

Summary of Agreement with CTU

Board Presentation

September 25, 2012

Status of Tentative Agreement

- Agreement must be ratified by CTU membership (majority of voters), then approved by CPS board
- CTU membership vote scheduled October 2
- We hope to submit agreement to Board for its approval at its October 24 regular meeting

- Three year agreement (July 2012 through June 2015), with option to renew for fourth year
- Option must be initiated by CPS board by April 30, 2015, then subject to acceptance by CTU
- Some provisions are retroactive to July 1, 2012, others take effect upon approval by both parties

- **Class size**
 - Maintains current class size levels and policy on class sizes
 - Increases funds to committee to address class size issues
 - Increases LSC participation in addressing class size issues
- **Special Education**
 - Joint committee to address Clinicians' caseloads, with funding to address caseload issues and special education teachers' class size issues
- **Full School Day and Year**
 - The agreement incorporates the Board's Full School Day and Year for students.

- **Unified Calendar**
 - Joint team will develop recommendations by December 31, 2012 for a single track academic calendar to be implemented next school year
- **Air Conditioning**
 - Joint team will study problem and recommend solutions, recognizing funding constraints
- **Teacher Supply Reimbursement**
 - Increases reimbursement to teachers for materials and supplies they purchase

Fair Compensation for Teachers

- COLA increases of 3% in FY13, and 2% in FY14 and FY15
 - 3% option in year 4 with contract renewal
- Revised step system, to provide greater pay increases at Steps 5 to 10, to better retain experienced teachers
- Lane system retained to reward increased educational attainment
- Joint Board and CTU committee formed to study ways to improve compensation for teachers in leadership roles and hard-to-fill positions

Teacher Evaluation Plan

- Board's REACH Students Teacher Evaluation Plan will be implemented as planned by PERA team
- Student achievement will be an increasingly significant factor as plan is phased in, rising to 35% in year 4. Structured observations of teacher practice will continue to be a very significant factor.
- CPS has committed to work with CTU Quest Center to provide professional development to teachers
- Implementation in phases will help ensure sound execution and acceptance by teachers and principals
 - Year 1 - tenured teachers rated but no stakes until year 2
 - Student surveys piloted in year 2; implementation in year 3 subject to review by a Joint Board - CTU committee

- Performance will become primary factor in virtually all decisions including hiring eligibility, transfers, order of layoff and recall. Seniority will be a factor but will be subordinate to performance for the first time in District history
- Concurrent implementation of Quality Teacher Initiative and teacher eligibility will ensure uniform hiring standards across all schools.

- Getting to agreement involved a lot of hard bargaining and compromises for everyone involved.
- Result enhances opportunities for students to achieve
 - Full school day and year to provide valuable time
 - Better system to evaluate teachers, support their professional development and improve their craft
 - Better system to reward and retain experienced, high-performing teachers
 - Principal autonomy in hiring staff
- Fair compensation