

Updated Fall CPS 2021 Bargaining Demand Status

For CTU Members only (updated as of 8/29/21)

Topic	CTU Proposal	CPS Response	Status
Duration of Agreement	CTU proposed that this new agreement bargained should be in effect until January 27, 2022 AND remain in effect until a successor agreement has been made.	CPS proposed that this new agreement bargained should be in effect until January 27, 2022 ONLY.	Open.
Health and Safety	CTU proposed to keep Spring 2021 practices, requested CPS provide concrete evidence of 400 custodial hires . On 8/20, CTU asked CPS if they could provide a clear written explanation of and transparent tracking mechanism for how cleaning is completed and supplies made available so that school-level safety committees could help ensure cleaning. Additionally, CTU asked about how air purifiers are monitored and maintained so that school-safety committees could also ensure they are well maintained.	CPS proposed to stop conducting temperature checks. CPS agreed to keep remaining Spring 2021 practices: have hand sanitizer at entry, disinfecting wipes, sneeze guards for clerks, other PPE, keep enhanced cleaning, provide appropriate workspace. CPS provided a list showing how many individual custodians are supposedly allocated to each school. On 8/10, CPS proposed to officially do away with the daily health screener for staff and students. They proposed that everyone do a before-the-year "attestation" that they understand the COVID safety protocols and they should report COVID positives and not come to school sick. CPS wants to treat parents/families sending their child to school as the "certification" that they are healthy rather than completing the screener daily after doing the before-the-year attestation. On 8/20, CPS Facilities Director said that the 400 custodians will be transitioned from partly private to fully Board managed by October 1st, that CPS tracks cleaning supplies internally and that building engineers check air purifiers weekly but filters need to be changed only every 3-6 months depending on use. He was very defensive about providing transparent information for safety committees to review on cleaning and air purifiers.	Open. CPS proposing rollback. Temperature checks are not proven to be very effective but concerns remain about ensuring adequate layers of mitigation. Cleaning, with more bodies in schools, is particularly concerning as Aramark seemingly will continue to be in charge. While there are logistical challenges with completing the health screener, it is a component of layered mitigation. On 8/23, CPS emailed staff indicating that they were unilaterally changing the screener protocol from their proposal--so as of 8/30, only quarterly "attestation" from students and staff will be required. If cleaning and air purifiers are being well-maintained, then CPS should easily be able to provide school safety committees with concrete information to ensure so. We know supplies for custodians and staffing is a concern to our sister union SIEU Local 73 so we want to ensure we are pushing for accountability with them: Sun-Times article on custodial issues
Masking	CTU proposed to keep universal masking regardless of vaccination status. Any instructional exceptions where masks could be removed should be agreed to by CPS and CTU in advance of implementation.	Initially, CPS proposed to allow vaccinated individuals to not wear masks, but CPS shifted to universal masking required indoors, except while eating, and they want to consider limited instructional exceptions. CPS recently said that they will "share" the final list of instructional exceptions. IHSA requires masking indoors but there are specific sport exceptions, and no masks required for outdoors. However, CPS may consider masking especially when groups of students mix. CPS wants to revisit masking once all students are eligible for vaccination and percentages of staff and students vaccinated. CPS says all school visitors must wear masks. Like last year, will be medical exceptions for some students who will have to provide medical reasons for non-compliance.	Positive change...Except CPS planning to unilaterally make list of limited instructional exceptions. Not yet an official Tentative Agreement, but the parties recognize that we are approaching agreement.
Social Distancing	CTU proposed to keep Spring 2021 practice of 6 feet apart whenever possible. On 8/20, CTU provided a counter proposal that would maintain 6 feet when possible and a minimum of 3 feet . We agree on language around strategies on how to achieve distancing and CTU proposed that the District-level Safety Committee be empower to resolve instances where 3 feet is not possible. We proposed to strengthen CPS' proposed language around clinician spaces (agree to the services that don't require 6 feet, otherwise 6 feet), lunchrooms (avoid lunch in classrooms), and assemblies (must be approved by school-level safety committees). On 8/27, CTU pushed CPS to provide use of class size funds for overtimes and additional support for oversized classrooms that do not accommodate distancing.	CPS initially rejected 6 feet and then proposed to change to "at least" 3 feet apart whenever possible, citing the CDC minimum. On 8/19, CPS provided a counter proposal that says in addition they will use specific strategies to maintain at least 3 feet including using "all space, changing classroom assignments, modifying schedules, and adding additional lunch period, where doing so will not negatively impact student learning." Where 3 feet is not possible, they would allow issues to be brought to the school and district-level safety committees. Additionally, they would include considerations for clinician offices (provide 6 feet when possible), lunchrooms (6 feet if possible, at least 3 feet while eating, and consider other spaces for eating), and assemblies and other gatherings where students mix will be minimized and when held must maintain 6 feet. On 8/25, CPS countered that they will "maintain at least 3 feet of social distancing in classrooms unless doing so would prevent schools from fully reopening" which is taken from CDC language. CPS also rejected coming to agreement with CTU on when clinicians' services would not allow for 6 feet distancing because of their nature. CPS also indicated that it's too late to reprogram student schedules to accommodate smaller class sizes and allow more social distancing. On 8/29, CPS gave another counter specifying what "strategies" would be used first to try to maintain 3 feet of social distancing (including using all space, reassigning classes, moving furniture) (still says "when doing so will not negatively impact student learning"), one second layer of strategies (including Class Size referral), and things the District Safety Committee can do (reprogramming students, adding sections, hiring teachers).	Open. We were pretty disappointed that CPS was saying it's too late to reprogram schools for more distancing and smaller class size, but now they are acknowledging that those are legitimate strategies to increase safety. We've only been proposing keeping social distancing all summer...It's clear that CPS made a plan to reopen schools as if things were normal, told admins to program normal school, and they have little interest in making adjustments based on the Delta variant or on the ground realities in schools. CPS has rolled distancing back from 6 feet but have moved toward at least providing more guidance and drilling down more specifically on the realities of the school day. We know that many schools are NOT accomplishing 3 feet of distancing. We think CPS ought to have planned for and striven for the maximum distancing considering what we are learning about the viral load and transmission of the COVID Delta variant. They should just be honest and let parents know that that is really what they are planning for. Safety Committees will need to push to increase distancing wherever possible.
Contact Tracing	CTU proposed to keep Spring 2021 plan. Requested CPS provide an assessment of timeliness of tracing and notification to school communities. CTU is concerned that CPS will have enough contact tracers for full return to school. On 8/20, CTU countered that CPS must provide notification to close contacts within 24-48 hours of discovery of a case, whether by reporting form or report to administration and that the District-level Safety Committee would biweekly review CPS' contract tracing staffing allocations.	CPS says they have 24 contact tracers and they maintain them they think that is adequate for the start of school. CPS provided assessment, which indicated that the key to timely contact tracing was hiring enough contact tracers which only happened toward the end of SY 2020-21. CPS says that principals had the authority last spring and will continue to have the authority this year, based on credible evidence of a positive COVID case, to "flip to remote" for a period of time while contact tracing is being completed by OSHW. On 8/25, CPS said they would agree to 48 hours deadline for close contact notification but "acknowledging that the timing on providing notice is impacted by the responsiveness of the students/family/staff." They did agree that the 48 hours would be triggered by discovery of a case by either the CPS reporting form or a credible report to an administrator "associated with a positive COVID-19 test."	Open. Some positive movement. Also demonstrates importance of staffing up. The other layered mitigation topics are critical to being confident that contact tracing will be adequate.

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Topic	CTU Proposal	CPS Response	Status
COVID Testing	<p>CTU initially proposed to keep Spring 2021 plan. Those with symptoms or who are close contacts of positive COVID case cannot be in building until they have completed quarantine and they are encouraged to get tested. Surveillance COVID testing conducted weekly to track prevalence in schools. Students will be offered testing in schools ten Chicago zip codes with highest case counts, in cluster programs, students age 10 and above, and will test 25% of eligible students each week. Staff will be offered testing at the schools in the ten zip codes. Testing offered after operational pause due to COVID cases in a school. In early August, CTU then proposed that the student surveillance testing be expanded to 50% of eligible students and add the ten Chicago zip codes with lowest lowest vaccination rates (which may overlap with zips with highest COVID rates). On 8/20, CTU countered that testing should be offered to students regardless of community level transmission level and that CPS will make concerted effort to get parents to consent in advance to regular testing via making the consent form easier to access (both electronically and hard paper copies), emphasizing the need for testing to keep everyone safe, principals sending reminders and hiring additional staff or providing prep time to reach out to parents and families. On 8/24, CTU proposed that CPS utilize an opt-out system by which parents may opt their students out of COVID testing if they do not want their child tested, but that otherwise, students would be able to participate in surveillance COVID testing.</p>	<p>CPS said it will offer a program aligned to CDC/IDPH and that it will be more than CTU proposed but they only recently shared a written proposal. CPS proposed to offer weekly testing to 100% of employees regardless of vaccination status and regardless of transmission level. However, when the citywide COVID transmission rate is "low," only unvaccinated students in sports will be offered weekly testing. When the citywide COVID transmission rate is "moderate," "substantial," or "high," CPS will also offer twice weekly testing for unvaccinated students in high-risk sports and weekly testing to 100% of unvaccinated students. They will also encourage symptomatic and exposed students to be tested in high vulnerability communities. On 8/6, CPS publicly announced via email to staff and families they would "test 100%" of staff and students weekly, which was not stated or shared at bargaining the previous day. They then passed a proposal after bargaining saying they would offer testing to 100% of students if the citywide transmission rate was above "low." On 8/17, CPS indicated that the vendor would be Thermo Fisher Scientific ReadyCheckGo, but have provided no other implementation details. As of 8/20, CPS said they were still finalizing the contract with the vendor and they expect consent forms to be available next week. On 8/23, CPS removed verbs requiring actions to be taken to help get students tested to "encourage." On 8/24, CPS said the consent forms could be available both electronically and on paper, a change from the day before. On 8/25, CPS rejected CTU's testing proposal and reiterated their limited plan to offer testing at above "low" transmission levels. The CPS guidance sent out indicates that testing plan details will be available in the coming "weeks." On 8/26, CPS said that their vendor is "staffing up," confirmed that the tests offered will be PCR nasal swabs, that they hope consent forms will go out to parents on Monday when students are back in school already, and that they hope they will have 50 schools ready to start testing by Wednesday.</p>	<p>Open. We're feeling pretty gaslit on this one. CPS has been very confusing about its testing proposal and repeatedly changed what they are saying without many details. We want robust widespread testing of staff and students, of vaccinated and unvaccinated and a clear plan on how to accomplish it. While CPS disclosed the vendor and then said the testing would be PCR testing, CPS still has not shared details of how wider testing will be accomplished. Based on testing logistical failures at some schools in the Spring, we are concerned about how well the plan will be implemented and scheduled to allow educators and students to both do their teaching and learning and have time during the school day to get tested. We also know that offering testing is not enough. We need strong plan to actually conduct surveillance testing for maximum safety. Many districts are using the University of Illinois SHIELD testing model. We also know that LAUSD is using an "opt out" from consent system for their mandatory student surveillance testing program (students whose parents do not want them to be tested, must participate in a district-run online independent study program). Less than 4 days away from students returning to school buildings, there were no consent forms available for parents and NO details on how COVID-19 testing will be accomplished in schools at high levels to help contain and prevent unnecessary COVID exposure and spread. Consent links were emailed to families the day before school was set to begin on 8/30. Not all families are great with email. The email takes parents to a 3rd party site from the vendor, is confusing to complete (particularly hard to do by phone) and does not make clear that the 3rd party site is connected to CPS. We are concerned that this convoluted consent process will further delay adequate COVID testing of students in schools. It is clear that there will be no COVID testing in schools by the first day of school and it also sounds entirely possible that there will not be testing in all our schools the first week of school. We believe a robust testing plan is a critical layer of mitigation that should be in place for the start of the school year.</p>
	Quarantine	<p>CTU proposed to keep Spring 2021 classroom operational pause, and school operational pause standards concerning COVID exposure in schools. CTU additionally proposed that the quarantine policy apply regardless of vaccination status, given new data on the transmissibility of the Delta variant. We want students in school, but we are deeply concerned that we do not know enough about the transmission of Delta in schools.</p>	<p>CPS wants to do away with the classroom operational pause provisions from the February MOA that apply when there is COVID exposure in a class. CPS proposes to replace classroom pause with quarantining only unvaccinated or symptomatic students and staff that are identified as close contacts with an infected person. However, "for elementary schools, student present in the classroom at the time of exposure will be considered a close contact." CPS proposed that in mixed vaccination status classrooms, the student should receive synchronous instruction for 25% of the day when in quarantine and that there would be a 24 hour "latency" period to prepare for a student in quarantine to get remote instruction. CPS says they will quarantine additional individuals only if CDC/IDPH recommend doing so. On 8/29, CPS reported that on the first day of school at least 236 students and 81 staff will be in quarantine. They also countered that they want schools to use a menu of options to address simultaneous instruction when students are in quarantine including flexibility of scheduling of simultaneous teaching (certain days for certain subjects), allowing co-teaching simultaneous within grade levels or departments, allowing principals to ask teachers to do simultaneous on principal prep or other prep and then make it up later. They reiterated that there will be one full day before simultaneous instruction begins.</p>
With Metrics	<p>CTU proposed to keep Spring 2021 CLASSROOM pause--when 1 or more documented positive COVID cases, classroom will pause for 14 days.</p>	<p>CPS proposed that students and staff who are close contacts of 1 or more documented positive COVID cases at school quarantine UNLESS they are vaccinated and asymptomatic or had COVID within last 90 days. However, "for elementary schools, student present in the classroom at the time of exposure will be considered a close contact."</p>	<p>Open. CPS proposing rollback. CPS does not think whole classrooms should pause and go remote and that only individuals will which would require a teacher to teach simultaneously, which we know is not best. This could have the most impact in middle and high school where there will be more likely mixed vaccinated status classrooms.</p>
	<p>CTU proposed to keep Spring 2021 SCHOOL operational pause--if 3 or more cases in 1-2 classrooms OR if 3 or more cases in 3 classrooms are linked by common school activity OR if 3 or more cases in 3 classrooms are linked by known non-school circumstances-->operational pause of affected classrooms for 14 days + close contacts; if 3 or more cases in 3 different classrooms WITHOUT known link to school or non-school circumstances-->if cases linked, affected classrooms and close contacts paused 14 days, if cases cannot be linked and in-school transmission cannot be ruled out, school-wide pause (school goes remote) for 14 days.</p>	<p>CPS proposed to eliminate the schoolwide pauses of multiple classrooms and will apply the above proposed classroom pause criteria in those situations. Additionally, CPS proposed that if there are 3 or more cases in 3 different classrooms, if cases are linked to exposure from in-school or non-in-school circumstances, unvaccinated students and staff, symptomatic individuals would quarantine for 14 days. Additional close contacts would only quarantine if they are NOT fully vaccinated, are symptomatic or have not had COVID within last 90 days. If cases cannot be linked and in-school transmission cannot be ruled out, only quarantine unvaccinated students and staff. However, "for elementary schools, student present in the classroom at the time of exposure will be considered a close contact."</p>	<p>Open. CPS proposing rollback. CPS does not think whole schools should pause and go remote, only individuals, which will require some teachers to teach simultaneously, which we know is not best. This could have the most impact in middle and high school where there will be more likely mixed vaccinated status classrooms.</p>

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Topic	CTU Proposal	CPS Response	Status
Hea	CTU proposed to keep Spring 2021 DISTRICT pause —All schools go remote if the citywide COVID positivity rate increases for 7 consecutive days, AND the rate for each of the 7 consecutive days is at least 15% higher than the rate one week prior, AND the rate on the 7th day is 10% or greater. On 8/20, CTU countered that based on ISBE's 5/18/21 resolution that in-person learning is "subject to favorable public health conditions" that CPS does have authority to plan closing metrics. CTU countered with the spring district wide pause criteria again (which requires 3 conditions of COVID case increase to occur) and also added an additional 3rd criteria whereas CTU and CPS agree to a specific level of students and staff in quarantine that that could also trigger citywide remote learning in addition to the existing 3rd criteria of 10% citywide COVID positivity.	CPS proposed to completely eliminate the district-wide pause. Their interpretation is that ISBE requires 5 days/week in-person school, therefore no criteria for closing the district due to COVID is allowed. On 8/19, for the first time CPS proposed having a public health metric (the same three criteria from the spring) but only on the condition that the Governor's Office allows movement to remote learning. On 8/20, CPS clarified the language but restated that CPS would only move to citywide remote learning for 14 days if the Governor's office issues a declaration allowing it and the 3 criteria for closure are met. On 8/25, CPS verbally said that interim CEO Jose Torres is committed to advocating that the Governor's office provide an emergency declaration allowing CPS to close schools if the COVID rate increase criteria from last spring occurs in Chicago, however, that commitment was not in a written proposal.	Open. CPS proposing rollback. CPS seems to want to take no responsibility for closing schools if and when COVID-19 rates are out of control and simply wants to blame the state. We think it's foolish to not have any criteria based on massive COVID spread. And we think their interpretation of state guidance is ignoring the caveats around public health conditions. We should at least keep the criteria we had in the spring. Prior to the start of SY 2020-21, CPS had initially indicated that school might not open when there was a rolling case average of 400+ cases per day. As of 8/20, Chicago had an average of 473 daily cases (and 4.7% positivity). Two of the three criteria for district-wide close per the MOA were met at times in the spring and this summer, but the third criteria of 10% positivity (thankfully) was not reached. Yes, we have vaccine now, and many of our school communities are still woefully under-vaccinated.
Safety Committees	CTU proposed to keep Spring 2021 school and district safety committees , procedures and guidelines.	CPS initially indicated that they were willing to keep all committees but wanted to include a provision to revisit how long they would be in place, but they seemed to have dropped that for now.	Not yet an official Tentative Agreement, but the parties recognize that we are basically in agreement.
Additional Safety Protocols for HS and Elementary	CTU proposed to keep Spring 2021 plan, but want to further discuss ELEMENTARY teachers who teach school-wide or large numbers of students/classrooms. CTU asked for responsive proposals or solutions from CPS for weeks this summer and on 8/23 formally putting in writing the proposal for scheduling students into rotations to limit exposure for " specials " teachers that had been discussed for weeks. CTU proposed that specials teachers "shall" be scheduled such that they see no more than 10 different classes per week and no more than 1/4 of a schools' student body each academic quarter.	Same as Spring 2021. CPS did not respond to requests for sample schedules and said it's too hard to reprogram classes. On 8/25, CPS moved closer to our position on elementary specials saying that specials teachers "may" be scheduled according to our proposal but, in addition to changing the key verb, they also added "if doing so does not impact a school's instructional experience for students."	HS is not yet an official Tentative Agreement, but the parties recognize that we are basically in agreement. Some progress, but while CPS is pretending that there still are cohorts, they have not agreed to commit to any plan to limit "specials" teachers from seeing entire schools of students. They are willing to allow it but will not require it.
Ventilation	CTU proposed to add comprehensive assessment of each CPS school's ventilation. Requested individual school air quality monitor reports. In late July, CTU also requested access to do contractually allowed safety inspections at 71 schools. CTU proposed a short list of 5 schools to do inspections of late in the week of August 23rd and CPS has yet to respond.	CPS says all schools tested and rooms that don't meet standards will not be used. CPS has not provided individual air quality monitor reports. CPS has just responded to CTU's inspection request saying that CTU can do inspections but that they claim that they do not have to allow CTU to bring our own industrial ventilation expert.	Open. So CPS won't let an industrial expert that CTU has been working with to walk buildings with CTU and CPS reps? That's petty.
	CTU proposed to use ESSER funds to upgrade unusable space in SY 20-21 to use.	CPS says mechanical ventilation been tested and is functional in all schools. They believe their capital plan is adequate.	Open.
	CTU proposed to add MERV-13 filtration , 6 air changes/hour in all schools.	CPS says air purifiers have been provided and individuals can request principal and engineer test air quality in specific spaces, but CPS does not appear to have a plan to track those requests and results.	Open.
	CTU originally proposed an 80% student vaccination completion target for students 12 years old and up by October 1, and an 80% student vaccination completion target for students 11 years old and younger within 60 days of FDA approval. CTU also passed a proposal recently indicating that IF CPS mandates vaccination for employees , it will be important to provide religious and medical exceptions, and for those allowed to remain unvaccinated, they would agree to twice weekly testing.	CPS initially responded proposing that 80% of students be OFFERED vaccine by October 15, and 80% of younger students be OFFERED vaccination once eligible with FDA emergency use authorization within 90 days, 80% of staff. They want to reframe the vaccination plan as a joint CPS-CTU plan. CPS recently shifted and proposed that the goal of 100% vaccination of eligible students by October 15, and 80% of younger students within 90 days of FDA emergency use authorization for that age group. On 8/13, CPS publicly announced that they would require all employees and vendors to provide proof of full vaccination no later than October 15, 2021. They will accept applications for medical and sincere religious exemptions and those accepted would be required to participate in weekly COVID-19 testing. On 8/25, CPS finally communicated the online process by which vaccination status and applications for medical and religious exemptions for employees will be recorded.	Open. While this is an area of positive movement, CTU is frustrated that CPS did not provide their vaccination goal proposal weeks or months ago as we have been raising a vaccination target since the Spring and they only recently decided on mandatory vaccination for staff. We lost critical time to communicate and implement a robust vaccination strategy. We are in general agreement on the target (see below), but CPS is still rejecting CTU proposals on concrete ways as to HOW to accomplish the vaccination targets.
	CTU requested school-by-school student and staff vaccination rate data and recently proposed that CPS publicly report student and staff vaccination rates by school on a weekly basis.	CPS recently provided school-by-school self-reported vaccination rates for staff only and have either not responded to the recent proposal to publicly share data or are indicating they are rejecting that proposal by not responding to it. On 8/17, CPS said it would publicly report staff and student vaccination rate on a "regular" basis but it is not clear how frequent regular is and they do not appear to have responded to CTU's proposal that that data be school level and not just the already reported citywide percentage based on self-reports by staff and families.	Open. We believe the public and families should know the vaccination rates of staff and students in schools to be able to make informed decisions and encourage increased vaccination.

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Topic	CTU Proposal	CPS Response	Status
Vaccination	CTU proposed vaccination events at schools and recently proposed holding vaccination events at 100 schools per week starting with schools in communities with lowest vaccination rates in mid-August through the beginning of the school year to reach goals.	CPS initially agreed generally to holding events, but not to any specific number. They are focused on proposing that CTU must share out events and contribute volunteers. CPS proposed that CPS and CTU issue a joint statement in support of vaccination and events, but for weeks would not agree to hold a blitz of vaccination events in schools to accomplish the vaccination targets. On 8/17, CPS said they would hold at least 125 vaccination events in schools by October 6, 2021 and proposed that CTU do all the canvassing of families in neighborhoods. On 8/23, CPS said they would agree to hold 50 vaccination events weekly during first quarter including the 3 high school sites, their 8 schools with health centers and using the mobile vaccination busses.	Open. We are concerned that CPS continues to not see schools as a critical site of education, relationships and offering vaccine on site and we are glad they are moving toward having vaccination events in the very buildings they are asking families to send their students. We are concerned that they do not seem to want to collaborate on a comprehensive plan to employee all people possible (school staff, central office, staff and of course CTU members and leaders) to do the school-level outreach required to achieve vaccination targets. We think we should use paid time to do some of this work or to offer stipends and to ask not just CTU members to canvass in our students' families' communities. CPS this summer is hosting 10 back to school bashes, but only 5 will have vaccination, and in at least one instance, staff at the school hosting the bash were not informed of the bash or encouraged to reach out to their students' families to attend and get vaccinated. CTU held a back to school event 8/20 and offered vaccination at the CTU HQ. CTU and the CTU Foundation have hosted 10 vaccination events both at CTU HQ, a CPS school, at a local representative's office this summer without access to all the resources CPS and the city of Chicago have.
	CTU proposed that CPS "coordinate" vaccination home visits .	CPS proposed that they "promote" vaccination home visits through CDPH.	Open.
	CTU proposed that CPS provide educational materials on COVID vaccination to families and about vaccination opportunities.	CPS responded agreeing to "provision" of materials not "providing" materials.	Open. Unclear their intent.
	CTU proposed incentives be offered to students and families for vaccination including scholarships, rental assistance, gift cards, and cash payments.	CPS seems to have agreed generally to the concept of incentives but not to specific offerings. They have only referenced continuing to offer things they already have done like give away "Six Flags tickets."	Open. University of Cincinnati is offering a scholarship lottery to vaccinated students. Let's get creative.
	CTU proposed that CPS hire 500 parent/community members to perform home visits to educate families about COVID vaccination.	CPS rejected hiring community members. CPS rolled out their own home visit program to get students to come back to school and share vaccine information targeting the most at-risk students only (those who are STLS, truant, etc.) using primarily Safe Passage workers. They added asking CTU members at 45 schools.	Open. We know one-on-one conversations make a difference when it comes to getting vaccinated, and supporting neighbors to encourage one another is a proven strategy.
CTU proposed that CPS set up vaccination clinics at all CPS high schools in the Sustainable Community School initiative (Dyett, Fenger, Farragut, Kelly, Richards, Schurz, Steinmetz, Uplift).	CPS rejected vaccination at SCS high schools. CPS says it's coordinating vaccination availability at approximately 8 schools that have health clinics within the schools, but CPS has not provided a specific proposal on school vaccination sites.	Open.	
Student Family, Recovery Supports	CTU proposed that CPS work with us to implement a long-term student home visit program based on research and the national Parent Teacher Home Visit Project and provide the program \$10M per year, focus on the schools where 75% or more students did not participate in in-person learning during spring 2021.	See above in vaccination section. CPS rolled out non-research based plan for home visits by Safe Passage workers targeting only most vulnerable students, which will stigmatize them (research recommends home visits always be across all student groups). After rolling out the plan and CTU pointing out the gaps based on research in their plan, including lack of in-school staff participation, CPS asked CTU members to participate for 10% of the visits at 45 schools where they did not have visits covered, but made no additional changes to the plan. CPS recently proposed that they would discuss a long-term home visit program in strategic bargaining, which is a CTU-CPS table where the parties meet to solve contract-related problems. It is not the venue for actually implementing a comprehensive home visit program. CPS also refused to commit any federal funds or other funds toward development of a long-term home visit program.	Open. CTU has proposed a home visit program be funded in our last two contracts and CPS has yet to agree. Imagine if CTU educators had already been doing paid home visits for years--think of the engagement increases we already could have had and the support we would have been in position to offer during COVID. So far, CPS position seems to be that a one-time only home visit project targeting the most challenged students to come back to school this fall is adequate.
	CTU initially proposed central funding for each school to have an additional counselor, social worker, nurse, restorative justice (RJ) coordinator, and librarian to all schools. Estimated cost: \$51.5M. On 8/24, CTU proposed that CPS provide centralized funding for every school to receive two positions for student trauma support at the discretion of the principal and LSC: school counselor, social worker, nurse, restorative justice coordinator, librarian, STLS advocate .	CPS rejected and said it already bargained additional staffing in our 2019-24 contract so no need to do more. They are hiring 64 new counselors, providing additional stipends for out-of-school time (OST), tutors, SEL team leads. On 8/25, CPS tacitly rejected CTU's proposal by only responding reiterating their proposal to add a new temporary PSRP position in some schools.	Open. With only a portion of the almost \$2B in CPS federal recovery funds allocated, and only a small portion of that being directed to schools for additional hiring and resources, we think CPS can do better.
	CTU initially proposed to add 10% more SPED teachers, Bilingual teachers, English Learner Program Teachers, Teacher Assistants, and Arts teaching positions by 1/27/22. Estimated cost: \$81.9M. (SPED: 4358 FTE, add 436=\$43.6M; Bilingual: 1907 FTE, add 191=\$19.1M; ELPT: \$1.5M total stipends in FY 21, add 10%=\$150K; TA: 1289 FFTE, add 129=\$9M; Arts: 1007 FTE, add 100=\$10M). On 8/24, CTU proposed that CPS provide centralized funding for every school to receive two positions for student instructional support at the discretion of the principal and LSC: special education teacher, bilingual teacher, ELPT, teacher assistant, arts educator, cadre substitute .	CPS rejected and said it already bargained additional staffing in our 2019-24 contract so no need to do more. On 8/25, CPS tacitly rejected CTU's proposal by only responding reiterating their proposal to add a new temporary PSRP position in some schools.	Open. We know that staffing up is what will help our students needs be met, would allow additional safety by keeping class sizes lower, and to potentially be able to manage simultaneous instruction when there are quarantines since CPS is stuck on simultaneous.
	CTU proposed that SRO funds be shifted to the above staffing proposal.	CPS rejected. On 8/24, news reports indicated that CPS will even continue to allow two police officers to be stationed at schools where Local School Councils voted to reduce that number to one.	Open. Research demonstrates the harmful effect of SRO's on Black and Brown students. Our students have been leading on the need to invest in supports as opposed to systems of punishment that don't make them feel safe. And now CPS won't even abide by the democratic process they set up!

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For CTU Members only (updated as of 8/29/21)

Topic	CTU Proposal	CPS Response	Status
5	CTU demanded that CPS agree to fund the 2019 contract obligation on Sports funds for \$5M/year for 5 years.	CPS initially refused to spend the \$5M from SY 2019-20, but with pressure from members and the table, CPS agreed that they will fulfill their obligation to spend the full \$25M during this contract's duration. Email was sent to all members with more details.	Closed. Win!
	CTU proposed that CPS use federal funds, which are earmarked for staff stability, to reverse the 400+ layoffs that were made in June 2021.	CPS has continued to reject rehiring these individuals.	Open. The guidance for federal recovery money explicitly stated that funds should be used to stabilize staff and avoid layoffs.
	CTU proposed additional STLS (Students in Transitional Living Situations) support and that CPS provide direct rent assistance to CPS families experiencing housing instability.	CPS rejected and said it already bargained additional STLS staffing in our 2019-24 contract so no need to do more.	Open. Niles Township High School has started a fund of \$350K to help families with child care and rent assistance.
	CTU proposed \$10M more for STLS liaisons to work with city to create oversight committee to assess housing for STLS, including twice quarterly meetings to focus STLS work on actually securing housing for STLS students, not just "removing barriers to education." Housing is the barrier to education. CTU also proposed that CPS jointly create an STLS oversight committee, including parents and community partners, to regularly assess STLS progress toward housing security.	CPS rejected and said it already bargained additional STLS staffing in our 2019-24 contract so no need to do more.	Open. Pre-COVID, CPS typically had between 13,000-20,000 houseless students every school year. With COVID and an eviction crisis looming, and \$4B in federal funds between CPS and the city, we think it's important to do more. Chicago Coalition for the Homeless agrees with us that CPS should staff up additional adults to support STLS students and provide direct relief funds to houseless and house insecure families.
Accommodations and Leave	CTU proposed that CPS allow telework for unvaccinated (medical or religious), medically unable return, pregnant or nursing members through no later than January 27, 2022.	CPS rejected.	Open.
	CTU proposed that CPS allow telework for caregivers whose household relatives are not vaccinated or have child care challenges.	CPS rejected.	Open.
	CTU proposed that members can take a job-protected unpaid leave with full benefits if they are not fully vaccinated for 1st semester. CTU recently pushed for clarity for those who are immunocompromised, since now they are not considered fully vaccinated with two doses of Pfizer or Moderna, and about the rights of pregnant and nursing mothers.	CPS has agreed to allow access to unpaid leave and will allow use of sick days during leave to be paid for members who are at increased COVID-19 risk and are unable to be vaccinated. If the leave extends beyond 12 weeks FMLA, the member must stay out whole semester. On 8/25, CPS clarified that vaccinated immunocompromised members who require a 3rd dose of the Pfizer or Modera vaccination, indicating that they are not as protected as the average person, would be considered eligible for unpaid leave with doctors assertion of need. CPS also indicated that pregnant members who take this unpaid leave, will still be eligible for Short Term Disability (STD) when they deliver their baby. They did also flag, however, that a new mother seeking FMLA after STD expires may not have accumulated enough working time in the rolling calendar year due to being on an unpaid leave.	Some improvement to the unpaid leave provision by using sick days to be paid, protections for immunocompromised and pregnant members. However, some members are not in position to take an unpaid leave or use days.
	CPS proposed to maintain Spring 2021 child care provisions for 1st semester.	CPS rejected.	Open.
Virtual Academy	CTU proposed that staff members seeking telework accommodation be staffed in the CPS Virtual Academy.	CPS rejected, saying that they want the principal to have autonomy to hire whomever they want, though they will give interview priority for those who are eligible for a leave.	Open. If an educator already taught remote last school year, they are in the best position to work in the Virtual Academy rather than a new hire off the street. It's also a way to allow educators with health concerns to keep working and contributing.
	CTU proposed that members who work in the CPS Virtual Academy who come from an existing position in a CPS school retain job security at their original school.	CPS rejected.	Open. CPS does not appear to want to incentivize experienced educators doing this important work to stay in the district since we do not know how long the Virtual Academy will need to exist.
	CTU proposed that the CPS Virtual Academy have a PPC, PPLC, and LSC .	CPS said they agree that the CPS Virtual Academy will have a PPC and PPLC, but they said that the Academy will be treated like a program and not a school, even though it will have a principal, and therefore, it's not required to have an LSC.	Open. We think the staff, students, families and community should have a voice in how the CPS Virtual Academy is working.
	CTU proposed that the CPS Virtual Academy as currently imagined should expire at the end of SY 21-22 unless mutually agreed to extend by CPS and CTU.	CPS rejected.	Open. We think educators should be involved in the decision to continue this specialized, all-remote program which draws students from their original schools. Right now, CPS says the schools from which medically fragile students are drawn into the Virtual Academy will be held harmless in terms of budget, but we want to preserve school communities and prioritize meeting students needs in their school community. There may be ways to continue a Virtual Academy that do those things but we think educators should be part of that decision-making process.

For CTU Members only (updated as of 8/29/21)

Topic	CTU Proposal	CPS Response	Status
Instruction and Schedule	CTU proposed that there be no expectations that teachers engage in simultaneous instruction per what was required of them in Spring of 2021. On 8/27, CTU continued to push for remedies related to limiting simultaneous and, if CPS insists on it, providing additional resources to mitigate the work required to do it.	CPS says they agree generally, but want remote/simultaneous when students assigned to a teacher are quarantined and because CPS is proposing to limit quarantine of entire classrooms, the likelihood of simultaneous being required to teachers may be increased if there are positive COVID cases. On 8/29, CPS countered that they want schools to use a "menu of options" to address simultaneous instruction when students are in quarantine including flexibility of scheduling of simultaneous teaching (certain days for certain subjects), allowing co-teaching simultaneous within grade levels or departments, allowing principals to ask teachers to do simultaneous on principal prep or other prep and then make it up later. They reiterated that there will be one full day before simultaneous instruction begins.	Open. We think with the Delta variant, we need to err on the side of the safest quarantining policy. We also think we need to staff up to better be able to meet student needs and have flexibility to limit simultaneous instruction when there is quarantine. CPS is also trying to gaslit folks by saying simultaneous teaching will not be required or widespread... except it will be required when there are classes that must partially quarantine under their plan. CPS really seems to think that there won't be lots of exposure in schools in spite of what Delta has been doing so far even before our students are back gathering in schools in large numbers from around the city. We hope they are right, but we should be prepared if they are wrong. We do not think the solutions on the table around simultaneous are adequate--they may help around the edges, but they still add more work on overworked teacher and Teacher Assistant plates. We are not ok with CPS allowing principals to take much needed prep time. We are also concerned that CPS currently has no plan to improve remote instruction in cases where elementary classes need to entirely quarantine.
	CTU proposed that schools schedule instruction to maintain the additional 2 hours prep time provided to educators on Wednesday during SY 20-21.	CPS rejected.	Open. Educators have had to adjust so much. Acknowledging that this has taken additional time and work and preparation would go a long way toward rebuilding trust and demonstrating that the district understands the hard work and challenges educators have risen to overcome during COVID.
	CTU proposed that CPS allocate an additional \$275M for resources, laptop, books, materials , etc that are needed to have successful instruction in individual schools.	CPS says their Moving Forward Together plan allocates ESSER funds.	Open.
	CTU initially proposed to maintain 1,000 cadre substitutes . On 8/24, CTU proposed that CPS provide centralized funding for every school to receive two positions for student instructional support at the discretion of the principal and LSC: special education teacher, bilingual teacher, ELPT, teacher assistant, arts educator, cadre substitute.	CPS rejected and said it already bargained about staffing in our 2019-24 contract so no need to do more. On 8/25, CPS tacitly rejected CTU's proposal by only responding reiterating their proposal to add a new temporary PSRP position in some schools.	Open. We know that there has been a substitute teacher staffing crisis. Our substitute teachers of all categories deserve safety and respect as well. Ensuring an adequate number of cadre, where substitutes are paid at a higher rate and assigned to specific schools, will help keep them safe and help alleviate the crisis.
	CTU initially proposed that CPS hire an additional 1,000 PSRPs . On 8/24, CTU proposed that CPS provide central funding for schools to hire additional PSRPs (from the existing PSRP job titles already in our contract's Appendix D)--we are proposing that schools with 1,200 or more students receive two PSRP positions and school under that receive one.	CPS rejected and said it already bargained about staffing in our 2019-24 contract so no need to do more. On 8/20, for the first time, CPS proposed staffing additional PSRP positions--they proposed to create a new year-long only PSRP position that would be staffed based on school enrollment size. They proposed that 150+ schools would get 1-2 of these new PSRP positions and roughly 250 schools would be provided stipends for existing PSRPs to do additional COVID-19 related work such as coordinating quarantine instruction schedules and COVID-testing. On 8/25, CPS tacitly rejected CTU's proposal by only responding reiterating their proposal to add a new temporary PSRP position in some schools. On 8/29, CPS countered that the PSRP positions they are willing to hire will be School Assistants, which is a job title in CTU's contract in Appendix D, however, they continue to insist they are temporary for this year and that only schools with 700+ students will receive a position. The School Assistants would help coordinate communication about quarantined students, help with securing devices for remote instruction, coordinate COVID testing, provide supervision of in-person students, and promote student and family vaccination. They say 31 schools will receive 2 positions, 123 will receive 1 position, and instead of positions, 153 schools with 300-699 students will receive one \$2,000 stipend per semester for related work, and 129 schools with less than 300 students will receive one \$1,000 stipend per semester for related work.	Open. We think that as we help students recover, we need more Teacher Assistants, Technology Coordinators, Clerks, Guidance Counselor Assistants, School Community Reps, and on and on. The recent proposal that CPS gave is important positive movement. We are glad that CPS heard us and are now hiring additional existing PSRP positions rather than creating a new title. We are deeply concerned that only the highly enrolled schools are actually going to get additional staffing support and allows smaller schools, which often have students with acute needs, will only get stipends for additional work, but people already working in the school will simply have to take on more work. This feels like baking in inequity to us. Additionally, CPS is still hiring part-time and "miscellaneous" employees, who then do bargaining unit work, and creating new job titles at lower rates of pay rather than investing in the roles and positions that serve us and our community members well. CTU is monitoring and will take additional action to combat this slippery slope of hiring--Please use the Protecting PSRP Work reporting form to report non-PSRPs doing PSRP work.
	CTU proposed that CPS pause SQRP again, as they did last year during COVID.	CPS agreed and will pause SQRP for SY 2021-2022 and has started an advisory group to revisit how to measure and report school quality.	Positive change. While CTU has seats in the working group, we are concerned about the influence of neoliberal advocacy groups and returning to another system of sorting, labeling and punishing schools.
CTU proposed that CPS does not allow additional standardized tests to be administered this SY 2021-2022.	CPS says it wants to allow the school assessment votes to stand even if they propose to add more testing.	Open.	
CTU proposed that CPS maintain the pause on REACH teacher evaluation for SY 2021-22.	CPS says it does not think that ISBE will allow a full pause. CPS proposed that the REACH evaluation policy be amended for SY 2021-22 per the following: 1.) All evaluations for SY 2021-22 start over and not include any observation data from 2019-20 or 2020-21. This includes any remediation plans and timelines or professional development plans; those plans and timelines would start over. 2.) Evaluations for SY 2021-22 will not include value-added measures. Teachers who typically receive a value-added measure would instead give two performance tasks (like other teachers already do). All teachers will receive a rating based on 70% professional practice (from observations) and 30% on performance tasks.	Open. CTU knows that REACH is extra work and stress on administrators and educators. Educators want feedback and support this year in order to be successful, however, the formal observation process may not create that environment for support as we continue to recover from COVID. That said, the specific CPS proposals are not drastic and are mostly common sense if REACH does occur. However, educators should have the option of counting observations, if conducted, from SY 2019-20 and/or 2020-21, if they wish to maintain those results especially if they received high marks or were making improvements.	

For CTU Members only (updated as of 8/29/21)

Topic	CTU Proposal	CPS Response	Status
Positive 20-21	CTU proposed that CPS still provide a virtual parent report card pick-up (conference) option this SY 2021-22.	CPS agrees that a virtual option should be provided, but wants to require teachers to be in-person on site at schools and to not allow educators to stay remote if all families choose remote conferences.	Open. We agree that families should be able to choose whether in-person or virtual is best for them, but that scheduling should be required to prevent educators from having to go between virtual and in-person during the same block of time, and that educators should be allowed to do conferences remotely if all their families will be participating remotely. It's an easy opportunity to let common sense rule and respect educators.
	CTU proposed that CPS place a moratorium on attendance prizes and celebrations and provide incentives to schools for healthy practices. We need students, families and educators to stay home when sick and help keep everyone safe.	CPS says it will "offer guidance to principals on the use of attendance prizes and celebrations, and provide guidance on replacement of them with incentives for healthy practices."	Positive change. We haven't seen any draft guidance yet, and we know attendance celebrations are prolific in CPS. We want students to be in safe schools learning AND we have to get in the habit of not rewarding coming to school sick.
	CTU proposed that CPS maintain SY 20-21 grading practice to provide students additional grace during COVID recovery.	CPS agreed to maintain grading SY 2020-21 grading practices for SY 2021-22.	Not yet an official Tentative Agreement, but the parties recognize that we are basically in agreement.
	CTU proposed to maintain reduced pre-k class size for SY 2021-22.	CPS already programmed larger pre-Ks and enrolled students.	Open. This is a place where staffing up additional Teacher Assistants and teachers could help keep classes smaller and ensure more safety.
	CTU proposed that CPS maintain that members required to quarantine do not have to use their own sick days . CTU asked for clarification as to when this applies as we know some members will inevitably need to quarantine due to their own children's exposure or due to travel.	CPS agreed that employees required to quarantine because of being a close contact will be paid for quarantine leave and not have to use benefit time. On 8/25, CPS clarified that members will only be paid during quarantine (without needing to use benefit days) when they are told to quarantine due to their own exposure as a close contact. If a member must quarantine for non-work related reasons, CPS expects them to use their own benefit days to be paid. CPS says that they will assist members who have exhausted their benefit days on a case by case basis. They also expect educators to continue to work from the building even if all of their students are in quarantine (in an elementary class for example).	CPS seems to have on rose colored glasses about the amount of quarantining that will actually occur this school year. We are still in a global pandemic and we think CPS ought to extend grace to educators who are still trying to do their best but also have to keep themselves and their families safe.
	CTU proposed that student quarantine days have no negative impact on student and school records, grades, ratings, or evaluations and that this would expire at the end of SY 2021-22 or after any agreed extension.	CPS agreed.	Not yet an official Tentative Agreement, but the parties recognize that we are basically in agreement.
Newly Created Positions	CTU proposed that the new CPS positions of OST Coordinator, SEL Team Leads, and Tutors be CTU positions. CTU reiterated that the full-time tutors should be CTU positions.	CPS rejected saying that the OST Coordinator and SEL Team Lead positions are only stipended positions, so completed by existing staff. On 8/25, CPS again refused to allow Tutors to be represented by CTU with no clear rationale.	Open. Rather than paying teachers already in schools to do tutoring work, they are seeking to hire outside workers at a cheaper rate. Stipends are fine, but we should also recognize that in addition to paying existing staff to do more work, CPS could hire more full-time teachers, teacher assistants, social workers, counselors, RJ coordinators, etc., in order to provide students more individual support.