

On Jan. 28<sup>th</sup>, the leadership of the CTU reached a tentative agreement with CPS, saying that the agreement was a “serious offer from Chicago Public Schools.” The agreement is good for teachers, students and parents, and it lays the foundation for what the parties will reach in an eventual deal.

This agreement was reached after 14 months of good-faith negotiations, and contained sacrifices from both sides in order to protect our classrooms during this time of economic crisis. It gave teachers a raise over the life of the contract and met many of their demands for changes in classroom conditions.

Unfortunately, on Monday, February 1<sup>st</sup>, the CTU’s Big Bargaining Team rejected the tentative agreement reached by CPS and CTU leadership.

After this disappointing setback, the parties returned to the negotiating table to reach an agreement so that they can rescind \$100 million in school cuts and the elimination of the District’s current practice of the pension pickup.

Below are additional details of the Tentative Agreement that CPS and CTU leadership reached:

## **I. THE ECONOMIC PACKAGE**

### **A. Salary**

13.55% total increases over 4 years, including lane and steps. 7% Pension Pick-up phased out.

FY2016 – 0% COLA, No Lane/Steps, Pension Pickup 7%

FY2017 – 2.75% COLA, Lane/Steps (equivalent to another 1.6%), PPU 3.5%

FY2018 – 3% COLA, Lane/Steps continue (equivalent to another 1.6%), PPU 0%

FY2019 - 3% COLA split, Lane/Steps continue (equivalent to another 1.6%), PPU

### **B. Health Care**

Employee contributions increase of approximately 1.5% of salary phased-in.

FY2016 – No changes

FY2017 – 0.8% of salary increase in contribution midyear

FY2018 – 0.7% of salary increase in contributions midyear

FY2019 – No changes

### **C. Retirement/Separation Incentive**

In most cases, teachers who are retirement age would be eligible for a lump sum payment equal to \$1,500 per year of service, if they submit request to retire by May 31<sup>st</sup>. (For example, a teacher with 20 years of service would earn a lump sum of \$30,000.)

PSRPs who have at least 10 years of service can separate with lump sum payment of \$750 per year of service

## **II. JOB SECURITY**

### **A. Layoffs**

- No economic layoffs during the term of agreement.
- New 2 year recall right for economic actions.
- Increase current 1 year recall right to 2 years for other actions.
- New right to be placed in teacher vacancies on temporary basis.

### **B. Teacher Evaluations**

- Change impact of 2-consecutive ratings of “needs improvement” so that district rates as unsatisfactory only those teachers who are rated in lower half of the “needs improvement range” two consecutive years and who do not have proficient practice ratings.
- Reduce the number of required observations from 4 to 3.

## **III. EDUCATIONAL POLICY/FUNDING ISSUES**

### **A. School Closings**

- District will not close schools for under-enrollment for first two years.
- In third year, district may close schools after engaging the school community in planning process.

### **B. Pension Levy**

- District and Union will present agreed bill to create a dedicated pension levy for CTPF outside CPS tax caps and without requirement of pension reform.

### **C. Sustainable Progressive Tax To Fund Schools**

- District and Union will agree on bill for progressive state revenue and will lobby for its passage by the Illinois General Assembly.

### **D. Charter Schools**

- District will not increase number of charters over the term of agreement.
- Charter enrollment will not exceed 101% of current capacity by end of term.

### **E. Charter School Commission**

- District and Union will support mutually agreeable legislation to diminish the Charter School Commission's authority.

### **F. Assessments**

- New provision requiring teacher participation in decisions over assessments over and above district/state requirements.

## **IV. WORK-LOAD/QUALITY OF LIFE ISSUES**

### **A. Grading**

- New provision granting teachers greater freedom over grading practices.
- Teachers/administrators to establish district-wide grading guidelines.

### **B. Professional Development**

- Teachers will be granted 3 full PD days as teacher directed.
- PPLC to present annual plan/recommendations for professional development activities to principals and LSCs.
- Principal-directed professional development will have to meet PD standards.

### **C. Preparation Periods**

- Special educators granted additional teacher directed time.
- Reduced to 60 minutes in elementary schools.

#### **D. Instructional Plans**

- Teachers will be required to submit either unit or lesson plans, not both.
- Teachers will be given a reasonable time to submit lesson plans.

#### **E. Paperwork**

- Union will identify 30 items of paperwork that are redundant, obsolete or better accomplished in another way and, if district agrees that they meet one of those standards, the district will eliminate the requirement.
- District and Union will develop *ad hoc* PPC to address paperwork concerns in particular networks.