$72,842	\$101,251	\$50,115	\$61,478	\$72,842	\$101,251
Houston Independent School District	TX	209,772	80%	\$61,500	\$64,500	\$67,500	\$87,500	\$61,500	\$64,500	\$67,500	\$87,500
Fairfax County Public Schools	VA	187,797	29%	\$53,313	\$59,970	\$70,196	\$94,066	\$58,645	\$65,966	\$78,726	\$106,943
Gwinnett County Public Schools	GA	179,758	53%	\$51,646	\$54,220	\$58,510	\$75,670	\$56,776	\$59,848	\$64,968	\$85,448
Montgomery County Public Schools	MD	162,680	33%	\$52,286	\$59,575	\$69,208	\$69,208	\$57,498	\$67,291	\$81,175	\$107,600
Wake County School District	NC	161,784	33%	\$43,690	\$49,244	\$54,993	\$67,124	\$43,690	\$49,244	\$54,993	\$67,124
Charlotte-Mecklenburg Schools	NC	147,638	58%	\$43,590	\$49,316	\$54,873	\$66,926	\$43,590	\$49,316	\$54,873	\$66,926
Prince George's County Public Schools	MD	132,657	66%	\$49,468	\$57,347	\$66,481	\$66,481	\$54,538	\$63,225	\$73,296	\$95,636
School District of Philadelphia	PA	128,647	100%	\$50,066	\$66,449	\$74,730	\$74,730	\$51,539	\$68,839	\$84,395	\$84,395
Cypress-Fairbanks Independent School District	TX	116,512	54%	\$60,500	\$62,304	\$65,272	\$85,845	\$62,500	\$64,304	\$67,272	\$87,845
Baltimore County Public Schools	MD	113,814	50%	\$54,939	\$59,334	\$62,043	\$62,043	\$56,637	\$62,834	\$74,375	\$104,141
Memphis-Shelby County Schools	TN	112,125	NA	\$45,965	\$48,790	\$51,916	\$68,457	\$50,000	\$53,073	\$56,474	\$74,467
Cobb County School District	GA	111,854	41%	\$52,970	\$56,380	\$65,003	\$79,483	\$58,568	\$64,184	\$73,789	\$90,170

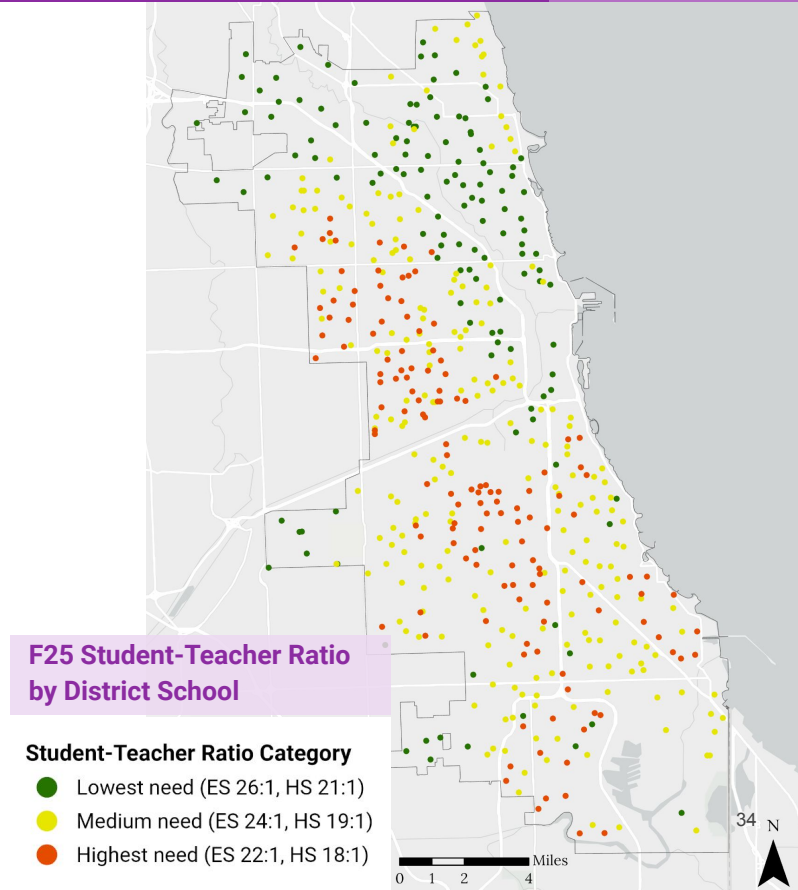
Current State Staffing: Elementary

FY2025
Budget

New Foundational Teacher Funding Model

Elementary School Teachers	
Core Classroom Teachers K-8	<p>1 teacher for every:</p> <ul style="list-style-type: none">• 26 students for schools with an Opportunity Index sum score of 30 or less• 24 students for schools with an Opportunity Index sum score between 31-41• 22 students for schools with an Opportunity Index sum score between 42-52 <p>Minimum of 10 teachers</p>
Holistic Teachers	<p>A ratio of 1 holistic teacher for every 5 core classroom teachers</p> <p>OR</p> <p>Minimum of 3 teachers</p>

SY24 Average ES Class Size: 22



New Foundational Teacher Funding Model

High School Teachers

1 teacher for every:

- 21 students for schools with an Opportunity Index sum score of 30 or less
- 19 students for schools with an Opportunity Index sum score of between 31-41
- 18 students for schools with an Opportunity Index sum score of between 42-52

OR

A minimum of 10 teachers to ensure a full complement of required courses

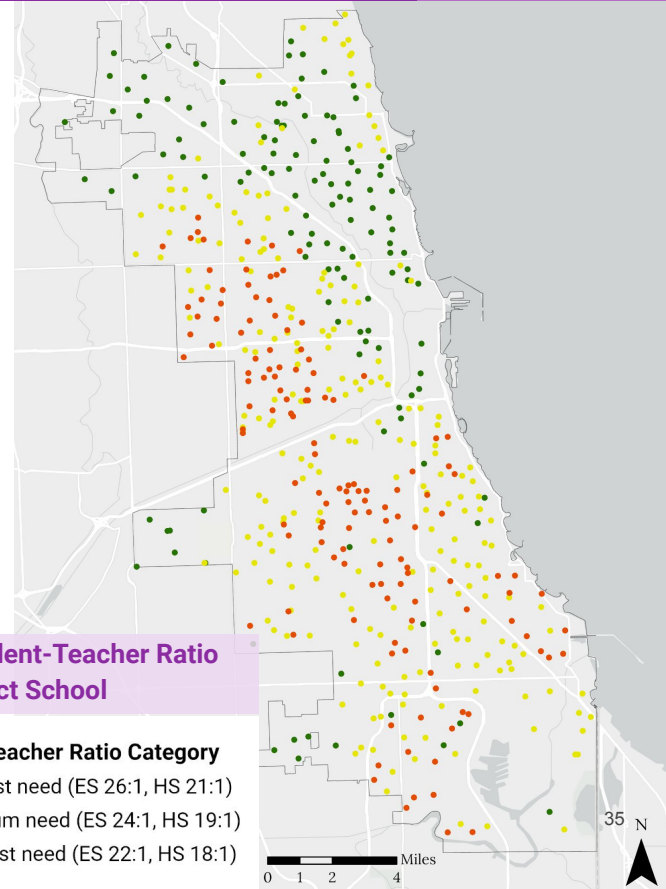
SY24 Average HS Class Size: 20



F25 Student-Teacher Ratio by District School

Student-Teacher Ratio Category

- Lowest need (ES 26:1, HS 21:1)
- Medium need (ES 24:1, HS 19:1)
- Highest need (ES 22:1, HS 18:1)



Setting an equitable standard: Resourcing based on student need

FY2025 school budget allocations improve resourcing for all schools while ensuring resources are targeted to highest need schools.

Teachers		
Opportunity Index Range	Avg Change in Core Teacher Positions	FY25 Student : Teacher Ratio
Opp Index 14-30	0.1	19.5
Opp Index 31-41	0.6	17.3
Opp Index 42-52	1.0	15.5

Counselors		
Opportunity Index Range	FY24 Counselor : Student Ratio	FY25 Counselor : Student Ratio
Opp Index 14-30	1:452	1:382
Opp Index 31-41	1:307	1:296
Opp Index 42-52	1:237	1:228

Support for Priority Students

CPS is serving a greater number of students with disabilities, students in temporary living situations and English Learners than in previous years

26.0%

English Learners:

Increased allocations of English Learner Program Teachers. Full reimbursement for a bilingual education or ESL endorsement for up to 300 teachers and increased recruitment and hiring efforts.

15.6%

Students with Disabilities:

Increased staffing positions to serve students with IEPS and 504 Plans. Additional time for Special Education teachers to support IEP development and monitoring.

5.3%

Students in Temporary Living Situations:

Increased staff, particularly additional counselors and social workers in our highest-needs schools. Funded school-based STLS Liaisons.

Counselors

2019 Contract	515 Centrally-Funded Counselors (1 per school)
Current State	869 Centrally-Funded Counselors (208 Schools 1:250 ratio, 105 schools 1:200 ratio)

CTU Proposal	CPS Proposal
1:250 Counselor Ratio	<p>All elementary, middle and high schools, will be allocated at least 1.0 centrally funded counselor position</p> <ul style="list-style-type: none"> • Second funded at any school with 250+ students in the highest decile of need on the Opportunity Index. • For other schools, CPS will centrally fund a second 1.0 counselor at high schools with 500+ students and elementary schools with 600+ students.
<p>Year 1 annualized cost: \$62M Total cost over 4 years: \$249M</p>	Costs included in FY2025 budget

English Learner Program Teachers

2019 Contract

0.5 for 20-150, 1.0 for 150-699, 2.0 for more than 600

CTU Proposals	CPS Proposals
0.5 FTE for 20-49 1.0 FTE for 50-300 +1 FTE or every 300	0.5 FTE for 20-49 1.0 FTE for 50 2.0 FTE for 600
Year 1 annualized cost: \$24M Total cost over 4 years: \$96M	Costs included in FY25 budget



Language Services and Supports

CTU Proposal	CPS Proposals
<ul style="list-style-type: none">• 100% tuition reimbursement for a bilingual education or English as a Second Language endorsement for up to 300 teachers	<ul style="list-style-type: none">• Agree to 100% tuition reimbursement for a bilingual education or English as a Second Language endorsement for up to 300 teachers• Collaboration with CTU to expand recruitment and hiring efforts for ESL, Bilingual, and Dual Language qualified candidates, with a specific focus on increasing the number of bilingual clinicians and educators in high-need areas



Serving our Students with Disabilities

CTU Proposal	CPS Proposals
<ul style="list-style-type: none">● Development of a workload plan and a caseload limit● Ensure special education teachers are not pulled to serve as substitutes in other classes● Additional planning time through the release of principal-directed preparation periods every two weeks, with one release day per quarter, and IEP meetings scheduled outside of teacher-directed time	<ul style="list-style-type: none">● A 100% increase in the impact of 504 plans on the Case Manager allocation (Current Formula: 10 504 Plans = 1 IEP; New Formula: 5 504 Plans = 1 IEP)● Agree that special education teachers will not be assigned to cover class absences and will be removed from class coverage lists● One release day per semester to work on IEP/504 Plans● Limiting IEP meetings during self-directed preparation periods to two per month; any additional meetings beyond this limit will be compensated or rescheduled

Librarians

2019 Contract	NA
Current State	107 Librarians

CTU Proposal	CPS Proposal
One centrally-funded librarian in every school; goal of 1:600 ratio in high schools, 1:450 in elementary schools	<p>Creating a pipeline to develop certified librarians and reading interventionists by supporting current reading interventionists in obtaining their librarian endorsement and existing librarians in obtaining their reading interventionist endorsement</p> <p>Provide a minimum of three holistic teachers per school one of which can be a librarian as we have done in FY25</p>
<p>Year 1 annualized cost: \$79M</p> <p>Total cost over 4 years: \$317M</p>	Costs included in FY25 budget

School Student Population	Total Schools	Centrally Funded Holistic Positions Per School (allocated using Opportunity Index)
78-250	114	3-5 Holistic Teachers
251-500	174	3-6 Holistic Teachers
501-800	92	4-8 Holistic Teachers
801-1371	35	7-12 Holistic Teachers

Green Schools

CTU Proposals	CPS Proposals
<ul style="list-style-type: none">• Convene a Green Schools and Climate Change Preparedness Committee• Establish an annual Climate and Environmental Justice Week• Equip no less than 25 school cafeterias for scratch kitchen cooking• Install electric heat pumps at 50 schools• Install solar panels or arrays at 30 schools• Build at least 1 carbon free fully green school• Implement 100% electric school bus fleet• Establish rain gardens at 50 schools• Convene a Health and Nutrition Task Force to consider healthy food sources	<ul style="list-style-type: none">• Commitment to promoting sustainable practices and reducing our environmental footprint, with the implementation of mutually agreed-upon initiatives contingent on securing specific funds through grants or designated federal, state, or local funds allocated for sustainability purposes• Creating a standing Green Schools and Climate Change Preparedness Committee aimed at improving the Board's existing district-wide environmentally focused capital improvements and GHG emission reduction efforts, while also collaborating to secure qualifying federal grant funding• Creating a School Meals and Nutrition Committee to explore initiatives aimed at providing healthy, high-quality food to all students

\$14.4B
**Total Facility
Deferred Need**

\$3.2B
Of Critical Need

Housing

CTU Proposals	CPS Proposals
<p>Housing for as many of the 20,000 students and families in the STLS program as possible</p> <p>For CPS to be a legislative partner with the CTU to address housing our students through advocacy in Springfield and City Hall</p> <p>Pilot free buses for all students</p> <p>Partner with trade unions to create CTE program that builds housing and becomes housing for our STLS families</p> <p>Establish a working group to identify unused city space to be turned into public housing for students and families</p>	<p>CPS will participate in the CHI Collaborative Task Force to coordinate city services and remove obstacles to achieving stable housing</p> <p>Agreement to advocate for affordable, accessible, and safe housing initiatives throughout the city and support related legislative efforts</p> <p>Agreement to Identify vacant and unused Board properties with potential for affordable housing development. Explore partnerships with City Hall and local community organizations to assess the feasibility of using these properties for housing</p> <p>Partner with the Chicago Transit Authority to explore the feasibility of piloting a student bus program</p> <p>Partner with trade unions to seek funding and establish partnerships to expand pre-apprenticeship opportunities</p>
<p>Year 1 annualized cost (of free buses only): at least \$87M Total cost over 4 years (of free buses only): at least \$305M</p>	

Current Instructional Day: K-2

Student Day:
7 hours

6 hours of
instruction

K-2 Day			
Minutes	Student Day	Teacher Day	Time
	Arrival	Arrival	9:00
5 mins	Transition	Transition	9:00-9:05
120 mins	Literacy	Literacy	9:05-11:05
30 mins	Social Science	Social Science	11:05-11:35
5 mins	Transition	Lunch	11:35-12:25
20 mins	Recess		
25 mins	Lunch		
20 mins	Intervention Block	Intervention Block	12:25- 12:45
60 mins	Arts	<i>Preparation Period</i>	12:45- 1:45
90 mins	Math	Math	1:45- 3:15
40 mins	Science	Science	3:15-3:55
5 mins	Transition	Transition	3:55-4:00
	Instructional Mins: 360	Instructional Mins: 300	

Teacher Day:
7 hours

4 hours, 56
minutes of
instruction

Current Instructional Day: 9-12

Student Day:
7 hours, 15 mins

5 hours, 50 mins
of instruction

9-12 Day			
Minutes	Student Day	Teacher Day	Time
	Arrival	Arrival	9:00
50 mins	English I	English I (A)	9:00-9:50
5 mins	Transition	Transition	9:50-9:55
50 mins	Algebra	<i>Preparation Period</i>	9:55-10:45
5 mins	Transition	Transition	10:45-10:50
50 mins	Biology	English I (B)	10:50-11:40
5 mins	Transition	Transition	11:40-11:45
50 mins	World Studies	English I (C)	11:45-12:35
5 mins	Transition	Transition	12:35-12:40
50 mins	Lunch	Lunch	11:40-1:30
5 mins	Transition	Transition	1:30-1:35
50 mins	Spanish	English I (D)	1:35-2:25
5 mins	Transition	Transition	2:25-2:30
50 mins	Music	<i>Preparation Period</i>	2:30-3:20
5 mins	Transition	Transition	3:20-3:25
50 mins	Physical Education	English I (E)	3:25-4:15

Teacher Day:
7 hours, 15 mins

4 hours, 12 mins
of instruction

Teacher Planning Time: CPS Current Day

Elementary

7 hour work day

- 4 hours and 56 minutes maximum instruction
- 45 minutes of duty-free lunch and 15 minutes of non-instructional supervision
- 1 hour daily preparation period, plus an additional 15 minute preparation period twice a week

1 of the 5 preparation periods is "principal-directed", meaning teachers can be asked to collaborate in teams during these times



Teacher Planning Time: CPS Current Day

High School

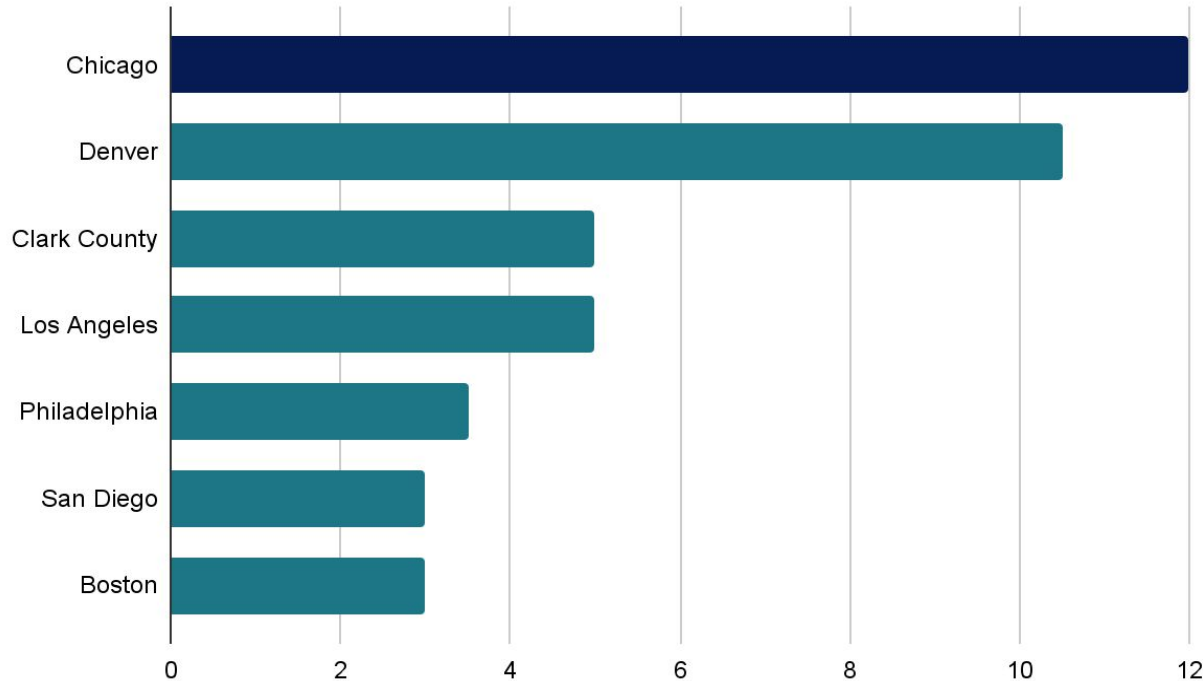
7 hour 15 minute work day

- 4 hours and 12 minutes maximum instruction
high school minutes are allocated weekly, these are daily averages
- 50 minutes lunch period
- 68-72 minutes per day preparation period
- 28-32 minutes per day “principal-directed” preparation period, meaning teachers can be asked to collaborate in teams during these times



Teacher Planning Time: Current State

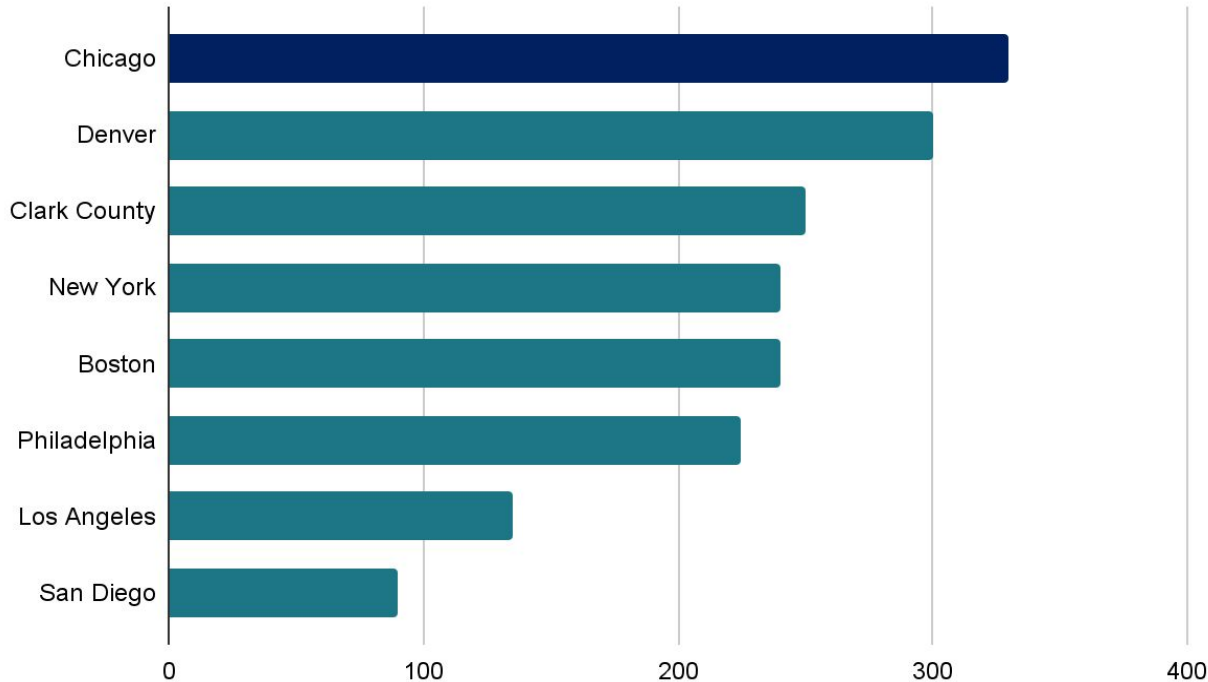
CPS Leading in Number of Professional Development Days



PD Days	
12	Chicago
10.5	Denver
5	Clark County
5	Los Angeles
3.5	Philadelphia
3	San Diego
3	Boston
*	New York

Teacher Planning Time: Current State

CPS Leading in Weekly Preparation Time



ES Preparation Minutes

330	Chicago
300	Denver
250	Clark County
240	New York
240	Boston
225	Philadelphia
135	Los Angeles
90	San Diego

REACH Evaluation Current State

REACH is centered on the expectation that CPS teachers provide proficient instruction as defined by the CPS Framework for Teaching. **The Performance Evaluation Reform Act of 2010 requires CPS to have a teacher evaluation system that incorporates student growth and professional practice.**

Characteristics of proficient teaching include forming strong relationships with students, organizing instruction in a clear and coherent manner, differentiating instruction based on student needs, engaging students in challenging, relevant content, and consistently communicating with families and caregivers.

Frequency of Evaluation

- Non-tenured teachers and lower-rated tenured teachers are evaluated on a one-year cycle
- Higher-rated tenured teachers are evaluated on a two-year cycle, these teachers will receive their first rating since the pandemic later this summer

SY23 earned ratings for non-tenured teachers

- 28% Excellent, 50% Proficient, 20% Developing, and 2% Unsatisfactory
- **In 2024, CPS “Non Renewed” 0.4% of all teachers as a result of their REACH scores**

REACH Evaluation

CTU Proposals

- Tenured teachers and NBCT teachers rated Proficient or above move to three-year evaluation cycles
- Revise the scores/ratings by lowering the proficient threshold from 285 to 260 and raising the score to be rated developing from 259 to 284
- Allow all teachers rated as Developing in the top 30% of CPS Opportunity Index schools to appeal their summative rating, expanding eligibility beyond only tenured teachers in the lower half of Developing
- Evaluation ratings will not be used for layoff purposes

CPS Proposals

- Tenured teachers and NBCT teachers rated in the top half of exemplary move to three-year evaluation cycles
- REACH training for evaluators including on bias and culturally responsive practices and professional development opportunities to new teachers on REACH process