

CPS is working with our labor partners on a new contract that rewards our talented educators for their hard work, supports our students and their needs, and sets our District up for long-term success. **As of Sept. 26, CPS has responded to all 700+ initial Chicago Teachers Union (CTU) proposals.**

Significant Progress in Areas of Agreement

Even before these contract negotiations began, CPS made significant progress in areas of agreement with our partners at the CTU, including:

- Changing our budget model so that we fund schools based not on how many students are enrolled (Student-Based Budgeting), but on the unique needs of the students in each school
- Adding more than **\$1 billion** to school budgets since 2019
- Adding nearly **7,000 more full-time employees since 2019**, including 2,500 more teachers to **ensure lower class sizes**, over 4,000 SECAs to support our students with disabilities, and hundreds of additional nurses, counselors, social workers, case managers, restorative justice coordinators, STLS coordinators, and more

CPS' Historic Proposals for New Contract

CPS is proposing historic increases in salary and benefits—not only to reward our tremendous educators, but to attract the most talented individuals to teach our students.

A Substantial Pay Increase for Educators

4% salary increase in school year 2024–25 (our current school year)

4-5%

salary increase for each of the following three years (depending on the Consumer Price Index (CPI))

This means that **the average CPS teacher would earn over \$110,000 by the 2027–28 school year**. Also, once “step” increases that most teachers will receive for the current school year are factored in, nearly 70% of CPS teachers will see a pay increase of between **5%–7.5%** this school year alone.

Better Health Coverage Without Increasing Employee Contributions

Enhanced dental coverage on all plans effective January 1, 2025, including:

- Moving from **80% to 100% coverage** on all preventive and diagnostic services (cleanings, exams, sealants, radiographs, fluorides, etc.)
- Increasing annual maximum coverage from **\$1,500 to \$2,000**
- Adding **orthodontic coverage at 50% coinsurance** to a lifetime maximum of \$2,000 for adults and dependents up to age 26

Expanded coverage for:

- Physical therapy
- Occupational therapy
- Speech therapy
- Chiropractic therapy

Access to abortion coverage in all medical plans

Additional Key CPS Proposals

- Transform 45 additional CPS schools into Sustainable Community Schools (SCS) over the next four years
- Add over 200 additional counselors to schools with highest needs
- 100% tuition reimbursement for up to 300 educators per year interested in obtaining their bilingual education or English as a Second Language (ESL) endorsement
- Decrease the student-to-staff ratio for English Learner Program Teacher positions
- Reduce maximum elementary school class sizes to 25 students for kindergarten, 28 students for grades 1–3, and 30 students for grades 4–8
- \$35 million for staffing supports and additions if classes go over the maximum number of students
- Additional credit for prior experience outside of CPS for newly hired teachers and PSRPs
- Prevent special education teachers from being assigned to cover classes when a teacher is absent; granting two release days to work on IEPs
- Provide preparation periods for guest teachers when lesson plans are neither prepared nor provided
- Clarify ownership of materials, allowing teachers to retain rights to independently- created works
- Increase school supply money to \$300 annually
- Devote a full school day at the start and end of each school year to welcome parents and guardians into our pre-k classrooms
- Add \$10 million to expand sports offerings in middle school and add more athletic directors
- Expanded time off for religious holidays to all employees
- Expanded flex day participation to include clinicians and itinerant teachers
- Increase teacher-directed professional development days from three to five for all teachers; adding four additional professional development days for CTE teachers
- Adjust weekly preparation time in elementary and high schools to ensure proportionality during shorter workweeks
- Up to \$975,000 per year for National Board Certification candidate recruitment, professional development, and certification renewal
- Commit to centrally fund core content classroom teachers and holistic teachers, regardless of individual teacher cost
- Ensure elementary and middle schools have at least three centrally funded elective/holistic teachers, such as a librarian, or arts, music, or foreign language teachers, among others
- Improve the case manager allocation to schools in the current agreement

Securing Additional Revenue

Due to the expiration of federal pandemic aid, CPS is facing a challenging budget reality. CPS has already [found over \\$500 million in reductions and efficiencies to balance next year's budget](#).

CPS proudly works with our partners—including organized labor—to advocate for our fair share of funding from city, state, and federal sources, including a dedicated funding source for capital improvements to modernize our buildings and classrooms. But it's important to note that we are limited in our authority to raise taxes, or issue new taxes to bring more revenue into our city's public education system.

CPS actively seeks out any and all outside funding that is available to enrich the experience of our students. Over the past three years, we have [successfully secured more than \\$778 million in outside funds](#) through competitive grants, reimbursements, litigation, philanthropy, and other sources. This funding is used for everything from school construction and repair, to exciting new academic offerings, programs to keep our students safe, and so much more. You can learn more about those partnerships [here](#).