

Components of CPS' Tentative Agreement with CTU

"After a period of intense and difficult bargaining, the CTU ... received a serious offer from Chicago Public Schools," proclaimed CTU President Karen Lewis on January 28th.

We negotiated in good faith for 14 months, including 18 consecutive days leading up to the agreement. The framework of the serious offer, which then became a tentative agreement between CPS and CTU leadership, protected the classroom, guaranteed no economic layoffs for teachers, and restricted charter expansion.

This tentative agreement will not force the layoffs of teachers, but will offer voluntary retirement to teachers with seniority and an economic incentive if they so choose. Nor will it force class sizes to grow exponentially, but will give more autonomy to teachers.

Above all, this agreement requires shared sacrifice to support our shared priorities: protecting the progress our students are making.

We will remain at the bargaining table and will keep working around the clock to get a deal done. At the end of the day, our guiding principle remains doing what is right for our children and what is necessary to keep them learning.

Below are the additional components of the tentative agreement:

ECONOMIC IMPACTS

Salary and Pension Pick Up

Effective Date	Steps and Lanes	Cost of Living increase	Pension Pickup
7/1/15	Hard Freeze	0 percent	7 percent
7/1/16	Steps and Lanes resume (1.5 to 2 percent increase)	2.75 percent	3.5 percent
7/1/17	Steps and Lanes continue (1.5 to 2 percent increase)	3.0 percent	0 percent
7/1/18	Steps and Lanes continue (1.5 to 2 percent increase)	1 percent	0 percent
1/1/19	Steps and Lanes continue (1.5 to 2 percent increase)	2 percent	0 percent

Retirement/Separation Program

Teachers and PSRP will be offered an incentive to retire/separate by June 30, 2016.

Benefits

CPS is also asking CTU members to pay part of their insurance premiums: approximately 0.8 percent in FY17 and an additional 0.7 percent in FY18.

Layoffs

No economic layoffs for Teachers and Teacher Assistants through June 30, 2019.

NON-ECONOMIC IMPACTS

Teacher Evaluation

Performance Standards

- Board standards maintained
- Two consecutive developing rule modified i.e. tenured teachers in the lower half of “needs improvement” for 2 years are unsatisfactory unless they achieve proficiency on practice scores

Observations

- Reduced from 4 to 3

Student Growth

- School-wide VAM eliminated as a student growth measure

Appeals

- Expanded to those who suffer adverse action

Education Policy Issues

Community Schools

- Designate 20 to 55 schools as community schools and partner with community to implement
- Outside funding of \$500K (in funds or in-kind donations) per school annually

Special Education Case Management

- Take case management responsibilities from Counselors, Clinicians' and Special Education teachers
- Free up counselors to counsel students

School closings

- No under-enrollment closings until FY18 and 19; process for community participation in planning

Charter schools

- Expanded to those who suffer adverse action
- No net increase in charter schools and charter enrollment at the end of the contract will not exceed 101 percent of current capacity

Assessments

- District- and state required assessments are unaffected
- Additional assessments determined by local collaboration; disputes resolved in bargaining

Teacher Quality of Life Issues

Grading

- District sets GPA, numeric values and grade changes rules
- Joint taskforce develops standards
- Teachers must regularly assess & inform students/parents thru Grade Book
- Guidelines used for coaching, evaluation and, if necessary, discipline.

Self-directed time

- 3 PD days become self-directed
- Special Educators get prep to work every other week to work with clinical teams

Instructional Plans

- Either lesson or unit plans required – not both
- Teacher controls form; school controls content derived from REACH Framework.

Paperwork

- Board to eliminate up to 30 duplicative and unnecessary items of paperwork
- Ad hoc PPCs to address concerns including paperwork within units/networks.

Legislative Initiatives

Pension Levy

- Will draft, find sponsor for and support agreed bill to restore CTPF property tax but outside of PTELL tax caps

Charter School Commission

- Will work on “mutually agreeable legislation” to alter or revise the Illinois Charter School Commission
- Will institute freeze on net number of charters in CPS

Progressive taxes

- Will identify and support mutually agreeable sustainable progressive state tax