



Where we stand at the bargaining table with CPS and Mayor Lightfoot

Issues	Chicago Teachers Union	Candidate Lightfoot	Mayor Lightfoot and CPS
Class Size	Supports hard caps on class sizes to address overcrowding, plus stipends if caps are exceeded; hire more TAs.	Position unclear.	Lightfoot/CPS reject these proposals
Staffing	Supports hiring social workers, counselors, nurses, other clinicians at national recommended ratios; hire more case managers; full-time librarian and restorative justice coordinator in every school.	Supported racial equity, Basic Educational Supports (BES), trauma supports and training. Schools staffed with fulltime nurses, social workers, librarians. Use of TIF funds to support schools and staffing needs.	Lightfoot/CPS reject CTU proposals, including enforceable contract language on staffing to hold them accountable for recent promises to hire small numbers of nurses and SWs. LL backpedal on librarians, which are cut in proposed budget.
Clinicians/ Counselors	Supports comprehensive measures to ensure adequate time and appropriate workloads.	Supported additional counselors for trauma support.	Want to issue tentative assignments for next year by June 15 instead of May 15, creating more uncertainty for educators.
Salary	Supports raises for all, including grade increase plus steps and lanes for PSRPs to address equity for women, Black, Latinx workers.	Position unclear.	Lightfoot/CPS rejects these proposals.
Class prep & professional development	Supports 30 minutes of essential morning prep time for elementary teachers; more self-directed, reasonable calendar; more holidays.	Supported training in restorative justice practices, need time for that.	CUT prep time: Want 3/5 preps to be principal-directed, teachers in classrooms the moment their schedule starts and ready to teach
PSRP issues	Supports hiring 1,000 additional needed TAs, plus other measures to achieve equity for women, Black and Latinx educators.	Supported educator diversity, racial equity.	Lightfoot/CPS rejects committing to PSRP staffing.
Special Education (SPED)	Supports hiring more case managers and SPED teachers as well as more prep time to create better inclusion and more co-teaching.	Supported adequate and appropriate supports for special education students.	Would delete protected SPED 70/30 student ratio aligned with federal law, eliminate meeting for clinicians and SPED teachers to coordinate, may be open to slight increases in case managers.
Early childhood education	Supports the development of these programs inside CPS schools.	Supported the creation of early childhood zones.	Lightfoot/CPS reject these proposals and are pushing 3 year-olds out of CPS programs.
REACH teacher evaluations	Supports more procedural transparency, reduced workload (skip a cycle for highly rated), no VAM, and better appeals process.	Supported teacher diversity, but didn't address the reality that Black teachers are hit hardest by inequitable REACH evaluation procedures.	Want to expand REACH evaluation for punitive rather than teaching purposes.
Testing, paperwork, lesson plans	Supports educator autonomy and stipend to complete extra paperwork; focus on culturally relevant curriculum instead of testing; stop network mandates; no more SQRP rankings.	Wanted more highly rated schools, but didn't address how to create conditions for success in all schools; supported teacher diversity and CPS central office accountability.	Oppose any restrictions on paperwork; want the right to increase the amount of testing; want to eliminate wins in last contract regarding grading practices.
Sustainable Community Schools	Supports the expansion from 20 to 75 of schools run under this proven model with full wraparound services.	Supported study and expansion, wants trauma support and training, after school and sports programs, Basic Educational Supports (BES).	Oppose CTU community school expansion (program extended one year only to existing 20 schools, no commitment beyond that).
Affordable housing	Wants CPS to declare support for expansion of affordable housing for educators, students and parents.	Supported teacher diversity and the benefits of keeping educators in the city.	Lightfoot/CPS reject these proposals.
Charter schools	Supports continuing the moratorium on the expansion of charter schools.	Position unclear.	Lightfoot/CPS want to END moratorium on charter expansion.