

Updated Fall CPS 2021 Bargaining Demand Status

# For CTU Members only (updated as of 10/21/21)

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 <b>custodial hires</b> . On 8/20, CTU asked CPS if they could provide a clear written explanation of and transparent tracking mechanism for how <b>cleaning</b> is completed and supplies made available so that school-level safety committees could help ensure cleaning. Additionally, CTU asked about how <b>air purifiers</b> 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 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. CPS keeps saying that the screener still exists, but it is not submitted and no one checks it, so to us, that means it does not exist. We heard multiple concerning reports of students reporting to schools with symptoms who may have been stopped from entering schools in the screener was still in place. 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: <a href="#">Sun-Times article on custodial issues</a> .
Masking	CTU proposed to keep <b>universal masking</b> 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. On 10/7, CPS agree to determine the list of exceptions mutually.	Positive change. 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 <b>6 feet when possible and a minimum of 3 feet</b> . 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). On 10/7, CPS modified its proposal to say that the professional opinion of clinicians doing Occupational Therapy, Physical Therapy or other services, would determine when 6 feet could not be honored.	Open. We were pretty disappointed that at the start of the school year CPS said it was too late to reprogram schools for more distancing and smaller class size, because we raised this all summer. More recently, they acknowledged that our suggestions were legitimate strategies to increase safety. 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, if not most, schools are NOT accomplishing 3 feet of distancing much of the school day. 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 planned for. Safety Committees will need to push to increase distancing wherever possible. We are particularly concerned about crowded unmasked groups of students at lunch and crowded and disorganized passing periods.

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
Contact Tracing	<p>CTU proposed to keep Spring 2021 plan. Requested CPS provide an assessment of <b>timeliness of tracing and notification</b> 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.</p>	<p>In the summer, CPS said they have 24 contact tracers and they maintained that that was adequate for the start of school. CPS indicated that the key to timely contact tracing was hiring enough contact tracers which only happened toward the end of last SY 2020-21. CPS said that principals had the authority last spring, and 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 agreed 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." On 9/2, CPS acknowledged that their online portal for COVID tracking was NOT UPDATED daily and was not accurate. So the web page where parents and families can check cases and quarantine citywide and in individual schools was not at all reliable....On 9/15, Interim Chief Education Officer Maurice Swinney attended bargaining for the first time and said CPS only had 22 contact tracers and that they were opening positions for 28 more. They seemed to acknowledge that the process is too slow, but could not say by what point they believe the process will actually achieve 48 hour turnaround. On 9/15, CPS shared written "Flip to Remote" language that they say has been provided only to principals which says "Principals are given the authority with approval from their Network Chief to flip students to remote instruction until the Contact Tracing Team is able to investigate. This is <b>not</b> a required step when a positive case is reported." So while CPS has said to us and in press that principals can preemptively flip a classroom as contact tracing takes place, their own guidance says this is not required. When CTU pointed this out upon finally receiving the guidance, CPS said that they expect the guidance to change... On 9/30, CPS said they now have 60 contact tracers fully staffed and are onboarding more. On 10/7, CPS countered that "discovery" of a COVID case could include official notice by the CPS reporting form or administrator knowledge of a credible report of a positive COVID-19 test and they agreed that the District Safety Committee should review contact tracing "close rates" and contact tracing staffing levels twice monthly.</p>	<p>Open. CPS does not appear to have a clear way to assess how many contact tracers are needed to complete the process in a timely and accurate manner. During the summer we saw some positive movement in that CPS hired more contact tracers, but when the school year started, CPS said they did not have enough contact tracers and hired 2-3 times more. We have heard many reports of close contacts not being called, of clinicians and substitute teachers not getting close contact notifications, of students who were flagged in Aspen of being a close contact of a positive case who were in school and did not know they should be in quarantine, and of lags of days and days before notices to close contacts are sent out. We are also concerned that there have been glitches and inaccuracies in some schools in Aspen and that parental notification appears to only happen by email which is not always an effective communication method. CPS maintains that they only need to communicate with close contacts, leaving those outside of that circle out of the information loop. We think information on cases and quarantine should be more transparently and intentionally shared to build trust and transparency in the process. We are in week 8 of the school year and students and staff continue to be exposed and notification is slow and in some instances, we are told that close contacts never received a call from a contact tracer. This is unacceptable.</p>

# For CTU Members only (updated as of 10/21/21)

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 <b>opt-out system</b> 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 <b>surveillance COVID testing</b>.</p>	<p>In the summer, CPS said it would offer a program aligned to CDC/IDPH and that it would be more than CTU initially proposed. What CPS offered in writing is that they would 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 would also offer twice weekly testing for unvaccinated students in high-risk sports and weekly testing to 100% of unvaccinated students. They would also encourage symptomatic and exposed students to be tested in high vulnerability communities. Once the sports season started, however, CPS was not ready to test athletes. 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 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 the 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 then indicated that testing plan details would be available in the coming "weeks." On 8/26, CPS said that their vendor was "staffing up," confirmed that the tests offered will be PCR nasal swabs, that they hoped consent forms will go out to parents the Monday when students were back in school already, and that they hoped they would have 50 schools ready to start testing by that Wednesday. On 9/2, CPS said they had testing available at two schools on 9/1 (Bogan, CVCA), and 4 schools on 9/2 (but did not report which). On 9/8, CPS reported that they had COVID testing running in 14 schools. On 9/15, CPS shared that during that week, no more than 38 schools on any given day offered any COVID tests to students or staff. They said that they got back 600+ plus test samples that day. CPS also shared that as of 9/13, 6,200+ staff and 9,400+ students had consented to be tested on file with CPS. This means that the absolute BEST CASE scenario is that CPS was testing in 1/3rd of its schools (171/512 district schools) that week. Since then, CPS says they have been staffing up and there are at least 5 subcontractors involved in this incomplete COVID testing rollout. On 9/30, CPS said they were testing approximately 100 schools a day and they did 3,000 tests on that Wednesday (highest number so far). They had about 5% of students opted in to testing. CPS said they had vax records for 60,000 students and since they are prioritizing testing unvaccinated students, that is not necessarily accounted for in which students have consent forms on file. On 10/7, CPS countered that they would make all "feasible" efforts to get parental consent for testing, that they would direct principals to remind parents quarterly about consent, widely share the consent form, provide marketing materials for testing consent, use central office staff to get consent during student pick-up and drop-off times, and talk about efforts to get parental consent to increase at the District Safety Committee. On 10/14, CPS reported that testing should be available in all CPS schools no later than next week, the 8th week of the school year. CPS said that some 40,700+ consent forms have been turned in, only 22,300+ of whom are for students. They said that they would have capacity to test the additional staff required to be tested by their new vaccination mandate policy. On 10/19, CPS reported that they did testing at 110 schools that day, 18,000 tests last week, that supposedly every school had had a testing window at least once so far this year, and that principals are essentially solely responsible for notifying staff and families in advance of testing availability. On 10/21, CPS reported that as of 10/19, they had almost 27,000 student consents for testing and 20,000 staff consents for testing, so seemingly around 6,000+ more since last week.</p>	<p>Open. We're feeling pretty gaslit on this one. There was no COVID testing in schools on the first day of school; at best, testing in 117 schools in the third week--far from the 50 schools CPS said they would have testing at the first week out of more than 500 schools. Supposedly, now as of the 8th week of school, there should be testing opportunities in all schools, but we are still hearing of lack of supplies, testing closing without notice, clinicians not being offered testing, and student parental consent not being adequately recorded so the student can be tested. And since principals are the ones responsible for notifying staff and families, we have no real way to verify whether testing has actually occurred in every school. At best, 8% of students and staff are being tested. We are still hearing from members that the testing schedule online is inaccurate, that schools get very short notice, and that the number of staff doing the testing is not always meeting the need. There appears to be no master schedule but the vendor "Color" now has a way for families to search for testing opportunities at their school. There is still no comprehensive plan about how and when staff and families will know when testing is coming to their school. CPS keeps saying there is no evidence of transmission of COVID within schools, but without robust testing, we cannot really know that. We believe a robust testing plan is a critical layer of mitigation that should have been 100% in place for the start of the school year. CPS was very confusing about its testing proposal and repeatedly changed what they said without many details. They initially said they wanted to test 100% of staff and students and now Dr. Arwady of CDPH is saying she would be satisfied with testing 10% of unvaccinated students and staff. We want robust widespread testing of staff and students, of vaccinated and unvaccinated and a clear plan on how to accomplish it. Offering testing is not enough. Los Angeles Unified School District is using an "opt out" program where parental consent for COVID testing is mandatory for students to participate in in-person school (students whose parents do not want them to be tested, must participate in a district-run online independent study program). CPS says they cannot do that because ISBE requires 5 days of in-person school. CPS has demonstrated little creative thinking or will to make the policy decisions necessary to actually have a robust COVID testing program. Two parents from Jensen ES have passed away and there had been no testing at that school prior to these deaths.</p>

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
Quarantine	CTU proposed to keep Spring 2021 classroom operational pause, and school operational pause standards concerning COVID exposure in schools. CTU additionally proposed that the <b>quarantine policy</b> 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.	CPS has done away with the classroom operational pause provisions from the February MOA that apply when there is COVID exposure in a class. CPS proposed and then implemented replacing 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 said 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 were 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. On 9/2, CPS said at end of day Wednesday there were 936 students and 79 staff in quarantine--a quadruple (400% increase) in the number of people in quarantine from day one to day three. And these are SELF-REPORTED numbers. Since CPS does not have a mandatory testing program in schools, we have no way to proactively identify cases before someone feels sick or is tested because they choose to or must by policy. On 9/8, CPS seemed to not know when CTU reported that clinicians could not access the information on Aspen about what students were in quarantine. On 9/30, CPS is now saying that they are using strict seating charts for departmentalized middle school and high school to determine close contacts for quarantining. On 10/6, CPS' new CEO Pedro Martinez announced a unilateral reduction in the mandatory quarantine from 14 days to 10 days.	Open. CPS rollback. CPS cites CDC guidance around vaccinated people not needing to quarantine. The absence of widespread testing also makes quarantine a critical safety layer. We know simultaneous instruction is incredibly challenging for everyone, and we are concerned that there are inadequate preparations in place around scheduling, notification plans, prep time, technology and preparing families for this to happen. We believe that this is why CPS should agree to our proposals to staff additional Teacher Assistants, cadre substitutes, and other PSRPs and teachers as well as provide additional prep time and adequate technology for when quarantines inevitably take place. CPS hiring School Assistants to help in some schools is ok, but not enough, particularly as smaller schools are often where staff are asked to do more with less. What is also disturbing is that CPS' own COVID tracker was regularly not up to date, despite multiple updates which is creating further mistrust. We are glad that our pressure has increased the call for CPS to truthfully report relevant data and we should not have to press this hard to have accurate information. We are also deeply concerned about whether our students in Special Education programs are receiving their instructional minutes when there is quarantine--our members are reporting that minutes are not being met as the quarantines pile up.
Health Metrics	CTU proposed to keep Spring 2021 <b>CLASSROOM pause</b> --when 1 or more documented positive COVID cases, classroom will pause for 14 days.	CPS proposed and has implemented 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."	Open. CPS 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.
	CTU proposed to keep Spring 2021 <b>SCHOOL operational pause</b> --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.	CPS proposed and has implemented elimination of 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."	Open. CPS 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. We are deeply concerned that a lack of a metric to close schools, even when <a href="#">11 out of 17 classrooms at Jensen Elementary school</a> were in quarantine, contributed to the <a href="#">death of two parents</a> of children at the school. We continue to stand with the Jensen school community and advocate that CPS put the measures in place that should have been there on day 1 of school. Prior to these deaths, there was no COVID testing at Jensen, no vaccination event, and reports from the school indicate that contact tracing did not reach all contacts in a timely manner at all.
	CTU proposed to keep Spring 2021 <b>DISTRICT pause</b> --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 and has effectively implemented elimination of criteria for 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 rollback. CPS seems to want to take no responsibility for closing schools if and the Delta variant is still in circulation and student hospitalization rates are rising and simply wants to blame the state. We think it's foolish to not have any criteria based on 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. At the start of the school year, Chicago had an average of more than 400 cases a day for several weeks. Thankfully, the numbers are again below 400. 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 <b>school and district safety committees</b> , procedures and guidelines. In recent days, CTU expressed support and solidarity for our sister union SEIU Local 73 who is seeking to have guaranteed representation on the District Safety Committee.	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. On 8/31, CPS proposed that other unions with staff in CPS be allowed to have up to two members on the District Safety Committee as long as CPS could also add the equivalent number of managers from the district to the committee as well.	Not yet an official Tentative Agreement, but the parties recognize that we are basically in agreement and the District Safety Committee is meeting weekly every Wednesday. We are glad that CPS heard our fellow union siblings and is allowing them to join the District Committee, but it's pretty petty that they think their existing CPS managers on the committee cannot hold their own without having the exact equal number of participants as the unions.

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
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 <b>safety inspections</b> at 71 schools. CTU proposed a short list of 5 schools to do inspections. Initially CPS did not respond, but subsequently they have put our expert through a litany of questions and have yet to schedule inspections. As of 9/8, CPS was saying that they need to know exactly what standard our expert will use before conducting any inspections.	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 initially 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. CPS subsequently relented and plans are in the works to allow CTU's expert to jointly do inspections. We hope these will start the second week of student attendance. As of 9/8, CPS is still saying that they need to know exactly what standard our expert will use before conducting any inspections, so they have not allowed any to occur yet.	Open. So CPS didn't want to let an industrial expert that CTU has been working with to walk buildings with CTU and CPS reps? That was quite petty.
	CTU proposed to use ESSER funds to <b>upgrade unusable space</b> 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 <b>MERV-13 filtration</b> , 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.

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
Vaccination	<p>CTU originally proposed an 80% student <b>vaccination completion target</b> 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 in early August indicating that IF CPS <b>mandates vaccination for employees</b>, it will be important to provide religious and medical exceptions, and for those allowed to remain unvaccinated, they would agree to twice weekly testing. On 10/8, CTU passed a proposal that stated that members who receive at least one shot of a two-dose COVID vaccination regimen by the vaccination deadline of October 15th, that members put on unpaid leave for not complying by 10/15 would be allowed to work in-person as soon as they received a first shot and they would be given a month to get a second shot if they choose a two dose regimen, that CPS can only put members on unpaid leave who did not comply with the 10/15 deadline if there is adequate staffing coverage of their position, and that they must take measures to ensure there is not a racialized pattern of who is put on unpaid leave and attempt to address historical vaccination hesitancy. On 10/21, CTU proposed that CPS offer and additional personal business day to all employees who are fully-vaccinated prior to January 3, 2022, which is the same benefit offered to City of Chicago employees, or a \$400 bonus for being fully vaccinated.</p>	<p>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. Then, 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 have been accepting 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 is being recorded. On 9/15, CPS shared that they were hiring retired nurses to enter vaccination status information to be better able to conduct quarantines by their own policy, but this indicates that they were not properly staffed in the first place to do so and that quarantines are not happening currently according to their own policy because vaccination status was not fully accurately accounted for. On 9/28, CPS shared data that was incorrect or inaccurate with CTU about the number of CTU members whose religious or medical exemptions were processed. It appears that many applications have been reviewed, but that members have not received notice of whether their exemption was approved or denied. CPS did also state that CTU members have the highest rate of vaccination of all CPS bargaining units and that 84% of CTU members are vaccinated. On 10/12, CPS shared that 86.7% of CTU members are fully vaccinated and that 9.6% of members have not reported their vaccination status—they shared that around 2900 members have not shared their vaccination status with CPS and some 1600+ of those members would be placed on unpaid leave next week. Those who do not report their status and who do not have at least one vaccine shot will be put on unpaid leave after the 10/15 deadline. Those with one shot by the deadline will still be expected to test for COVID weekly until they are fully vaccinated. CPS clarified that those members already on an approved leave will have until their leave expires to get vaccinated and that if a member gets a first dose by 10/15, that they will be allowed to continue to work in-person and will not be put on an unpaid leave. CPS appears to have done no analysis of who the remaining staff are that have not complied with the vaccine mandate to understand definitively whether or not, in enforcing the 10/15 deadline, they will be disproportionately putting Black and Brown PSRPs on unpaid leave. On 10/14, CPS pushed back the deadline for vaccination compliance for employees to an indefinite date in the future. For now, CPS says that employees must still report their vaccination status (full, partial, or unvaccinated) by 10/15. Those who are partially or unvaccinated MUST consent to weekly COVID-19 testing until they are fully vaccinated. CPS said they will not put unvaccinated employees on unpaid status and they will be allowed to work as long as they report their status and consent to weekly testing. CPS indicated that this arrangement is short term and they will announce a new deadline by which full vaccination will be required to continue to work and be paid. On 10/21, CPS indicated in response to our CTU proposal to provide a PB day as an incentive for employees to get vaccinated that they think losing your job should be motivation enough.</p>	<p>Open. While this is an area of positive movement, CPS could have agreed to a vaccination goal proposal months ago as we have been raising a vaccination target since the Spring and they only decided on mandatory vaccination for staff late in the summer. We lost critical time to communicate and implement a robust vaccination strategy. We are in general agreement on a target (see below), but CPS continued to reject CTU proposals on concrete ways as to HOW to accomplish the vaccination targets. CTU continues to encourage all CTU members to get vaccinated and will continue to advocate that reasonable medical and religious exemptions be approved. We are glad that our members will not be treated differently than other city workers who have longer to comply (at least in terms of being put on unpaid leave now) and we are proud that nearly 90% of CTU members are vaccinated, which is, we believe, the highest rate of city workers. We know that there is critical work to do to talk with those who are hesitant to get vaccinated.</p>
	<p>CTU requested <b>school-by-school student and staff vaccination rate data</b> and recently proposed that CPS publicly report student and staff vaccination rates by school on a weekly basis.</p>	<p>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. CPS now has a <a href="#">web page</a> where aggregate data on CPS staff vaccination compliance data is posted, but it is not school by school and there no agreement on how frequently they will update. Some of this data has also been different than what they have reported to us at the bargaining table.</p>	<p>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. We are concerned that as of the third week of school, the Chicago COVID dashboard was showing a dramatic decline in the vaccination rates for eligible young people ages 12-17. It is not enough to offer events. There must be communication, organizing and work put in to making vaccination happen.</p>

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
	CTU proposed <b>vaccination events at schools</b> and recently proposed holding <b>vaccination events at 100 schools per week</b> 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. On 8/30, CPS indicated that some vaccination events are now available at additional schools (now 4 high school regional sites that take walk-ins and appointments, and some additional number of appointment based school and mobile sites) and reiterated that families should go on the <a href="#">CPS web site</a> to find availability. CPS said more communication is in the works for school communities, but they have not shared or collaborated on a strategy to ensure families use these vaccination sites. CPS said they plan to "ramp up" to having 50 vaccination events each week, but could not tell us by when there would indeed be 50 unique vaccination opportunities at different schools in any given week this fall. On 9/15, CPS said that they are committed to giving staff and schools advance notice of vaccination events, but there is no way to access a master calendar of all events at once. There appear to me around 30 vaccination events this week in schools on CPS web site, but it is unclear whether members of school communities are aware they are occurring to be able to help families take advantage of them. On 9/28, CPS said they are working with CDPH on a pilot to accept consent for vaccination for students by phone--this was the first CPS said anything about this possibility.	Open. We are concerned that CPS does not understand the organizing work entailed in making schools a critical site of education, relationships and offering vaccine on site. We are glad they are having vaccination events in the very buildings they are asking families to send their students but it takes work to have families take advantage. We believe CPS should be paying staff or assigning staff to organize families to get vaccinated along the lines of what the <a href="#">Newark school district</a> has done, including accepting consent for vaccination by phone, but importantly having the conversations that are necessary to move people. We are concerned that once school started, the vaccination rate for eligible young people (12-17) dramatically dropped off in Chicago after an increase before the year started. Since CPS lists the appointments in separate links on the <a href="#">CPS web page for vaccination</a> , it's impossible to see all the sites that are available at once. We know that a member who has been coming to bargaining was not told that his school is hosting a vaccination event. We are concerned that CPS does 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. This summer, CPS hosted 10 back to school bashes, but only 5 had 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 more than a dozen vaccination events both at CTU HQ, a CPS school, at a local representative's office this summer and fall without access to all the resources CPS and the city of Chicago have.
	CTU proposed that CPS "coordinate" <b>vaccination home visits</b> .	CPS proposed that they "promote" vaccination home visits through CDPH.	Open.
	CTU proposed that CPS provide <b>educational materials on COVID vaccination</b> to families and about vaccination opportunities.	CPS responded agreeing to "provision" of materials not "providing" materials.	Open. Unclear their intent.
	CTU proposed <b>incentives</b> 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 <a href="#">scholarship lottery</a> to vaccinated students. Let's get creative.
	CTU proposed that CPS hire 500 <b>parent/community members to perform home visits</b> 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 <b>vaccination clinics</b> 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.
orts	CTU proposed that CPS work with us to implement a <b>long-term student home visit program</b> 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. Other <a href="#">cities</a> successfully used their home visit programs to do school re-engagement and the <a href="#">Richards HS</a> staff did their fall re-engagement of students in house which is exactly what we proposed additional federal resources could be used for. Richards is also a <a href="#">Sustainable Community School</a> , a program which we won in our last two contracts, and they receive additional funds and have a community partner.
	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 <b>positions for student trauma support</b> at the discretion of the principal and LSC: <b>school counselor, social worker, nurse, restorative justice coordinator, librarian, STLS advocate</b> .	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. On 8/31, CPS again tacitly rejected CTU's non-PSRP staffing proposals in the same way.	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.

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
Student Family, Recovery Supp	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 <b>student instructional support</b> at the discretion of the principal and LSC: <b>special education teacher, bilingual teacher, ELPT, teacher assistant, arts educator, cadre substitute</b> .	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. On 8/31, CPS again tacitly rejected CTU's non-PSRP staffing proposals in the same way.	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 <b>SRO funds</b> be shifted to the above staffing proposal.	CPS rejected. On 8/24, <a href="#">news reports</a> 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. Six days later, amidst public backlash, <a href="#">CPS relented</a> and said that schools would not still have to have two officers if they voted to reduce the numbers.	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 CPS initially tried to not abide by the democratic process they set up!
	CTU demanded that CPS agree to fund the 2019 contract obligation on <b>Sports funds for \$5M/year</b> 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 <b>reverse the 400+ layoffs</b> 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 <b>additional STLS (Students in Transitional Living Situations) support</b> 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. On 9/9, the city of Chicago <a href="#">announced \$500 checks</a> to STLS families, but CPS has yet to budge on our bargaining proposals to provide additional staff and more direct assistance.	Open. Niles Township High School has <a href="#">started a fund of \$350K</a> to help families with child care and rent assistance. We know our continuing to raise the needs of our STLS population contributes to programs like the city announced AND when the district has almost \$2B at their disposal, they can and should do more.
	CTU proposed <b>\$10M more for STLS liaisons</b> to work with city to create <b>oversight committee</b> 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 <b>telework</b> for unvaccinated (medical or religious), medically unable return, pregnant or nursing members through no later than January 27, 2022.	CPS rejected. On 8/31, CPS indicated, however, that they expect staff who are <u>not</u> feeling sick to continue to work remotely while in quarantine or isolation (if they tested positive for COVID-19).	Open. The CPS hypocrisy of not allowing a remote instructional program available to staff and students who want it, telling CTU last year that clerks had to go back to school (inspite of CTU winning an arbitration otherwise), and saying that is no longer any remote work, but also now saying that they "cannot think of any" CTU member titles that could not keep working from home if they have to stay home because of being COVID positive or in a CPS required quarantine, is not lost on us.
	CTU proposed that CPS allow <b>telework for caregivers</b> whose household relatives are not vaccinated or have child care challenges.	CPS rejected.	Open.
	CTU proposed that members can take a job-protected <b>unpaid leave</b> 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 <u>after</u> 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 <b>child care provisions</b> for 1st semester.	CPS rejected.	Open.
Jemy	CTU proposed that staff members seeking <b>telework accommodation</b> 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 <b>keep working and contributing</b> .
	CTU proposed that members who work in the <b>CPS Virtual Academy</b> who come from an existing position in a CPS school retain <b>job security</b> 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 <b>CPS Virtual Academy</b> have a <b>PPC, PPLC, and LSC</b> .	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.

Updated Fall CPS 2021 Bargaining Demand Status

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
Virtual Acad	CTU proposed that the <b>CPS Virtual Academy</b> as currently imagined should <b>expire</b> at the end of SY 21-22 unless mutually agreed to extend by CPS and CTU.	CPS rejected. On 10/12, CPS reported that there were 435 students, 47 teachers, 3 SECAs being onboarded, 3 SPED vacancies in the Virtual Academy--that half of staff came from other schools and half from outside of CPS--and that they are adopting Skyline.	Open. We think educators should be involved in the decision to continue this specialized, all-remote program which draws students from their original schools. CPS has said that 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. The LAUSD-UTLA safety agreement says that their Virtual Academy will be first staffed by educators who sought medical accommodation themselves, then by voluntary transfers where the member reserves job protection for their original position, and then by involuntary transfers of staff. CPS refused to match staff with medical concerns to their academy and has refused job protection to members who choose to work in the virtual academy and has said should the virtual academy close, they will be subject to the normal contractual layoff protections and no more.
Instruction and Schedule	CTU proposed that there be no expectations that teachers engage in <b>simultaneous instruction</b> 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. On 8/31, CPS proposed that "if both the teacher, principal, and family agree, simultaneous instruction could be provided after regular school hours and compensated at the after-school instructional rate" which is responsive to recommendations CTU provided.	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 <b>2 hours prep time</b> 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 and additional \$275M for <b>resources, laptop, books, materials</b> , 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 <b>1,000 cadre substitutes</b> . 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. On 10/21, CTU responded to CPS' substitute teacher proposal, proposing that CPS hire at least two cadre per school, offer health insurance to day to day substitutes in addition to the monthly monetary incentive they proposed, and that CPS establish that at least 200 licensed central office staff be available to substitute at schools needing substitute coverage.	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. On 9/8, CPS could not respond to CTU's inquiry about the updated number of substitute teachers or an assessment of whether adequate class coverage is being provided when a teacher must be out sick. On 9/15, CPS responded to a CTU request for data on their substitute "fill rates," meaning how successful they are at covering teachers when they are out sick. For week 2 of this school year, CPS' substitute fill rate was 71.6%. Last school year (20-21) in week two, the substitute fill rate was 93.4%. The previous school year (19-20) in week two, the substitute fill rate was 85%. On 10/7, CPS proposed that they hire 39 centrally funded cadre substitute teachers to be assigned to schools with 10% of greater teacher vacancy rates and to pay day-to-day substitute teachers an additional \$420/month if they work 12 or more days in that month for the rest of the school year. On 10/19, CPS reported that they only have 158 provisional cadre, 132 regular cadre and 2,600 day to day substitute teachers, which is woefully inadequate. These numbers appear to indicate CPS did lay off cadre and we have an outstanding data request for numbers from CPS.	Open. Last year, there was a substitute teacher staffing crisis and it is continuing in this school year. Our substitute teachers of all categories deserve safety and respect. Ensuring an adequate number of cadre, where substitutes are paid at a higher rate and assigned to specific schools, helps keep them safe and helps alleviate the crisis. There are provisions in Article 27 of our contract already which requires CPS to maintain adequate substitute teachers and take specific steps to recruit them so we will not only be responding at the bargaining table. CPS' substitute teacher incentives proposal was the first substantive staffing counter we've received from CPS since they agreed to hire additional School Assistants to help with COVID testing/quarantine/vax work. We anticipated the need for substitutes and CPS should have countered over the summer so that additional work could have occurred to bargain on this topic and avoid the ongoing substitute shortage. We need more cadre, additional incentives, and creative thinking to increase the ranks of substitute teachers who are incredibly important to running safe schools.

# For CTU Members only (updated as of 10/21/21)

Topic	CTU Proposal	CPS Response	Status
	CTU initially proposed that CPS hire an additional <b>1,000 PSRPs</b> . 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 PRSP positions and school under that receive one. On 8/30, CTU countered and proposed that CPS provide 2 School Assistants to every school with 1,200 or more students, and 1 School Assistant to all other schools. We also reiterated all of our additional proposals on staffing.	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. On 8/31, CPS rejected CTU's counter and reiterated their proposal to only hire School Assistants at schools with 700 or more students.	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 and despite the fact that we continue to propose more staffing, we do anticipate CPS will post the School Assistant positions for the schools with 700 or more students this week. 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 <a href="#">Protecting PSRP Work reporting form</a> to report non-PSRPs doing PSRP work.
	CTU proposed that CPS pause <b>SQRP</b> 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 <b>standardized tests</b> 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. At the 10/19 meeting, ISBE and State Superintendent Ayala extended flexibility to SY 21-22, meaning that school districts, including CPS, will not face any regulatory consequences if they do not issue new summative teacher evaluation ratings this year. However, <a href="#">CPS indicated in the press on 10/20</a> that they intend to go forward with REACH this year in spite of this flexibility.	Open. CTU knows that REACH is extra work and stress on both 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. We do not think it is an effective use of limited energy and capacity to insist on conducting new REACH observations for all educators or issuing new ratings this year. CPS has failed to deliver REACH Performance Tasks yet to all schools and the Reflect and Learn web site is still down. They are not ready and administrators can still provide feedback and support to educators to help everyone do their best instruction under exhausting circumstances without issuing REACH scores and ratings. 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.
	CTU proposed that CPS still provide a <b>virtual parent report card pick-up</b> (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. On 10/12, CPS reiterated that they want educators to be present in buildings so that parents can have the option of in-person or virtual.	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 <b>attendance prizes and celebrations</b> 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 <b>grading practice</b> 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 <b>pre-k class size</b> 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.

Positive 20-21

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Topic	CTU Proposal	CPS Response	Status
<p>□</p>	<p>CTU proposed that CPS maintain that members required to quarantine do not have to use their own <b>sick days</b>. 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.</p>	<p>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). After CTU sought clarification for the 3rd or 4th time in the last several weeks, on 8/31, CPS shared for the first time a fully executed "Pay and Benefits/HR Guidance for CPS employees" document with CTU that appeared to contradict some of the information they had repeated verbalized in bargaining. CPS is now saying that if a member tests positive for COVID-19, they will be asked to stay home in "isolation," which they say is different than quarantine. CPS expects COVID positive members to use their sick days to stay home if they are too sick to work OR for them to work from home while they are positive and in isolation until they test negative and can return. CPS also said now that they expect members to work from home if they are asked to quarantine due to CPS considering them a close contact. CPS says that members who need to quarantine due to external situations (such as their own child is in quarantine) will be allowed to work remotely for two work days to allow them to figure out an alternative child care plan so they can return to in-person work or to determine that they should use sick days after those two days or apply for FMLA. CPS says that since they are expecting members and staff to use sick days in more situations that if a member exhausts all of the benefit time (current year's sick days, CTU bank, and grandfather bank) that THEN they will help a member who needs sick days and provide paid time off for legitimately illness.</p>	<p>We are frankly again, flabbergasted and feeling gaslit. CPS is reversing practices in place last year and has unilaterally rolled out changes to our members' working conditions and benefits that they appear to have either intentionally or unintentionally obfuscated in the bargaining process. CPS has said that remote work is over, but they appear are carving out new instances where they actually expect members to work remotely. Additionally, 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.</p>
	<p>CTU proposed that <b>student quarantine days</b> 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.</p>	<p>CPS agreed.</p>	<p>Not yet an official Tentative Agreement, but the parties recognize that we are basically in agreement.</p>
<p>Newly Created Positions</p>	<p>CTU proposed that the new CPS positions of <b>OST Coordinator, SEL Team Leads, and Tutors</b> be CTU positions. CTU reiterated that the full-time tutors should be CTU positions.</p>	<p>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.</p>	<p>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.</p>