

NOTE: Portions of the current contract where the Union proposes no change are omitted for brevity.

**ARTICLE 18
CAREER AND TECHNICAL EDUCATION TEACHERS**

18-21. Clean Energy Jobs and Green Technology CTE Program. The BOARD shall establish a Clean Energy Jobs and Green Technology CTE Program (e.g. electric vehicle battery manufacturing, solar installation, carbon zero HVAC) in every neighborhood high school. These programs shall be opened first in schools located in environmental justice communities. The BOARD shall further coordinate Clean Energy Jobs CTE Programs with program offerings through the City Colleges of Chicago and partner with community environmental justice organizations to develop curriculum and community programming by no later than July 1, 2025. The Clean Energy Jobs CTE Program shall also include work study opportunities for participating students.

18-33. CTE Geographical Regions and Pathway Programs. The BOARD and the UNION shall divide the school district into four geographical regions for CTE programming. By 2032, each region will programs in each of the seven (7) CTE Career Pathways available. The BOARD will open at least one (1) program in each region starting in the 2024-25 school year. Each region will open a different Pathway so stakeholders can prioritize resources already in the region and learning implementation difficulties on smaller scales. The BOARD shall prioritize Pathways for green technology components, ensuring at least one such Pathway program opens each year until 2032. Sustainable Community Schools The BOARD will make best efforts to grant requests from Sustainable Community Schools for Career Pathway hubs.

**ARTICLE 36
SALARIES AND OTHER COMPENSATION¶**

36-16. Pension Investments. The BOARD and the UNION shall collaborate with the CTPF and MEABF to identify and move away from any investments of bargaining unit employees' deferred compensation that are contributing to climate change and other forces that are harming our students and communities and put our money towards financially sound investments that further an equitable transition to a green future for the benefit of our students, staff and communities. This shall include but not be limited to investments in affordable green social housing that allow our students, their families and our members to live in our city.

**Article 44
GENERAL PROVISION**

44-44. Recycling Program. The BOARD will create a school based and district wide recycling program to minimize paper waste which shall be executed by bargaining unit members paid at their effective hourly rates.¶

**ARTICLE 45
COMMITTEES**

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45-4.21. Joint Climate Justice Committee. A standing committee on climate justice is established to develop and implement district-wide climate justice initiatives, including the development of curriculum and teaching materials.

45-4.25. Joint Climate, Safety and Facility Preparedness Committee. A standing committee on Climate, Safety, and Facilities Preparedness is established. The Committee shall be comprised of five members appointed by the Union and five members appointed by the Board and shall meet on both standing and emergency bases. Standing meetings of the committee shall occur no less than once per month.

1) Standing Objectives.

- a) Assess school district facilities infrastructure preparedness for climate events and develop joint recommendations and timeline for necessary improvements by June 2023
- b) Create a Green Schools Capital Improvement Plan for CPS to convert no less than half of all district school facilities to clean and renewable energy sources by 2033, including through the use of federal, state, and grant funding for decarbonization and green infrastructure.
- c) Establish a Joint Labor Committee on the CPS Facilities Plan, including labor representatives specializing in installation of green technology, and federal and state funding available for it, to advise on this process.
- d) Create joint revisions to CPS protocols for school community violence prevention and response
- e) Create joint revisions to CPS protocols for public health emergencies
- f) Convert no less than half of all district school facilities to clean and renewable energy sources by 2033.
- g) Maintain the safety committee structure to address any unforeseen and future climate crises, pandemics, communicable disease outbreaks, emergency facility needs, etc.
- h) Create joint revisions to the CPS plans for student health and wellness, including school nutrition and student lunches.

2) Emergency Response.

- a) In the event of a climate, safety, public health, or facilities emergency, the Committee shall convene an emergency meeting at the request of either party within 24 hours.
- b) The Committee shall adopt an Emergency Response Plan by mutual agreement on a timeline commensurate with the urgency needed to address the emergency and maintain school community member safety.
- c) If a mutual agreement on an Emergency Response Plan is not achieved on a timeline sufficient to address the emergency, either party may submit the dispute to expedited arbitration under Article 3-8.3 of the CBA, with each party submitting their final offer on an Emergency Response Plan and the Arbitrator having jurisdiction to order the adoption of either party's proposal.

3) Information Sharing.

a) The Board shall provide the Union with:

i) Current Board policies, rules, and protocols concerning

- (1) events of school community violence;
- (2) public health emergencies; and

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- (3) climate events, including but not limited to extreme heat, extreme cold, dangerous snowfall, and flooding
- ii) School facilities and maintenance assessments;
- iii) Grant applications the Board has submitted for existing and future green facilities and infrastructure projects; and
- iv) Existing Project Labor Agreements to which the Board is a party

45-4.26. Health and Nutrition Task Force. The CTU and the Board shall convene a Health and Nutrition Task Force to consider food insecurity, nutrition, culture, and sustainable (healthy) food sources and its impact on the instructional program. These recommendations should be utilized by the district.

**ARTICLE 46
INTEGRATION – QUALITY EDUCATION**

46-1.17. CTE Housing Apprenticeships. The BOARD and the UNION will partner with trade unions, including IBEW and Chicago Builds, to create a CTE program that builds affordable housing on empty city lots and performs green home renovations. At least 30% of the apprenticeship program hires shall be CPS students.

46-9. Climate Justice

46-9.1. The BOARD shall remove all lead pipes from all CPS school building by the last year of this Agreement. In so doing, the BOARD shall prioritize schools located in areas of the City that have suffered the worst effects of environmental racism. Until that process is complete, the BOARD shall install lead-removal filters on every drinking fountain and faucet, focusing first on schools with students in 2nd grade and younger.

46-9.2. The BOARD shall create a digital, publically-viewable system that identifies facilities concerns and tracks progress on their resolution.,

46-9.3. The BOARD shall annually conduct testing in all school buildings for the presence of mercury, lead, and other toxins.

46-9.4. The BOARD shall remove all asbestos, mold and other toxins from all school buildings.

46-9.5. The BOARD shall establish an \$1,800 per semester stipend for every school to have a Climate Champion. The Climate Champion will coordinate school-based climate justice initiatives, serve as a liaison to the school for district-wide climate justice initiatives. The BOARD shall cover the cost for Climate Champions to attend relevant required professional development.

46-9.6. The BOARD shall establish an annual Climate and Environment Justice Week, with initiatives and resources developed and selected by the Joint Committee on Climate Justice.

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46-9.7. The BOARD shall terminate its contract with Aramark for school cafeterias and thereafter provide each network with the option of three contractors from whom to choose to provide cafeteria services. The Board will create a Youth Advisory Council to assist in determining cafeteria food options.

46-9.8. The BOARD shall equip no less than 25 schools cafeterias for scratch kitchen cooking. Those kitchens will be provided with local fruits and vegetables, and shall offer culturally relevant food choices and practices.

46-9.9. The BOARD shall implement composting practices at 50 schools, and expand the existing school lunch composting program, prioritizing schools in underrepresented communities with the highest pollution burden.

46-9.10. The BOARD shall implement the following initiatives:

- (a) Rainwater collection at schools, prioritizing schools in areas that suffer from community flooding;
- (b) Installation of windows that open in every school, meeting industry standards for minimum opening size and screen quality, including indoor adjustment access for teachers, but not students;
- (c) HVAC related initiatives
 - (i) A moratorium on gas HVAC purchases
 - (ii) Replacing outdated and frequently malfunctioning HVAC systems, prioritizing the 50 schools that most frequently have extreme temperature control problems;
 - (iii) Installing electric heat pumps at 50 schools;
 - (iv) Ensuring HVAC filters are replaced at factory recommended intervals.

46-9.11. The BOARD shall establish a Carbon Neutral Schools pilot program at five (5) schools. This program shall:

- (a) utilize federal funding available for decarbonizing schools;
- (b) retrofit schools to cut energy costs by 30% by the end of the 2024-25 school year;
- (c) and develop a plan to achieve a fully carbon neutral school district by 2035.

46-9.12. The BOARD shall install solar panels or arrays at 50 schools.

46-9.13. The BOARD shall build at least three (3) new carbon-free fully green schools to replace the most outdated school building, including George Washington High School. The construction of a new school building shall have no adverse job rights impact on any bargaining unit employee assigned to the school unit.

46-9.14. The BOARD shall create community hubs for heating and cooling during extreme weather events.

46-9.15. The BOARD shall implement a 100% electric bus fleet managed by the BOARD, driven by unionized BOARD employee bus drivers.

46-9.16. The BOARD shall coordinate with the City of Chicago and the Chicago Transit Authority to secure free CTA fares for all CPS students and employees.

46-9.17. The BOARD shall implement facilities upgrade initiative focussed on creating green spaces at schools, prioritizing schools in communities with the highest rates of pollution.

46-9.18. The BOARD shall create a school-based, district-wide, recycling program to minimize paper waste.

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46-9.19, The BOARD shall test all schools for asbestos and mold and complete all necessary remediation to meet OSHA standards,