

Summary Term Sheet
Tentative Agreement between the
Chicago Teachers Union and the Chicago Board of Education
July 1, 2012 to June 30, 2015

Highlights:

- Term: Three Years, 3%, 2%, 2% with an option for a 4th year @ 3% raise if Union accepts. Eliminate “wage reopener” 47-2.2.
- Maintain PSRPs annual salary table. PSRPs get 4% (2% COLA and 2% “adjustment”) in year 1. Years 2 and 3 the same as teachers.
- Steps and Lanes: full value of steps are preserved, but increases raises for mid-level steps and steps 14, 15 and 16. Lanes are preserved. No merit pay.
- Benefits: Health Care benefits preserved at current levels with no increase in rates or co-pays. Wellness program.
- School Calendar: 175 full student attendance days; 6 half days; 7 full PD days; 6 half days; 2 report card pickup days (non-student attendance)=190 days total. 8 holidays; 10 days of vacation. We WILL make up the 7 days lost to strike.

This contract campaign began in the November of 2011, and concluded with a 7-day strike. This fight produced many wins—from the right to appeal a rating, to language that gives teachers control over our own lesson plan format. Equally important, we stopped many harmful “reforms.” The district was forced to give up on merit pay, forced to accept steps, made to abandon a 7hr 40 minute teacher day, and gave ground on test-based evaluation. In fact, the Board began the bargaining process by proposing to cut our contract to just 30 pages. Despite the strike and broad public support there were some cuts that we could not stop, such as the move to a longer day and year, the elimination of Pension Enhancement (PEP), and stiffer penalties for low ratings.

Our schools still face a variety of threats—from understaffing and over-testing to charter competition and outright closure. While no contract can solve every problem, our Union is more united and in better position to face future challenges than it has been for many years. The provisions in this tentative agreement create new rights for CTU members and represent a step in the direction of a more assertive union that fights for good schools and good working conditions for our members.

Good for students AND teachers

- Forces Board to hire 512 additional “specials” teachers—art, music, phys ed etc. and create a plan to recruit “racially diverse candidates.”
- Stands up to testing hype: Evaluation formula won’t fall below 70% “teacher practice” and allows teachers a neutral appeal of a rating;
- Creates an anti-bullying provision;

- Provides for teachers to get textbooks on day 1; clinicians to get adequate workspace
- Provides for \$250 supplies reimbursement
- Board commits to hire nurses and social workers if it gets new revenue
- Establishes a 'workload' committee that will investigate Clinicians, Counselors, and Special Ed workloads

Improves Teachers, Clinicians and PSRPs work lives

- Strengthens PPCs
- Guarantees lunch, daily preparation periods for clinicians and counselors
- New Right: 'just cause' discipline and mediation/arbitration in discipline cases; eliminates unpaid suspensions
- Paperwork reduction language—new paperwork shall be accompanied by a corresponding reduction of existing paperwork.
- Language that prohibits retaliation for asserting contract rights, including using benefits.

PSRPs

- Clerks will work three additional days with pay to prepare the office before school starts
- School clerks will be provided training in Kronos, attendance systems, and internal accounts during work hours.
- The Board shall not reclassify a Teacher Assistant to a Special Education Classroom Assistant who does not perform diapering and feeding
- 2013-14: Board will adopt a new evaluation plan for PSRPs in conjunction with the CTU—will form a PSRP Evaluation Committee
- Maintain Appendix I for PSRPs.

Recall/Layoff

- Creates "CPS Hiring List"—at least 1/2 of all CPS hires must be displaced members.
- 10 months "true recall" to same school if position opens.
- Teachers "follow students" in closing, phase-out, and consolidation.
- Cuts layoff benefits to ½ former level (5 months RTP, 5 months Cadre for school closings, school actions.)
- Lay-off order (law in rest of state)=Unit, Certification, Unsats, PAT's by rating tier, Tenured Needs Improvement (<250, then >250) then all other tenured teachers by seniority.

Evaluation:

- Limits CPS to 70% "teacher practice"/30% "student growth"—the minimum by state law.
- First year will be "no harmful consequences" for tenured teachers
- New Right: appeal rating to Neutral.

- 2 consecutive annual ratings of “Needs Improvement” without improvement becomes an Unsat. Improvement in either overall score OR teacher practice component is safe.

Creates a “Clinicians Article”

- Clinicians workspace provisions for locking file cabinets, private space, etc.
- Special education teachers shall be provided time to meet with clinicians and other teachers during prep periods to discuss professional matters.
- In-service will be provided for those teachers and paras responsible for working with students with autism.
- Principals shall ensure that special education teachers are not assigned any duties not related to school special education services. Disputes about this may be brought to the PPC.

Workload:

- Applies to all members who serve students with disabilities. Board-Union committee will design a workload plan by January 1, 2013. Members will be able to take complaints about workload size to the committee. The committee will have access to \$500,000 to help alleviate large workloads.
- Members shall not be required to exceed case loads, class sizes, limits on ratios of students with disabilities to general education students and limits on ratios of students with disabilities to teachers and PSRPs as required under law.
- IEP meetings scheduled before or after school must be paid at hourly rate of pay.
- Test protocols and supplies will be provided for all SLPs and SLPPs.
- Maintained class size provisions from prior Agreement. Did not get enforceability, but did increase the funding for the Class Size Monitoring Panel.
- Added a parent LSC representative to Class Size Monitoring Panel. As the panel visits schools with class size issues, they must invite a Parent LSC rep to be a part of the process.

Wellness program:

- Members must participate in Wellness program or face a \$600 per covered member per year penalty (\$50 per month).
- Wellness Plan administrators must follow all HIPPA laws and will not share individual member information with CPS. Aggregate data may be collected to help the LMCC make decisions.
- Members will not be penalized for health outcomes, only for non-participation. Members will be notified/warned before they are penalized for non-participation.
- Maternity benefits provided through Short Term Disability program.
- Paternity leave shall be modeled after the City of Chicago’s paternity leave plan.

Pension pickup of 7% will be maintained.

Sick Days

- Old sick day banks are protected and can be used as they have always been used. They can be cashed out upon retirement.
- All employees will begin accruing a new sick bank, that accumulates up to 40 days totals. Cannot be cashed out, but may be used for pension service credits at retirement.
- Every employee now receives Short Term Disability (STD) benefits which can be utilized after the use of the sick days received that year:
 - 100% pay first 30 days
 - 80% pay days 31-60
 - 60% pay days 61-90May be used for personal illness or maternity leave.
Sick days may be used to supplement STD benefits to receive 100% pay.