

Highlights of New CPS-CTU Contract



| Topic | Initial CTU Position | Initial CPS Position | Final Agreement |
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| Cost-of-Living Increases (COLAs) | 9 percent every year for all 4 years of contract | 4 percent for Year 1 4-5 percent for Years 2-4 (depending on inflation) | 4 percent for Year 1 4 percent for Year 2 (based on inflation) 4-5 percent for Years 3-4 (depending on inflation) |
| Additional Pay Increases | Eliminate multi-year step increases so veteran educators receive step increases every year up to year 25, costing over \$700M | Maintain current pay scale | \$30M in total additional pay increases: \$19.2M for teacher step increases \$6.7M for PSRP step increases \$3.4M for NBCT and clinician stipends |
| Additional Staff | 13,900 additional staff | Preserve current staff levels, which includes 7,000+ additional staff that have already been added since 2019 | Potentially up to 800-900 additional staff based on student enrollment and need |
| Elementary School Teacher Prep Time | 30 additional minutes of prep time each day for a total of 480 prep minutes per week (net increase of 150 minutes per week) | Maintain current allocation of 330 prep minutes per week Allocate two days of teacher-directed professional development to be reallocated to prep time | Total of 350 minutes per week 3 days of teacher-directed professional development can be reallocated to prep time; last principal-directed prep period of every quarter converted to teacher-directed prep time |
| Teacher Evaluations | Decrease standard for "Proficient" rating by 25 points Move all tenured teachers rated "Excellent" and "Proficient" to a 3-year evaluation cycle | No change to rating scale Allow upper half of tenured teachers rated "Excellent" to move to a 3 year evaluation cycle | No change to rating scale NBCTs, tenured teachers rated "Excellent" twice in a row, and teachers with 19+ years experience who maintain a "Proficient" score of at least 320 twice in a row will move to a 3-year cycle All other tenured teachers rated "Proficient" will be evaluated on a two-year cycle |