



CTU TENTATIVE AGREEMENT SUMMARY

12-07-16

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ECONOMIC PROVISIONS

- **Salary**
 - 7/1/2015 - 0% COLA + no steps & lanes
 - 7/1/2016 - 0% COLA + steps & lanes and makeup step placement
 - 7/1/2017 - 2% COLA + steps & lanes
 - 7/1/2018 - 2.5% COLA + steps & lanes
- **Pension Pick-up**
 - Incumbents – Retain pension pickup @ 7%
 - New hires - Eliminated 1/1/2017 with 3.5% added to base on 1/1/2017 and 3.5% added to base on 7/1/2017
- **Healthcare**
 - Plan design changes on 1/1/2017
 - Contribution increases on 1/1/2019
- **Teacher Retirement Incentive and PSRP Voluntary Separation Program**
- **Layoff Benefit Changes**
 - Tenured Teacher Reassigned Pool & placement in vacancies on temporary basis
 - PSRP placement in vacancies for up to a semester

TERMS AFFECTING SCHOOL OPERATIONS

- **Community Schools** – Seek external grant funding to make a minimum of 20 neighborhood schools community schools
- **Case Management** – Remove mandatory case management responsibilities from counselors to allow them to spend their time counseling
- **Testing** – Give teachers a voice in local decision making on local standardized tests
- **Grading** – Develop district-wide grading standards in consultation with teachers, while honoring teacher autonomy within those standards
- **Teacher evaluation** – Reduce number of observations for evaluation from 4 to 3, which will reduce time burden on teachers and principals
- **Scheduling** – Create before instruction preparation time for elementary and middle school teachers

LEGISLATIVE AND BUDGET INITIATIVES

- **School funding –**
 - Will partner to lobby for increases in State funding for CPS
 - Identify and support mutually agreeably progressive tax legislation
- **Charter School Cap and Commission legislation**
 - No net increase in the total Charter Schools over the term of the agreement
 - Support legislation that removes the Charter School Commission's jurisdiction over CPS
- **Joint Board-Union Committee on Budget**
 - Existing joint committee retained to share budget information, hear recommendations and to give Board opportunity to hear teachers' views on budget and related issues