

What CTU Secured in the Tentative Agreement

Economics

	Year 1 (15-16)	Year 2 (16-17)	Year 3 (17-18)	Year 4 (18-19)
Base Pay	--	±0%	+2%	+2.5%
Steps/Lanes	--	Yes, with a double step for teachers and PSRPs who were denied lane and step last year—retroactive pay from 7/1/16	Yes	Yes
Pension Pick-up	All current employees keep the pension pickup. New employees hired after 1/1/17 will receive a 7% base pay increase instead of the pension pickup.*			
Health Insurance	<ul style="list-style-type: none"> • No premium changes through 2018 calendar year • Eliminate wellness penalty • Plan design changes that will increase some co-pays and deductibles—varying by plan. • Reduction or elimination of 2019 premium if union LMCC committee can achieve cost reductions 			Additional 0.8% premium beginning 1/1/19 (can be reduced or eliminated through savings)

Protect Children

- **K–2 Class Size:** Teachers assistant (PSRP) will be placed in K–2 Classrooms with 32 or more students.
- **Counselors and Case Management:** Frees hundreds of counselors to counsel students by removing case management responsibilities from counselors, special education teachers, and clinicians (RSPs).
- **Classrooms where real learning occurs:** Includes protections against excess paperwork and testing, and protects teacher autonomy on grading.
- **Prep Time:** Adds two 15-minute preps in the morning for elementary teachers starting 17–18. Creates three fully self-directed PD days in exchange for moving elementary preps from 64 to 60 minutes.
- **Sustainable Community Schools:** Puts \$10 million to \$27 million into clinicians, wrap-around supports, and restorative justice coordinators in 20 to 55 schools.

Protect Diversity and Experience in the Classroom

- **Layoff and Placement:** Placement in an available vacancy for school year for all laid-off, tenured teachers not rated Unsatisfactory. If no vacancy is available, 10 months of full pay. Effective 7/1/16.
- **PSRP Layoff:** Requires a process similar to teachers that preserves seniority and limits arbitrary layoff.
- **PSRP Interim Assignments:** PSRPs will be placed into vacancies for which they are qualified through the end of the semester if they are laid off.
- **Charters:** Zero Net Charter Growth. Student enrollment cap at 101% of current capacity
- **No school closings:** Locks in the Board’s previous promise not to close schools through the 17–18 school year; then restricts closings only to schools that are unable to meet graduation requirements.
- **REACH:** Increases appeals. Decreases number of observations to three. Limits policy of dropping two Developing ratings to Unsatisfactory to *only* those in the *lower half* of the Developing band (210-250).

Miscellaneous

- **Special Education Work Load:** Empowers educators to file grievances in order to enforce state law and ISBE regulations as of June 30, 2015 that limit Special Education class sizes and caseloads.
- **Teacher Retirement Incentive.** Retirement-eligible teachers receive \$1,500 per year of service if 1,500 teachers retire. Notice on or before 3/31/17. Notice CAN be rescinded if the quota is not reached.
- **PSRP Retirement Incentive.** Retirement eligible PSRPs receive \$750 per year of service provided at least 600 PSRPs retire. Notice on or before 3/31/17. Notice CAN be rescinded if the quota is not reached.

* Between 1/1/17 and 6/30/17 new hires will have 3.5% added to compensation. On or after 7/1/17 base increase goes to 7%.