

Mayor Lightfoot, can we talk?

Dear Mayor Lightfoot,

When you ran for mayor, **you gave Chicago's students, parents and teachers hope** that you would reverse many years of failed education initiatives and poor policy decisions pursued by those who came before you.

You spoke of expanding access to childcare and support services. You talked about the importance of early childhood education starting from birth. And you pledged that you would back an elected representative school board to replace the bankrupt system of mayoral control of the schools.

But it's important—in life and even more so in politics—to **judge people not just by what they say but crucially by what they do.**

So **we are frustrated that you dismissed** as “unwieldy” a law passed by the Illinois House two days after your election that **would have created an elected representative school board.** As Chicago's teachers are looking to secure a new labor contract before the



start of school in September 2019, we are perplexed by the presence of many CPS negotiators at the bargaining table who were appointed by former Mayor Rahm Emanuel, former Mayor Richard Daley, and former Governor Bruce Rauner.

These are the very same people who systematically starved our schools of resources, created the special education crisis, allowed class sizes to balloon, and shortchanged paraprofessionals and whole communities. These problems have landed disproportionately on the most vulnerable among us, in particular women, Black and Latinx educators and families.

This contract has the potential to be an important milestone in the history of

Chicago's public education system. **So how do you expect to make a break with what you consider the failures of your predecessors if you turn to the same people to negotiate this contract?**

You have the power to end years of bad educational policy and support CTU demands for real equity for students and their educators.

You can start by telling CPS' bargaining committee to stand by the progressive positions you've taken, embrace our progressive positions where you've been silent—and finally bargain a contract that works for the children of this city and the educators who steward their futures.

**Sincerely,
Chicago Teachers Union**

“Mayor Lightfoot, you have the power to end years of bad education decisions by Chicago leaders. We call on you to instruct CPS' bargaining committee to stand by the progressive positions you've taken and to embrace our progressive positions where you've been silent. Now is the time to back up rhetoric with action.”



**CHICAGO
TEACHERS
UNION**

WHAT WE STAND FOR

BETTER PAY AND BENEFITS

CPS needs to stop short-changing the people who make our schools work. CTU will not accept excuses for continued neglect of teacher, clinician and PSRP pay and benefits.

FULLY STAFFED SCHOOLS

We will not tolerate the continued elimination of essential positions. We will

fight for staffing commitments and good working conditions in all the areas that impact children's learning.

SMALLER CLASS SIZES

All students need individual attention from their teachers. We cannot provide that level of attention when we have more than 40 students in a kindergarten or any other class.

JUSTICE FOR STUDENTS AND FAMILIES

Student learning also depends on what happens outside the classroom. CTU fights for social justice in the areas of affordable housing, sanctuary schools, Sustainable Community Schools, and Restorative Justice.



**CHICAGO
TEACHERS
UNION**

CPS BARGAINING TEAM MEMBERS

THE LAWYERS...



JIM FRANZCEK

PRESIDENT OF THE FRANZCEK LAW FIRM

Franzcek has been negotiating labor contracts on behalf of CPS for decades, including during the administrations of Daley and Emanuel. CPS has paid him \$15,294,975 since 2001. In addition to being president of his firm, he is a powerhouse in Chicago's corporate class, including as a member of the Executive

Committee of the Commercial Club of Chicago, the Economic Club of Chicago, and the Mayor's Commission on Pension Reform, which has sought to gut pensions for Chicago's public workers. Chicago Magazine listed him as #72 on its list of the most powerful Chicagoans.



NICKI BAZER

PARTNER AT FRANZCEK

Before coming to work for Franzcek, Governor Bruce Rauner appointed Bazer as General Counsel at the Illinois State Board of Education. In 2015, she and two other top administrators received bonuses from Rauner (hers was \$12,978) "because they took on extra duties." Rank-and-file employees, who also did extra

work, did not receive the same consideration.



MELISSA SOBATA

PARTNER AT FRANZCEK

Sobata has a long history of working against unions' efforts to bargain for better contracts and opposing union efforts to win unfair labor practice charges. Her experience also includes defending employers against discrimination claims, and previously she worked with the corporation counsel of the City of Chicago to

defend against grievance arbitrations.



PAUL CIASTKO

CPS ATTORNEY

CPS employment attorney for four years. Previously, employment counselor and assistant attorney general.

THE BUREAUCRATS...



LaTANYA McDADE

CPS CHIEF EDUCATION OFFICER

As a network chief, McDade was known to come down heavy on schools that weren't making academic progress—not by giving them more supports, but by issuing mandates and demands. As a member of both the Joint Teacher Evaluation Committee and the Committee on Grading Practices on the CPS side,

she was seen as someone who did an excellent job of insisting that the CPS position was undoubtedly and necessarily the right one. As a member of both the Joint Teacher Evaluation Committee and the Committee on Grading Practices on the CPS side, she showed little respect for the insights of veteran teachers. She is a headline supporter of every CPS policy, no matter how misguided.



ARNIE RIVERA

CPS CHIEF OPERATING OFFICER

Rivera taught first grade for three years, but quickly moved up the CPS ladder, holding various CPS jobs related to the budget and public policy. He served Rahm Emanuel as a Deputy Chief of Staff for Education and negotiated on management's behalf for the last two contracts.



EVA GIGLIO

DEPUTY CHIEF OF STAFF TO JANICE JACKSON

Giglio taught Spanish at Kenwood for six years, then moved to the CEO's office, first as Special Projects Manager/Director and then as Deputy Chief of Staff.



BOGDANA CHKOUMBOVA

CHIEF OF NETWORK 10

Chkoumbova taught special education for five years at Chopin, then became principal at Disney II Magnet for nine years and has been Network 10 Chief for three years.

The more things change, the more they...?



Want to help
us fight for
the schools
Chicago's
students and
educators
deserve?

Here's what
you can do...

The **CTU's contract expired on June 30**, and as any good teacher knows, preparation is key to success. So **here's how you can help prepare yourself and your community** for a strike (if it becomes necessary)...

- Knock on doors with us
- Attend CTU townhall meetings and open bargaining sessions
- Attend Chicago Board of Education meetings and CPS budget hearings
- Follow the CTU's social media and check our website (www.ctulocal1.org) on a regular basis
- Make sure you're signed up for our weekly eblasts. And if you're a CTU member, make sure your contact info is up to date at members.ctulocal1.org.



**CHICAGO
TEACHERS
UNION**

COMPARISON OF BARGAINING POSITIONS OF THE CTU, MAYOR LIGHTFOOT, AND CPS

Issues	Chicago Teachers Union	Candidate Lightfoot	Mayor Lightfoot and CPS
Sustainable Community Schools	Supports the expansion from 20 to 75 of these schools with full wraparound services	Supported study and expansion, wants trauma support and training, after school and sports programs, Basic Educational Supports (BES)	Oppose community school expansion
Class prep and professional development	Supports 30 minutes of morning prep time for elementary teachers; more self-directed, reasonable calendar; plus a couple more holidays	Supported training in restorative justice practices, need time for that	Want all prep time to be principal-directed, teachers in classrooms at minute their schedule starts and ready to teach
PSRP issues	Supports hiring 1,000 additional TAs plus other measures to achieve equity for women, Black and Latinx educators	Supported educator diversity, racial equity	CPS rejects these proposals
Early childhood education	Supports the development of these programs inside CPS schools	Supported the creation of early childhood zones	CPS rejects these proposals
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
Special Education (SPED)	Supports hiring of more case managers and SPED teachers as well as more prep time to create better inclusion and more co-teaching	Supported adequate and appropriate SPED	Would delete SPED student ratio from the law (70/30), eliminate meeting designated for clinicians and SPED teachers to coordinate
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 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 positive steps in last contract regarding grading practices
Affordable housing	Supports the expansion of affordable housing for educators, students and parents	Supported teacher diversity and the benefits of keeping educators in the city	CPS rejects these proposals
Staffing	Supports hiring counselors, nurses, and other clinicians at their national recommended ratios; hire more case managers; put a full-time librarian and restorative justice coordinator in every school	Supported racial equity, BES, trauma supports and training, nurse staffing, basic education supports, and the use of TIF funds to support schools and put a librarian in every school	CPS rejects these proposals
Class Size	Supports hard caps on class sizes and stipends if caps are exceeded; hire more TAs	Position unclear	CPS rejects these proposals
Salary	Supports raises for all educators, in particular a grade increase plus steps and lanes for PSRPs to address equity for women, Black and Latinx	Position unclear	CPS rejects these proposals
Charter schools	Supports continuing the moratorium on the expansion of charter schools	Position unclear	Want to end the moratorium on the expansion of charter schools

