

CTU Tentative Agreement Summary Presentation



CHICAGO
TEACHERS
UNION

Thank you!

CT, who?

CT You!

No really, you are amazing.



Striking is never easy, but CTU members were (and are) incredible. The power of your picket lines, your presence at numerous rallies, and the events you organized reverberated around the city — and made what was won possible.

This presentation will help remind you of the next steps and summarize what was won in the Tentative (TA), where we held the line, and where we still need to fight going forward.

Where to Get Information about the TA

Please hold **union meetings** in your schools to talk about what is in the Tentative Agreement. All members can log on to the Member Link Portal (**members.ctulocal1.org**) to download the following information:

1. The full **Tentative Agreement document** with language that was changed.
2. Sample **PSRP pay tables** to help explain the increases in pay.
3. The full Tentative Agreement for Accreted Member positions.

Additionally, an even more complete “track changes” Tentative Agreement document (which shows how new language would change the contract) is also in the works. That document and available Pay Tables will be made available ASAP on the Member Link Portal and then printed for mass distribution by no later than the House of Delegates meeting scheduled for Tuesday, November 12th.

Where to Get Information about the TA

CTU officers and staff are holding meetings for members who want to learn more about what is in the Tentative Agreement:

- **Wed. 11/6:** M. Clark HS (5101 W. Harrison St)
3:15-4:15pm and 4:30-5:30pm
- **Thurs. 11/7:** Schurz HS (3601 N Milwaukee Ave)
3:15-4:15pm and 4:30-5:30pm
- **Thurs. 11/7:** Chicago Agricultural HS (3857 W. 111th St)
3:45-5pm
- **Fri. 11/8:** Hyde Park HS (6220 S. Stony Island Ave)
3:15-4:15pm and 4:30-5:30pm
- **Sat. 11/9:** Chicago Teachers Union (1901 W. Carroll Ave)
10am-12pm

Next Steps in the Process

CTU Delegates will run a referendum vote in schools, where every active CTU member who works for CPS may vote YES to accept the Tentative Agreement or NO to reject the Tentative Agreement.

The vote will take place in every CPS school (plus a couple of CPS locations and the CTU office) on **Thursday, November 14** (and Friday, November 15, only if necessary to get remaining votes).

Next Steps in the Process

What does the referendum vote mean?

- If at least 50%+1 of active members who take part in the vote vote YES, then the Tentative Agreement becomes the terms of our new contract. We then would begin the process of implementing and preparing to enforce the new provisions.
- If at least than 50%+1 of active members who take part in the vote vote NO, then the Tentative Agreement does not become the terms of our new contract. The House of Delegates would then meet within 5 days of the vote to set a new strike date, and on the new date, CTU members would resume the strike.

What's in the Tentative Agreement?



We won a lot.

There were no givebacks of wins from previous contracts.

And, of course, we did not get everything that we, our students, our schools, and our communities deserve.

What's in the Tentative Agreement?

As a result of being on strike, we won enforceable language on **class size** relief (including 5 times as much money every year to address class size compared to what was provided previously), commitments to add hundreds of additional **staff positions** to our schools, 40% **raises for PSRPs**, \$5 million annually for **veteran pay**, \$5 million annually for **sports programs**, the **rollback of the .8% health care increases** on PPO plans, and the **extension of the \$10 million in annual funding** for the joint CTU-CPS Sustainable Community Schools initiative.

None of these wins were on the table before our 11-school day strike. This strike was hard and had we not fought, we would not have won these gains and more.

What's not in the Tentative Agreement that we/CTU wanted?

We did not win additional prep time, which we particularly wanted for our elementary teacher members. Despite hard bargaining on this issue, the mayor, CPS CEO, and CPS Chief Education Officer treated any reduction in instructional time as non-negotiable. They would not even hear other alternatives to add prep time. We will need to continue to fight on this issue. We hope increased staffing, class size reductions, and other wins help mitigate teacher workloads at least to some degree.

What's not in the Tentative Agreement that we/CTU wanted?

We wanted a three-year contract, and we wanted a commitment from the mayor and CPS to not close schools during the duration of the contract. Though a five-year contract will not expire until after the mayor's reelection, the shift by state legislators to commit to restoring the CTU's bargaining rights (taken away in 1995) and to passing an Elected Representative School Board shows that there will be a political price for the mayor. The mayor will also face the consequence of looking like Rahm if she moves to close schools just like he did. We will stay organized and ready to fight.

What did we stop CPS from getting?

CPS wanted to eliminate the midyear transfer window. They wanted to weaken the grading protections won in the last contract. They wanted to eliminate assessment votes won in the last contract. But the CTU did not back down, and we did not agree to any of these changes. None of them appear in the Tentative Agreement.

Let's go back to the details of what is in the Tentative Agreement.

On Pay

In the Tentative Agreement



All members will receive the following raises on their salaries each year of the contract:

Year 1: 3%, Year 2: 3%,
Year 3: 3%, Year 4: 3.5%,
Year 5: 3.5%.

CPS will provide \$5 million annually to further increase salaries of members on steps 14 and above.

In addition, PSRPs will receive, on average, 40% raises over the five years and will have lanes for educational degrees phased in.

Health Care

In the Tentative Agreement



- No changes to benefits
- Reductions in co-pays for mental health services and physical therapy
- The .8% increase in health care contribution rate imposed on 1/1/19 rescinded as of 7/1/19, and then premiums rise by .25% in Year 4 and .5% in Year 5

Staffing

In the Tentative Agreement



- A social worker and a nurse in every school every day by 2023.
- 180 additional case managers
- 120 additional positions for highest needs schools (we'll have to organize to ensure these are Counselors, Librarians, and Restorative Justice Coordinators)
- Additional English Learner Program Teachers for schools with the most EL students
- Full-time coordinators for schools with high numbers of homeless students
- Ban on privatization of clinicians and phase out of contract nurses

Class Size

In the Tentative Agreement



- Current class size caps will be enforceable
- Any school can file for class size relief and schools serving the neediest students are prioritized
- Higher caps at which an investigation for class size relief is automatically triggered
- Five times as much money to address class size relief (\$35 million annually). Before the strike, CPS had put nothing in writing to fund class size relief

For a more detailed explanation of how the new class size provision will work, see page 2 of the PDF at ctulocal1.org/TA.

Special Education

In the Tentative Agreement



- Development of IEPs made solely by the IEP team
- IEP writing workload to be distributed equitably among special education teachers
- Principals required to use substitutes or release time to provide adequate time for special education duties to the extent possible
- SPED teachers last to be called to cover classes, IEP minutes lost are made up
- \$2.5 million annual fund to reduce workload

Bilingual Education

In the Tentative Agreement



- Professional development for teachers of English Learners
- Pipeline: 50% reduced cost of tuition for bilingual or ESL endorsement
- Board and Union work together to remove obstacles to parents of English Learners volunteering in schools
- Like on SPED, bilingual educators have to be informed of what's in the principal's budget for EL resources and materials

Substitute Teachers

In the Tentative Agreement



- Substitutes who commit to work at least 3 days per week on average join Cadre and receive health insurance
- Substitute teachers guaranteed duty-free lunch
- Substitute handbook incorporated into the contract

REACH

In the Tentative Agreement



- No observations on student attendance days before and after Thanksgiving, winter and spring break
- Additional protections for clinicians against untenured non-renewal
- Grievable if evaluator doesn't use addendum

Equity and Sanctuary Schools

In the Tentative Agreement



- Equity: Resources are directed to the neediest schools for staffing and class size relief
- Sanctuary Schools: Establishes ways that CPS must protect immigrant students
- Bars ICE entry to school buildings without a criminal court warrant
- Employees granted leave for immigration matters

Other Issues

In the Tentative Agreement



- Support for students experiencing homelessness: 1 full-time STLS coordinator in schools with 75+ homeless students, 2 full-time STLS coordinators with 140+ homeless students
- Sick Days: Bank of sick days earned after July 1, 2012, increased from 40 to 244 days for use and pension credit
- Pre-K Student-Teacher Ratio: Mandates 10:1 ratio at all times
- Charter Schools: Renews commitment to net zero increase in the number of Board-authorized charters, same limits on number of enrolled students

What happens after the referendum vote on the TA?

If the Tentative Agreement passes, we will begin the next phase of implementing the new agreement. Our new wins are only as good as our collective work to enforce them. To make our wins real, we will take the following steps among others:

- We will plan and hold trainings for CTU staff, delegates, and members to learn the new contract language and to develop strategies for contract enforcement including grievances and organizing tactics.
- CTU officers and staff will set up new committees created by the new contract and ensure strong member involvement.
- CTU and CPS will work together to format, finalize, and print new contract books. (This can take a while!)

Have more questions?



Feel free to reach out to your CTU Field Representative or Organizer, who you can find here:

<https://www.ctulocal1.org/rebs/>

Or email leadership@ctulocal1.org and your email will be sent to the best person to answer you.