

To all of the parents and community allies who stood by us during our 11-day strike, we thank you for your support. This support fortified us in our effort to win much more than salary and benefits for educators. Below, we summarize what we won in this contract for students, parents, and whole school communities. We look forward to continuing the fight alongside all of you for the schools our students and communities deserve.

Just Chicago contract wins 2019



WINS FOR PARENTS AND COMMUNITY ALLIES

STAFFING INCREASES

- At least 750 additional full-time positions over the life of the contract
- By 2023, at least one full-time nurse and social worker assigned to every school
- 120 new positions in highest-needs schools, including counselors, restorative justice coordinators, and librarians
- Additional positions to serve homeless students and families based on the number of students in temporary living situations at a given school
- Additional positions for schools with large numbers of English Learners
- Establishes limits to non-counseling duties so counselors can support students
- Phases out private nursing agencies

SMALLER CLASS SIZES

- Added an enforcement mechanism
- A five-fold increase in money — from \$7 to \$35 million per year — to reduce class size
- Additional Teacher Assistants in classrooms with most vulnerable students
- Prioritization of schools in poorest parts of the city

SUSTAINABLE COMMUNITY SCHOOLS

- Guarantees \$10 million annually for at least 20 schools for term of contract

BILINGUAL EDUCATION

- Additional English Learner Program Teachers based on the number of English learners
- More professional development and improved access to bilingual program materials
- Enshrines a bilingual education teacher pipeline in the contract
- Defines duties of English Learner Program Teacher

- Establishes CTU-CPS collaboration around parent volunteers working with English Learners

SPECIAL EDUCATION

- 180 additional case managers
- Protects educators' ability to decide on Individualized Education Plans, free of network pressure to reduce services, reflective of a continuum of services
- Guarantees that counselors, clinicians and special educators cannot be forced to do case management
- Guarantees centralized funding for special education teacher positions.

SANCTUARY SCHOOL AND EMPLOYER

- CPS schools are sanctuary spaces that bar ICE agents from entering school buildings without a criminal court warrant
- Trainings for staff on protecting students from ICE
- Supports for employees around DACA status and immigration matters
- Establishes ways that CPS must protect immigrant students

PRESCHOOL

- Naps for preschool students
- Guarantees 10:1 ratio of students to educators at all times.

RACIAL JUSTICE

- Concrete efforts to improve racial diversity among educators to better reach and reflect our student population
- Improves pipeline for paraprofessionals seeking to become teachers
- Establishes a pipeline for current CPS paraprofessional nurses to become certified school nurses
- Establishes a standing diversity committee to improve racial diversity to better reflect student population

- Establishes a bilingual education teacher pipeline
- Tuition reimbursement program to increase the number of bilingual teachers

TESTING

- Protects educators' rights to vote to limit assessments that are not educationally useful
- Stopped CPS' effort to eliminate the voting process and allow principals to decide what tests above the state/federal mandated ones are given

EDUCATIONAL BEST PRACTICES

- Protections for special education students and educators and continues instructional autonomy for educators

HOUSING

- Establishes and funds new full-time coordinator positions for schools with large amounts of students in temporary living situations (STLS) as well as stipends for STLS liaisons in schools with fewer STLS students.

EQUITY

- Directs resources to the neediest schools for staffing and class size relief
- Phases in 30 new centrally funded positions per year in highest-needs schools, including counselors, restorative justice coordinators, and librarians

CHARTER SCHOOLS

- Moratorium on expansion of charter schools
- No increase of charter enrollment