

WINS

COMPENSATION

- 16% raise—Year 1: 3%, Year 2: 3%, Year 3: 3%, Year 4: 3.5%, Year 5: 3.5% (17% compounded)
- Average PSRP pay increase of nearly 40% during the contract
- Educational lanes for all PSRPs
- Increases in salary grade for HSNs and LPNs

VETERAN TEACHER PAY

- Veteran teachers (Step 14 and above) receive additional \$5 million (\$25 million over 5 years) – schedule to be finalized prior to ratification.

STAFFING

Enforceable staffing increases by July 30, 2023:

- A social worker in every school every day
- A nurse in every school every day
- 180 additional case managers
- .5–2.5 case managers at all schools with 50 or more IEP
- 120 additional positions for highest needs schools, incl. counselors, restorative justice coordinators, and librarians
- Increases in dedicated ELPT program supports and stipends
- 1 full-time homeless student coordinator in all schools with 75 or more homeless students, 2 full-time positions with 140 or more homeless students

BILINGUAL EDUCATION

- 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

CLASS SIZE (for details, see other side)

- Enforceable class size guarantees
- \$35 million annually to reduce oversized

- classrooms K-12 across the district, prioritizing schools serving the most vulnerable students
- Joint CTU/CPS Council with enforcement authority to reduce class sizes

SPORTS

- Sports Committee with an annual budget of \$5 million (33% increase in annual funding) for increases to coaching stipends and new equipment/resources

HEALTH CARE

- 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- The .8% increase in health care contribution rate imposed on 1/1/19 rescinded as of 7/1/19, and then premiums rise by .25% in Year 4 and .5% in Year 5

SUSTAINABLE COMMUNITY SCHOOLS

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

PRE-K STUDENT-TEACHER RATIO

- Mandates 10:1 child to teacher ratio at all times

SUBCONTRACTING

- Effective SY2020-21, a ban on privatization for teacher clinicians, PSRP clinicians, teacher assistants and librarians
- Phase out of contract nurses

SPECIAL EDUCATION

- 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

What's in the tentative agreement?



CHICAGO
TEACHERS
UNION

SUBSTITUTE TEACHERS

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

SICK DAYS

- Bank of sick days earned after July 1, 2012, increased from 40 to 244 days for use and pension credit

REACH

- 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

- Directs resources 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

CHARTER SCHOOLS

- Renews commitment to net zero increase in the number of Board-authorized charters, same limits on number of enrolled students

NO CHANGE

PREP TIME

- No change in current policy (CPS initially wanted to reduce self-directed preps for elementary teachers to three per week)

OTHER ISSUES

These policies also remain the same:

- Midyear transfer policy
- Grading guidelines
- Assessment votes

LENGTH OF CONTRACT

- 5 years (instead of 3 years)

GIVEBACKS

- None

The new class size provisions in Article 28 increase funding by 500% per year — to \$35 million annually — to remedy oversized classrooms. A new Class Size Council has final, fully-enforceable authority to implement class size remediation that **must** be followed by CPS and school principals, and to fund the necessary remedies. Special attention will also be given to 20% of schools with high-need student populations for additional class size relief.

Understanding the new class size provisions



HOW OVERSIZE CLASSROOMS ARE IDENTIFIED

CPS's longstanding class size goals in Article 28-1 are now class size limits (subject to increases or decreases in different circumstances):

Kindergarten: 28 students
1st to 3rd grade: 28 students
4th to 8th grade: 31 students
High school: 28 students

Any class size exceeding these limits is designated as an "oversized class" and is eligible to receive funding to split the class and add a teacher, add a teacher assistant where there's no capacity for a second class, or other appropriate relief.

Class size relief will also be investigated for any class over the Article 28-1 limits when an educator requests relief.

Class size relief will **automatically** be triggered in every classroom in all CPS schools exceeding these class size upper limits (subject to increases or decreases in different circumstances):

Kindergarten: 32 students (4 students over limit)
1st to 3rd grade: 32 students (4 students over limit)
4th to 8th grade: 35 students (4 students over limit)
High school: 35 students (7 students over limit)

The Class Size Council will **also** initiate investigations to provide relief in the 20% high needs schools.

JOINT CLASS SIZE ASSESSMENT COUNCIL

A new Council, with enforceable authority, replaces the old class size committee. It is composed of 12 members — six selected by

CTU and six by CPS. A neutral 13th member will also be mutually selected to cast a deciding vote in the event of deadlocks. CPS will not control this Council and cannot refuse to implement its remedies.

The Council has full and final authority to order class size relief. It has the power to direct principals not to place too many students into a class. CPS has also separately agreed to work with principals of non-neighborhood schools to limit enrollment and lower class sizes. We believe these steps will, over time, reduce the number of oversized classes within the district that require class size relief.

HOW FAR WILL \$35 MILLION GO TO RELIEVE OVERSIZE CLASSROOMS?

We are confident that the \$35 million annual class size fund will be sufficient to provide class size relief for all classrooms exceeding the upper class size limits and for the 20% of high needs classrooms.

We do not know today how many classrooms exceeding the Art. 28-1 limits but under the oversized class limits can be remedied with \$35 million annually.

We expect that the new Class Size Council's authority to direct principals, and CPS's commitment to reinforce class size goals, will reduce the Council's case load over the course of the contract and thereby allow the Council to reach more oversized classrooms every year.