

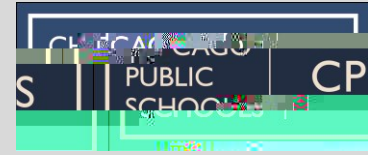


Summary of Agreement with CTU

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

Contract Duration



Three year agreement (July 2012 through June 2015), with option to renew for fourth year

Improved Working Conditions



Class size

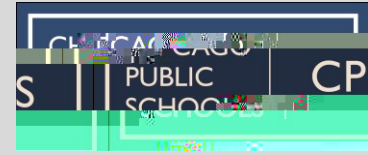
- Maintains current class size levels and policy on class sizes
- Increases funds to committee to address class size issues
- Increases LSC participation in addressing class size issues

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

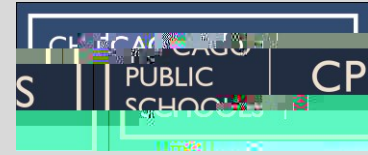
Air Conditioning

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.

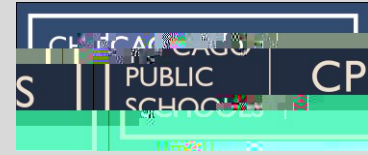
CPS has committed to work with CTU Quest Center to provide professional development to teachers

Implementation in phases will help ensure sound execution



virtually all decisions includi

Summary



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