

# Summary of CTU Contract Proposals from CTU Committees

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# Economic Proposal

## Compensation Committee Proposal for PPC

- 1) Cost Of Living Adjustments (COLAs) that meet or exceed inflation measures each year through FY28
- 2) Eliminate multi-year steps on teacher and PSRP salary schedules
- 3) Revise the salary schedule to more fairly and equitably compensate educators across their careers, including veteran teachers
- 4) Eliminate differentiation between instructional and non-instructional rates for extra-duty work, and establish overtime pay rules in line with those of other City of Chicago employees
- 5) Adopt/adapt rules followed by other IL school districts allowing for pensionability of more forms of extra-duty pay
- 6) Allow up to 7 years step credit (up to Step 8) for outside teaching experience, regardless of whether attained before or after initial CPS hire, retroactive to 2020
- 7) Maintain payroll calendar with equal paychecks each pay period
- 8) Give employees the option of participating in a 12-month deferred pay plan or the work year pay plan



# Bilingual Education

**Motivation/Rationale:** The 2019 contract was the FIRST time our CTU contract ever spoke to Bilingual Education, and there is A LOT of work to be done to make CPS a district that does Bilingual Education well. The proposals aim to move the district to provide students the services they are legally owed, value student language and culture, and respect the expertise of bilingual educators. Our proposals address major needs within bilingual education in our district including: resources/curriculum, staffing/teacher pipeline, interpretation, implementation/accountability and professional development.

## **Key Proposals:**

- CPS will enforce compliance of the Bilingual Education law (Illinois Administrative Code 228)
- Curriculum components in all major languages of the students in the school shall be centrally funded and provided by the Board
- Establish more manageable caseloads for ELPTs and reduce the # of EL students needed to allocate full-time ELPT positions for schools and establish Newcomer Advocate positions
- ESL/BIL/DUAL classroom positions should be centrally-funded by the Board
- 100% tuition reimbursement for members seeking their ESL/BIL/DUAL endorsements
- Reduced class size limits in ESL/BIL/DUAL classes
- Create funds similar to SPED workload relief to compensate ESL/BIL/DUAL instructors.



# REACH

**Motivation/Rationale** REACH came about because of right-wing forces nation-wide who pushed the false idea that teachers are to blame for all that's wrong in schools. Until the state law is repealed, we fight to make REACH less onerous, to remove the punitive nature of the current REACH evaluation system, and revise the implementation of the process to make it less burdensome on members.

There are approximately 34 proposals that touch on every part of the REACH procedures.

## **Key proposals:**

- Timing changes: 33-wk for last observation, 5 days for preconference, no observations the week before or after breaks
- 3 years for tenure; 3 year observation cycle
- Limit cancellations to 1 with additional prep
- Ratings are not used for layoffs
- Change number of proficient & developing by 10%
- Additional addendums for special education categories
- Performance Task oversights
- Changes to clinicians' evaluations



# Teacher Retention & Pipeline

**Motivation/Rationale:** The baseline we need to establish in ALL Chicago Public Schools requires a serious investment in staffing our schools. We can't have the schools our students deserve without a steady flow of new educators ready, prepared, and supported to serve our students. These proposals, in addition to changes to REACH, seek to establish a pipeline and collaboration with CPS to be able to staff our schools adequately.

## Key Proposals:

- Create a standing CTU/CPS Joint Educator Recruitment and Retention Committee
- Expand CTE programs for education and nursing to encourage a first step on the city colleges and universities and prior to employment with CPS
- Create streamlined guidance between colleges and universities, CPS, and the CTU Foundation for a clear pathway for CPS staff and students into teaching careers
- Expand number of CPS Resident Teacher cohorts and increase CPS support for Grow Your Own



# Guest Teachers/PSRPs

**Motivation/Rationale:** Guest Teachers and PSRPs are an integral part of a well functioning school, yet schools across the district are chronically understaffed due to issues of pay, benefits and general respect, causing harm to members and increasing the burden and stress on others in the building.

## Key Proposals:

- Compensation is based on experience, endorsements, education and other factors as well as codifying the current incentive structure.
- Clarity on compensation surrounding summer school and assignments longer than 20 days
- Benefits accrued based on time worked, including holidays, leaves, sick/PB pay, and insurance
- Training available for guest teachers who want it, and a pipeline to become a classroom teacher
- Respect is given to guest teachers and PSRPs in the building including:
  - Not changing assignments after being accepted
  - Following preps of teachers being covered
  - Keys, safety info, access to needed information



# **PSRPs (Paraprofessional and School Related Personnel)**

**Motivation/Rationale:** We have made significant gains in our contracts of 2012, 2016, and 2019 for PSRPs. There is still much work to be done to make CPS a district that values and recognizes that PSRPs are essential pillars of school communities. We are the ones that both parents and administrators rely on for insight and clarity, and to keep children safe and secure. The goal of these proposals is to move CPS to provide PSRPs with the working conditions that we deserve. A PSRP can tell you everything that's wrong in your school building — and everything that's right. Our knowledge and skills are invaluable and we need a contract that reflects our significance.

## **Key Proposals:**

- Increase staffing: centrally fund and implement staff minimums. Make TA's Tech-cos and at least one other PSRP position centrally funded quota positions (like clerk and counselor are currently). Prioritize hiring CPS nurses over agency nurses
- Increase PD and training: provide enough Professional Development within CPS for staff to meet state requirements. Provide training regarding IEPs and Special education. Increase incentives and create pipeline programs for paras to have avenues into different positions. Ensure that PD and training is provided so that members can be highly qualified and potentially increase their lane placement
- Salary schedule step equity between PSRPs and teachers: Revise steps for paras to advance to next level sooner. Identify ways to increase steps as well as lanes for PSRPs
- Review and revise PSRP position job descriptions that are outdated and/or vague that allow for principal manipulation or reallocation
- Address pay docking of PSRPs. Provide language for PSRPs to be more in alignment with teachers regarding suspension without pay, religious holiday and FMLA



# LGBTQ+ & Women's Rights

**Motivation/Rationale:** The goal of the Women's Rights and LGBTQIA+ Committee Proposals is to codify more gender inclusive language and rights into the CBA, while affirming members rights to have access to affordable health care. We won a parental leave policy that allows for 12-weeks paid leave and we want this and several other healthcare wins for birthing and non-birthing parents codified in the contract.

## Key Proposals:

- Gender affirming and inclusive healthcare coverage that is clearly communicated to staff and included in the health insurance handbook.
- Clearly defined general neutral bathroom policy codified in the CBA.
- More queer competent trained service providers such as nurses, social workers, counselors, clinicians, etc. to assist and support staff, students and the school community as a whole.
- Lactation room (not a bathroom) for nursing parents that is clean, private and equipped with chair, refrigerator, have the ability to lock. Provide nursing parent with extra time beyond their breaks to express milk for as long as they are breastfeeding without judgement.
- Abortion coverage, extended bereavement leave, and more protections around bullying and respectful working environment.



# Healthcare

- Personal medical release day per year to schedule PCP visit
- CPS shall create a pool of resources to address maternal care needs and racial healthcare disparities, including but not limited to reduction of copays/out of pocket maximums/annual contributions, automatic access to higher quality care, etc.
- Lower copays, out of pocket maximums, annual contributions
- Memorialize paid leave policy, expanded vaccine access, bereavement days
- Expand access to bariatric surgery, weight loss drugs, therapeutic supports, service animal coverage, etc.
- Improve dental / eye care and coverage
- Remove copays for all mental health services



# Elementary

**Motivation / Rationale:** We need a better elementary school day that can fulfill the promise for the schools Chicago students deserve.

## Key Proposals:

- Reading is fundamental for all children. It is why all our schools need librarians, especially at the elementary level. This will ensure our students have access to books, all the books their hearts desire, the ability to conduct research, and the opportunity to read the world without restriction.
- Elementary educators need more time to prepare engaging and evidence based reading (and other) instruction to create engaging and culturally relevant curriculum and work directly with school based literacy coaches.
- Elementary educators require more opportunities to collaborate with various departments; more time for play and imagination that can be led by Teacher Assistants and support staff; adequate time for students to eat healthy and tasty meals; smaller class sizes that permit educators to provide more direct instruction or be paid for the overages; A curriculum that is responsive to the needs of the students and larger community built by the staff, students and parents through the PPLC.
- Prep time will be equitable across high school and elementary settings.



# Early Childhood

**Motivation/Rationale:** The Early Childhood proposal was designed to encompass those CTU members who work PreK-2nd grade. We centered our proposal to address the needs in the early childhood community that are specific to paraprofessionals and teachers. We viewed this as an opportunity to strengthen and expand Article 17 and the unique requirements in early childhood.

## Key Proposals:

- Altered calendar with additional non-teaching time to address assessment and paperwork
- Expanding staffing PreK-2 and professional development for paraprofessionals
- Class size adjustment for Instructional/Cluster, Blended, General Education PreK-2
- Removal of additional PreK CLASS evaluation
- Support with toilet learning
- Expansion of Blended, early childhood special education





# Counselors

**Motivation/Rationale:** We have made significant Counseling gains in our 2019 contract. There is still much work to be done to ensure that CPS values the work of the Professional School Counselor service to students, schools and communities. The goals of these proposals are to show CPS that all of our students deserve schools with a robust and effective counseling programs that will allow the opportunity for Tier I , Tier II, and Tier III services.

## Key Proposals:

- Counselors should not be removed from counseling position and placed in classroom
- Establish a Joint Committee between Counselor and CPS to discuss and address concerns monthly
- CPS follow the American School Counseling Association guidelines with regards to the duties of a Counselor
- Excessive paperwork
- Require annual training for Administrators and Network staff



# High School Steering

**Motivation / Rationale:** Respecting our work, our initiative and ability to coordinate complex student programming requires enhanced union rights and improved union structures and leadership in our buildings.

## Key proposals:

- PPLCs or truly elected department chairs will replace ILTs
- Class-sizes will be adjusted downwards with actual triggers
- Improved restorative practices for students, admin, staff and parents
- More self directed prep time for all members, delegates, PPLC, LSC reps
- Instructional hourly rate for any additional duties
- Educators and students empowered to co-create local cell phone policies
- Keys for all staff assigned to rooms
- No punch outs required



# Middle School

**Motivation/Rationale:** We need a better middle school day and language that speaks directly to the concerns of middle school teachers.

## **Key Proposals:**

- More elective choices at the Middle School level, made possible by more centrally funded positions.
- The option for individual schools to adopt a weekly, 30-minute advisory period similar to what already exists in our high schools.
- Additional collaboration time for Middle School teachers.
- Compensation at their regular, hourly rate for middle school teachers tasked with planning 8th grade graduation.
- Specific contract language defining and distinguishing between Departmentalized and Self Contained Middle School Teachers.



# Special Education

**Motivation/Rationale:** We have made significant Special Education gains in our contracts of 2012, 2016, and 2019. There is still much work to be done to make CPS a district that values Special Education teachers and students. The goals of these proposals are to move CPS to provide students with the services they are legally entitled to and deserve, value our students with disabilities, respect the expertise of our special educators, and provide them with the working conditions they deserve.

## Key Proposals:

- Case Manager Ratio - Every school has a case manager and reconfigure case manager ratios to best serve every school's individual needs.
- Release Time to Complete IEPs - Increase self-directed time to complete IEPs and other SpEd related work.
- Special Educator Duties - Ensure that Special Educators are not assigned any duties not related to school special education services including responsibility for GenEd students in the absence of a co-teacher and HS advisory etc.
- Article 21-5 not being enforced. Improve language to deter CPS District Representatives (DR) and/or admin interference.
- SpEd Class Size - Word this in CBA as Pre-K through 12 for clarity when specifying language for 70/30. Include ratios for clusters that take into account the severity of student disability.
- Lesson Preparations - Language that caps the number of lesson preparations for SpEd teachers in separate classrooms, including cluster classrooms.
- Create a workload plan in accordance with Sections 226.730 and 226.735 of the Illinois State Board of Education Rules and Regulations, that takes into account various factors other than just caseloads.
- SpEd teachers are not pulled from their students or SpEd to substitute in GenEd classes. SpEd teachers should not be on the list at all.



# Clinicians

**Motivation/Rationale:** We have made significant contractual gains for Clinicians over the last twelve years. There is still much work to be done. Clinicians contribute significantly to creating a positive and supportive school environment, fostering the overall well-being and success of students. They address a wide range of issues, from mental health concerns to academic challenges, promoting a holistic approach to education. The goals of these proposals are to move CPS to provide students with the best services they legally deserve and are entitled to, respect the expertise and professionalism of our Clinicians, and provide them with the working conditions they deserve.

## Key Proposals:

- Create a workload plan that takes into account various factors other than just caseloads.
- Guaranteed workload reduction funds that are allocated centrally not from each school.
- Allocation formula for clinicians based on overall school needs.
- Supplies available throughout the city, not just at Garfield Park, able to be sent by CPS mail instead of obtaining supplies in person.
- Clinicians provided a private work space that has a window (as per state law) as well as a method for immediately contracting office staff in case of an emergency. All future remodels or rebuilds must include a private working space for clinicians prior to the plan being approved.
- Develop a protocol for managers to follow to provide clinicians that are overburdened in excess of staffing formula with automatic extended day/overtime pay.
- Increase the number of bilingual clinicians and resources for their discipline.
- Increased voice in assignments. Possible open transfer window (like teachers). Seniority should play a role in assignments/change in caseload. People should be able to make requests to be in specific areas of the city (creation of a grid).
- Caseload caps based on recommendations of national organizations.



# Arts

**Motivation/Rationale:** There is still work that needs to be done to ensure that Arts education is recognized as a core content area, in line with Board Resolution 12-1114-RS1.

## **Key Proposals:**

- Establish firmer class size limits;
- Create centrally-funded network positions to serve multiple small schools;
- Create clearer Media Arts language, specifically for equipment management, access to workstations and updated technology, and tying course descriptions to Arts credits;
- Only require Arts educators to attend Arts-related professional development; and,
- Ensure there are appropriate supports for students with IEPs and 504s in Arts courses.



# Housing

**Motivation/Rationale:** The housing crisis in Chicago runs deep, from redlining to contracts, and divesting to gentrification . The impact is that currently there are 20,000 homeless students' families in CPS, who cannot afford to pay rent in Chicago. It is \*because\* we have new staffing supports that we are able to support more families. But providing the minimum (bus cards) is NOT enough. Our CTU members and our STLS Advocates & Liaisons have demanded we have more resources, and what better resource could there be than ACTUAL housing! We've done our research and across the country there are many districts doing amazing things to house their students – It's time for Chicago to step up to meet the need of our kids. Our campaign begins now with Bring Chicago Home on March 19th, and continues in our contract campaign:

## Key Proposals:

- Financial assistance for CTU members to live & work in the city
- For CPS to be a legislative partner with the CTU to address housing our students through advocacy in Springfield and City Hall.
- Pilot free buses for all students with STLS students
- CPS/CTU will partner with trade unions to create a CTE program that builds housing and becomes housing for our STLS families
- Establish a CTU/CPS working group to identify unused city space to be turned into public housing for students and families



# **PAVE / Career & Technical Education**

**MOTIVATION/RATIONALE:** The CTE/PAVE Committee wants to ensure that every CPS student has easy access to explore and prepare for any career pathway starting in middle school, and ISBE's College and Career Pathways framework is the model. We aim to embed CTE at the center of school culture, with more CTE educators, more CTE resources and programs; more internships, part-time work, apprenticeship opportunities for students; and integration of CTE with core subjects in the pathways.

## **Key Proposals:**

- CPS will protect and directly fund CTE programs/educators, while expanding new CTE programming and prioritizing green CTE pathways and nursing in neighborhood schools, middle schools, and community schools equitably across all regions of CPS.
- Support CTU CTE members with defined baseline classroom supplies and equipment maintenance provided by funds for regular and necessary maintenance for CTE equipment per CTE grant guidelines and regulations with a dedicated CTE equipment manager able to address preventative maintenance, warranties, ordering, and vendors.
- Provide fully integrated professional development training from the District and CTU Instructors Apprenticeship program for educators to learn alongside industry professionals through teacher externships to experience real-world applications of their subject matter, and bring back valuable insights to their classrooms while earning PEL and endorsement certificates and credits. Four CTE PD days during principal directed professional development days for CTE networking.



# Climate Justice / Green Schools

**Motivation/Rationale:** The average age of a Chicago Public School Building is 83 years old. Due to decades of racist disinvestment, privatization schemes, and environmental pollution in many neighborhoods, too many of our buildings are outdated, dirty and full of harmful toxins. They are not places where students and staff can engage in joyful learning. We need the district to make a historic investment in making green upgrades to our buildings and campuses to ensure their climate resiliency. There is an unique opportunity with tax credits & incentives available from both the Inflation Reduction Act (IRA) at the federal level and the Clean Equitable Jobs Act (CEJA) at the state level in which the district should pursue green upgrades now!

## Key Proposals:

- Equip at least 25 school with the necessary equipment for a scratch kitchen so students can eat culturally relevant nourishing lunches
- Create at least five new Green Technology (*solar installation, ev battery, etc*) CTE programs
- Install solar panels/arrays in at least 50 schools to power the school buildings
- Remove all lead pipes and/or install water filtration systems in all CPS Schools
- Remove all asbestos, mold, and other toxins from all CPS schools
- Install/fix windows in every classroom so they open and have screens that work



# Sports

**Motivation/Rationale:** In the 2019 strike, we were able to secure \$25 million (\$5M per year of the contract) in additional funding for CPS sports programs. This key win enabled the Sports Committee to negotiate an agreement that provided for additional annual payments on top of stipends for coaches, athletic directors, and elementary school sports liaisons, hiring athletic trainers, and provision of funds to schools to purchase equipment, uniforms, supplies, and transportation. Our proposals for the 2024 contract look to establish those investments as the baseline for CPS sports, and to build out infrastructure that creates opportunities for CPS student athletes and the adults who serve them on par with those available to students in suburban districts against whom they compete.

## **Key Proposals:**

- Establish a new coaching stipend schedule, based upon Naperville's, that includes steps for years of coaching experience.
- Dedicate an additional \$5M per year to be distributed to school sports programs to be spent on equipment, uniforms, supplies, and transportation at discretion of coaches and ADs with PPC oversight
- Establish Sports Equity Funds program such that all schools with at least 75% of enrollment qualifying as economically disadvantaged will receive additional athletics funds support.
- Staff every high school with a centrally funded athletic trainer position
- Increase driver ed pay to each instructor's effective hourly teaching rate and have it be pensionable
- All CPS students will receive at least 45 minutes for P.E. per school day by a licensed P.E. teacher.



# Librarians

**Motivation/Rationale:** Create equity in libraries for our students! Libraries staffed with School Librarians have been disappearing from CPS schools at a dramatic rate. All our students deserve to have access to the many resources that School Librarians have to offer.

- There shall be one certified librarian in every CPS school, working full time as the librarian. Additionally, over time, CPS will achieve a ratio of one librarian for every 600 students in HS and every 450 students in ES.
- Elementary librarians will follow the profession's best practices and not grade students. They will continue to teach, using classwork and assessments as needed. (High School librarians are not currently required to give grades.)
- Elementary librarians shall be eligible for 40 hours of additional paid work during the fiscal year. Librarians may choose to work these hours, as needed, for book processing, shelving, inventory, weeding, etc. This work is in addition to their teaching minutes, which are the same as other elementary teachers.
- CPS will establish a team of 10 central office librarians to coordinate the rebuilding of staffed libraries at every school. This will include coordinating a cohort of 80 librarians each year for 5 years.
- CPS will provide \$30 per student per year for purchasing library materials (databases, ebooks, print resources) at schools that have fewer than 15 books per student.



# **Safety & Security**

**Motivation/Rationale:** Many schools throughout the district do not have adequate safety measure in place. In addition, the contract says RJ coordinator however, very few schools have hired or implemented RJ strategies. Members will walk away with a full and wider understanding of Safety and Security - as it pertains to student well being, school safety measures, and supports needed to create a safe and welcoming environment for our students and CTU Staff.

## **Key Proposals:**

- Increased certified personnel to address increased levels of violence and trauma!
- Intentional safety committee language to include school delegates
- Safety committees in every school and they are trained to address the needs of crisis as they arise.
- Restorative Justice coordinators in every school as part of the safety committee!



# New Organizing Committee

**Motivation/Rationale:** The members of the New Organizing Committee sought to submit proposals that expand union rights for CTU members in CPS schools AND for educators at non-union charter schools. We also made proposals to continue to keep the charter school industry in check & accountable.

## Key Proposals:

- Strengthen anti-retaliation language for union activism in CPS; fast-track grievances related to principal retaliation; add language that makes CPS commit to union neutrality in ALL Chicago schools;
- Updating the Side Letter on Charters in the CPS contract to further reduce charter enrollment caps & add a mandatory % commitment to direct-service, classroom spending on students.
- Demanding language that holds CPS accountable to procedures in the event of charter + contract school closure to staff + students (transition plan, hiring of staff, enrollment of students in other CPS schools).