

Critical Issues	Where We Started	Where CPS Started	CPS' 1/29 proposals	CPS Position as of 2/3/2021	CTU Position as of 2/3/2021
<b>Health Metrics</b>	Below 3% positivity to reopen district; close schools based on neighborhood transmission rates	No rules for opening the district; no rules to quarantine a school due to an outbreak. (Comments about use of an 18 day "doubling rate" in press conferences.)	Close district if above 3% positivity from "surveillance testing" of CPS staff. Rules about suspending operations at a school based on 3 unrelated positive cases in 2 weeks.	Close district if above 3% positivity from "surveillance testing" of CPS staff. Rules about suspending operations at a school based on 3 unrelated positive cases in 2 weeks.	Meet criteria in CDC "Lower risk of transmission in schools" category (positivity below 5% and less than 20 new cases per 100K residents every 14 days)
<b>Vaccines</b>	Offer all staff opportunity to be fully vaccinated before required to return in-person.	No plan.	Has offered to prioritize certain groups when vaccine is available, but no specifics.	Has offered 1,500 vaccine doses per week for all CPS employees. Wants to target vaccines to bargaining unit employees with accommodations and require them to return to in-person work after 1 dose.	1) CPS must coordinate with health providers to ensure at least 1,500 CTU members are vaccinated every week. 2) CPS must provide at least 1,500 vaccines to CTU members per week, and increase that number proportionate to future increases in Chicago's increased vaccine supply.
<b>Accommodations</b>	Telework for all staff in a COVID-19 high-risk category themselves, or with a household member in a high-risk category.	Telework for some staff in COVID-19 high-risk categories.	Telework for all staff in a COVID-19 high-risk category themselves  Telework for 20% of staff with a household member in a COVID-19 high-risk category.	Telework for all staff in a COVID-19 high-risk category themselves  Telework for 20% of staff with a household member in a COVID-19 high-risk category. Offer of unpaid job protected leave and/or returning to in-person after 1 dose of vaccine.	Grant accommodations for all employees with medical risks, who are primary caregivers for family members with medical risks, or who have household members who have medical risks.
<b>Testing</b>	Baseline testing. Test all staff every week, test students in 40 schools with highest neighborhood rates	No plan.	Test 50% of staff/week, test 25% of students in 10 zip codes with highest rates	Tentative agreement to: 1) Test all symptomatic students and staff 2) Test 100% of in-person employees per week at schools at the 134 schools in high covid case count neighborhoods 3) Test 50% of in-person employees per week at all other neighborhoods 4) Test students at the 134 schools in high covid case count neighborhoods 5) Offer testing to all staff before return to in-person work 6) Offer testing to all students age 10 and above upon return to in-person	

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<b>Ventilation</b>	CPS must audit ventilation, comply with ASHRAE standards.	No plan.	CPS conducted audit, commitment to 5 air changes/hr, portable air purifiers, ability for staff to self-check effectiveness, and non-compliant rooms will not be used.	Tentative agreement.  CPS conducted audit, commitment to 5 air changes/hr, portable air purifiers, ability for staff to self-check effectiveness, and non-compliant rooms will not be used.	
<b>Workspaces</b>	Workspaces for clinicians and nurses, shall meet therapeutic, instructional, and safety needs	No plan.	Workspaces that do not meet therapeutic, instructional, safety, and ventilation standards will not be used.	Tentative agreement.  Workspaces that do not meet therapeutic, instructional, safety, and ventilation standards will not be used.	
<b>Remote Learning Improvements</b>	Reduce student screen time by 1 hour, increase prep by one hour. Provide additional tech support to families.	No plan.	CPS continues to propose no improvements for the over 80% of families choosing remote learning.	CPS continues to propose no improvements for the over 80% of families choosing remote learning.	
<b>PPE</b>	"Appropriate PPE" including N-95 masks, gloves, gowns, and other equipment as required for specific jobs	Full PPE for nurses and audiologists.	"Appropriate PPE" including N-95 masks, gloves, gowns, and other equipment as required for specific jobs	Tentative agreement.  "Appropriate PPE" including N-95 masks, gloves, gowns, and other equipment as required for specific jobs	
<b>Safety Committee</b>	Building- and district-level safety committees empowered to enforce health and safety protocols, including ordering a school return to full remote for serious or repeated violations.	No plan.	Building- and district-level safety committees empowered to enforce health and safety protocols. Violations must be remedied as soon as possible, preferably within 24 hours.	Tentative agreement.  Building- and district-level safety committees empowered to enforce health and safety protocols. Violations must be remedied as soon as possible, preferably within 24 hours.	

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<b>Provide the support services that our students/parents need in neighborhoods</b>	Additional Supports for STLS students during the pandemic.  Hire 100 new counselors and social workers for trauma support.	No plan.	Nothing to increase support to CPS students and families facing greatest needs during the pandemic.	Nothing to increase support to CPS students and families facing greatest needs during the pandemic.	Additional Supports for STLS students during the pandemic.  Hire 100 new counselors and social workers for trauma support.
<b>Sustainable Community Schools</b>	Release \$2M in unused SCS funds from 19-20 to SCS schools for COVID relieve and mutual aid.	No plan.	No plan to release \$2m that should have supported these schools.	No plan to release \$2m that should have supported these schools.	Release \$2M in unused SCS funds from 19-20 to SCS schools for COVID relieve and mutual aid.
<b>Specials</b>	Place limitations on number of cohorts for specials	No plan to address increased risk for these educators.	No plan.	No plan.	Place limitations on number of cohorts for specials
<b>Simultaneous Instruction</b>	Reject simultaneous instruction	Simultaneous, but no PD or training on how.	No plan.	No plan.	Reject simultaneous instruction
<b>Rent abatement</b>	CPS should support the call for rent abatement	CPS declines to support.	No plan.	No plan.	CPS should support the call for rent abatement
<b>Hold Pre-K and Cluster staff, clerks; and tech-cos harmless</b>	Make whole all Pre-K and cluster staff, clerks, and tech-cos who exercised right to work remotely against whom CPS took adverse action	No plan.	No plan.	No plan.	Make whole all Pre-K and cluster staff, clerks, and tech-cos who exercised right to work remotely against whom CPS took adverse action