

Examples of CTU Teacher Salary Increases Under CPS' Proposal

CPS has proposed a 4 percent cost of living increase for CTU teachers for School Year 2024-25, and 4-5 percent cost of living increases over the next three years. These raises would grow to 5-7.5 percent in the first year and 4-8.5 percent over the next three years after factoring in step increases.

Here are three examples of how teachers at different points in their careers would see their salaries increase under CPS' proposal. These totals do not include extra compensation for summer or after school programs, coaching, or club sponsorships, nor do they factor in health care, pension, or other benefits.

Ex. 1: 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%

Ex. 2: 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%

Ex. 3: 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 1 Lane 2, Step 3	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		.05%	.07%	2.2%	.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.