

SL: An Update on CPS/CTU Contract Negotiations

Dear CPS Colleagues, Families, and Partners,

Thank you to everyone who attended or viewed Tuesday night's public negotiation session!

The topic of this session was our plan for the expansion of our District's Sustainable Community Schools (SCS) Initiative, where neighborhood schools partner with community-based organizations to provide additional support for students, their families, and the surrounding community. It was encouraging to see how aligned we are with our labor partners around the value of this model and the desire for more SCS schools in our city. CPS has committed to expanding the number of SCS schools in our District from 20 to 65 over the next four years, which would be a significant milestone for this program.

If you were unable to join in real time, you can watch Tuesday night's public negotiation session [via the District's YouTube channel](#).

Our Progress at a Glance

I'm pleased to report that CPS has now responded to all of the initial 700+ proposals our partners at the Chicago Teachers Union (CTU) presented to us in April of this year. While I am the one to provide the negotiations updates to our CPS community, I want everyone to know that working through these proposals has been a team effort on the part of our District.

Hundreds of CPS professionals, from our Network leaders, to our support staff, to the leaders of our academic and operations teams, have come together as part of this effort. They have spent countless hours discussing and analyzing CTU's proposals so that we could provide our labor partners with thoughtful, well-researched responses. This dedicated team has also invested much time and effort into shaping District proposals designed to reward the hard work of our teachers while always keeping the needs of our students at the center.

I feel proud to be leading such a dedicated team, and I want to thank them for the insight and professionalism they have brought to this process. I'm sure that our CTU leaders feel similarly about their support team, who have also spent a great deal of time on this important work.

The CPS team has offered several substantial proposals to our CTU partners, most recently:

- Lowering class sizes in kindergarten and grades 4–8
- Providing ALL teachers with more teacher-directed professional development
- Dedicated release time for our special education teachers to work on Individualized Education Programs (IEPs)
- Centrally funding a minimum of three holistic teachers (such as arts, P.E., library, STEM, world language, media arts, etc.) for every CPS elementary school, with our larger schools receiving funding for as many as 12 holistic teachers.
- Providing a minimum of 10 District-funded core teacher positions for every school, regardless of the school's size or the salary of the teacher

[This fact sheet](#) provides more details on these and other CPS proposals, including:

- Substantial salary increases every year for the next four years
- Expanded health and dental benefits
- No increase in employee healthcare contributions
- Adding more counselors and case managers in the schools that need them most
- Enhanced support for our English Learners and their teachers
- Strengthening connections with our pre-k and kindergarten families
- Developing and investing in Green School Initiatives

We want our educators to receive the salary and benefits increases they deserve. We also want all students to continue receiving a robust, high-quality education that is rigorous, joyful, and equitable and aligns with the vision outlined in our new [Five-Year Strategic Plan](#).

CPS will continue coming to the bargaining table in good faith, with the goal of rewarding our educators for their exemplary work while making financially responsible decisions in the best interest of our most important constituents—the children of Chicago Public Schools.

I thank you for your continued interest in this important work. In addition to receiving these regular email updates from the District, be sure to visit cps.edu/laborupdates for the most current information on CPS/CTU negotiations.

Sincerely,

Pedro Martinez
Chief Executive Officer
Chicago Public Schools