

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.

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 Chicago Teachers Union (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 & 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 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
- Devote a full school day at the start of each year to welcome parents and guardians into our pre-k classrooms and repeat this process at the end of each school year
- Expanding sports offerings in middle school and adding more Athletic Directors and \$10M in funding
- Expanded time off for religious holidays to all employees
- Expanding flex day participation to include clinicians and itinerant teachers
- Release days for special education teachers to work on IEPs

Awaiting CTU Responses to CPS Proposals

Our District looks forward to CTU's feedback on the following proposals that were submitted in May:

- Revamping support for schools with larger class sizes
- Ensuring uniformity across schools in assessment and grading responsibilities
- Establishing baseline expectations for teachers and related service providers before, during, and after IEP meetings
- Mitigating the disruptive effects of mid-year teacher transfers on schools and students
- Streamlining the grievance process

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](#).