AGREEMENT
BETWEEN THE
BOARD OF EDUCATION
OF THE
CITY OF CHICAGO
AND THE
CHICAGO TEACHERS UNION,
LOCAL NO. 1,
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

This collective bargaining agreement (hereinafter referred to as the "Agreement") is entered into by and between the Board of Education of the City of Chicago (hereinafter referred to as the "BOARD") and the Chicago Teachers Union, Local No. 1, American Federation of Teachers, AFL-CIO (hereinafter referred to as the "UNION") on the 24th day of April 2025 to become effective on the same date.

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PREAMBLE

The purpose of this Agreement is to reaffirm the parties' common responsibility to maintain a collaborative and collegial collective bargaining relationship that furthers the parties' shared goal of delivering high quality instructional programs and significantly advancing a well-rounded public education for the students of the Chicago public school system. Through free and open dialogue, the parties have identified the educational objectives for the Chicago Public Schools (hereinafter referred to as "CPS") and have designed this Agreement to further those objectives through good faith cooperation now and in the future.

The parties firmly believe that a well-rounded public education is an absolute necessity for any graduate to be considered college-, career- and citizenship-ready. The parties also recognize that a well-rounded public education includes, but is by no means limited to, providing students with an enriched, diverse and comprehensive curriculum that allows them to obtain essential knowledge and skills; engage in critical and creative thinking; develop independent inquiry skills and an appreciation for the arts, music and literature; improve their physical and emotional health; prepare for leadership roles in their communities; attain the technical skills necessary to become career-ready; develop the academic discipline and proficiency in the intelligent use of technology necessary to become college-ready; and ultimately graduate from the Chicago public school system prepared to become productive and self-confident citizens capable of ethical participation in a free and democratic society.

In addition, the parties recognize that the achievement of these educational objectives requires substantial short- and long-term financial investments in public education and that the fulfillment of the aspirations described in this Preamble will require dramatic and

cooperative changes in education funding at the federal, state and local levels; a commitment to good faith collaboration; mutual agreement on priorities and values; and the adoption of proven or research-based educational methods and instructional practices.

Furthermore, to foster a cosmopolitan spirit and better develop CPS students as tolerant and unbiased citizens, the BOARD and the UNION shall work affirmatively to the end that each student may have the educational advantage of an integrated school.

Finally, this Agreement is intended to affirm that the parties' shared goals will only be achieved if bargaining unit employees are fairly and adequately recognized and rewarded for their contributions to the educational process and provided with a wholesome work environment based on mutual respect and the highest level of professionalism. The guiding principles set forth in this Preamble shall remain at the forefront of the parties' negotiations now and in the years to come until these shared educational aspirations become a reality for each and every student and employee of the Chicago public school system.

ARTICLE 1
RECOGNITION

1-1. Representative Unit.

1-1.1. Scope of Bargaining Unit. The BOARD recognizes the UNION as the sole and exclusive bargaining representative of all employees employed in the job titles or categories of positions listed in Appendix D.

1-1.2. Reclassifications and New Job Titles or Categories of Positions. If the BOARD reclassifies job titles or categories of positions or employs a new job title or category of position having a community of interest with employees in the existing bargaining unit, employees in such new job title or category of position shall be included within the existing bargaining unit. Upon the UNION's request, the parties shall negotiate the terms and conditions of employment for such new or reclassified title or category of position. Nothing contained in this subsection shall be construed to require renegotiation of terms and conditions of employment applicable to employees in an existing bargaining unit as a result of the BOARD's reclassification of the title or category of employees in the unit.

1-2. Recognition of UNION. No other group or organization or representative thereof shall be recognized or permitted to engage on behalf of any employees included in the UNION bargaining unit (referred to herein as "bargaining unit employees" or "bargaining unit members") in any activities concerning wages, hours or terms and conditions of employment, including the submission of proposals, participation in hearings, conferences or meetings for any purposes and any other group or collective action dealing with above-described matters, subject to the provisions of the *Illinois Educational Labor Relations Act*. However, the above provisions shall not preclude the

right of an individual to present grievances on his or her own behalf or to submit suggestions to the Chief Executive Officer as individuals or to prevent groups or organizations from presenting suggestions or proposals at the annual public hearing on the budget prescribed by statute.

1-3. Designation of Representatives. The Chief Executive Officer and the UNION shall have the right of free choice in designating representatives for the purpose of resolving grievances and professional problems.

1-4. Resolution of Grievances and Professional Problems. The resolution of all grievances and professional problems shall be in accordance with the procedures that are a part of this Agreement.

1-5. Exchange of Information.

1-5.1. General Provision. The Office of the Chief Executive Officer shall, upon request and within seven calendar days or as soon as possible thereafter, furnish to the UNION available and pertinent reports, statistics and general information concerning CPS. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

1-5.2. Grievances and Professional Problems. The Office of the Chief Executive Officer shall, upon request and within seven calendar days or as soon as possible thereafter, furnish to the UNION information necessary to the intelligent and professional resolution of specific grievances and professional problems of bargaining unit employees, including laid off or retired employees whose grievances arose during their employment as a bargaining unit employee. Any such information shall be made available only with the consent of the bargaining unit employee involved and shall be kept in confidence unless otherwise agreed. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

1-5.3. Board Meeting Agendas and Actions. Prior to each regular or special Board meeting, the BOARD shall post online the public agenda for the meeting and copies of the proposed Board reports listed on the public agenda. The BOARD shall electronically transmit a copy of the public agenda and the copies of the proposed Board actions to the UNION President simultaneously with the online posting. Insofar as possible, if any Board report directly affects this Agreement, the Chief Executive Officer or his or her designee shall contact the UNION President to discuss the report as soon as the report is finalized and prior to the meeting during which the report will be considered. After each meeting, the BOARD shall post online the Board Action Index for the meeting and all Board actions during such meeting.

1-5.4. Finance and Budget Information. During the budget planning process, the BOARD agrees to meet with the UNION on a monthly basis through the parties' Budget Committee to review revenue and expenditure assumptions, including capital

expenditures, and other pertinent budgetary information. After the budget is adopted, the BOARD agrees to meet with the UNION upon request to review the quarterly Interim Summary Financial Statements and the Comprehensive Annual Financial Report for each Fiscal Year.

1-5.5. *CPS Weekly Newsletter* and Bulletins. A copy of the *CPS Weekly Newsletter* and any employee bulletin relating to the Agreement shall be transmitted to the UNION President simultaneously with its transmission to employees.

1-5.6. Reports. The Office of the Chief Executive Officer agrees to supply the UNION with the following reports as long as such reports are prepared: (a) teacher payroll step and lane report and (b) monthly teacher substitute activity report.

1-5.7. UNION Delegate Handbook. The UNION shall furnish the Office of the Chief Executive Officer with five copies of the current UNION delegate's handbook.

1-5.8. Bargaining Unit Employee Information**.** The BOARD shall provide the UNION on at least a monthly basis, and on a weekly basis for the months of August, September, and October, a list of all current employees in the bargaining unit, which shall include each employee's first and last name, job title, department, work location, home address, all telephone numbers (including cell phone number if available), personal and work email addresses, date of birth, seniority date, base hourly pay rate (if available), language preference (if available), identification number/payroll code/job number, salary, status as a member or non-member, UNION dues, and COPE payment.

1-5.8(a). Meetings Regarding Bargaining Unit Employee Information. The parties agree to meet at reasonable times in good faith to ensure that they are operating under the same list of represented workers, members, and individuals who have authorized the deduction of dues, fees, assessments, and COPE. As a part of their meetings, the parties shall endeavor to identify any changes that need to be made to their systems or operations to ensure that systems and operations accurately track those individuals who are in the bargaining unit, and, among those individuals, those who have not authorized the deduction of union dues, fees, assessments and COPE contributions.

1-5.8(b). Job Fairs and New Employee Meetings. The BOARD shall provide the UNION with notice of CPS job fairs, new teacher orientation dates, and all gatherings of 25 or more new employees (excluding school-level meetings and events) including their time, date and location, as soon as practicable after their scheduling. At all such events, if the UNION attends, the UNION representatives will conduct themselves in a professional manner.

1-5.8(c). Informational Tabling. The BOARD shall allow the UNION to do informational tabling indoors in the lobby or vestibule at the Staffing Center locations. The UNION shall request permission a minimum of a week in

advance of its proposed date for informational tabling. The BOARD retains the exclusive right to designate the specific location of the information table, provided the location is readily accessible and visible to employees entering and leaving the buildings.

1-6. Dues Checkoff. The BOARD shall deduct from the pay of each bargaining unit employee from whom it receives an authorization to do so the required amount of fees for the payment of UNION dues. Such fees, accompanied by a list of persons from whom they have been deducted and the amount deducted from each, and by a list of persons who had authorized deductions and from whom no deduction was made and the reason therefore, shall be forwarded to the UNION office no later than ten work days after such deductions were made. Such lists shall be organized by school or the applicable unit. Any bargaining unit employee may terminate the dues check off during August by submitting written notice to the BOARD and the UNION.

1-7. United Credit Union Deductions.

1-7.1. Deduction. The BOARD shall deduct from the pay of each full-time bargaining unit employee who is a member of the United Credit Union from whom it receives an authorization to do so the bi-weekly amount authorized by the member for savings/shares in the United Credit Union.

1-7.2. Authorization. Each eligible bargaining unit employee may have one authorization agreement and options to increase or decrease the member's share/savings during the calendar year.

1-7.3. Remittance. Such amounts deducted from the member's bi-weekly payroll shall be forwarded electronically via the Automatic Clearing House to the member's account at the United Credit Union no later than ten work days after such deductions are made. A list of persons from whom funds have been deducted in a sequence mutually acceptable to the BOARD and the United Credit Union shall be made available to the United Credit Union no later than ten work days after such deductions are made.

1-7.4. Authorization Forms. The United Credit Union shall submit authorization cards for deduction upon forms approved by CPS.

1-8. [Reserved]

1-9. Annuity or Mutual Fund Deductions. The BOARD agrees to electronically wire transfer monies deducted from the salaries of each bargaining unit employee to the respective tax sheltered annuity carrier or mutual fund after such deductions are made.

1-10. Chicago Teachers Union Political Action Committee Deductions. The BOARD agrees to deduct from the pay of each bargaining unit employee from whom it receives an authorization to do so the monthly amount authorized by the member to be

paid to the Chicago Teachers Union Political Action Committee. The BOARD shall charge the UNION a service fee of $1.00 per member enrolled per year.

1-11. Regular Leadership Meetings. The Chief Executive Officer shall meet monthly at a mutually agreeable time with the UNION President and/or the UNION President's designee to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement.

1-12. Professional Problems Committees.

1-12.1. School-Based Professional Problems Committees. Each school shall establish a Professional Problems Committee to discuss school operations, contract administration issues and any new BOARD instructional program or joint BOARD-UNION initiative, or new local initiatives prior to or at the time of its implementation at the local school level. The committee shall be composed of the principal and no fewer than three and not more than five members identified by the UNION delegate at schools with 150 or fewer non-city wide CTU bargaining unit employees assigned to the school full-time; and, at the option of the UNION delegate, 1 additional committee member identified by the UNION delegate for every 50 non-city wide CTU bargaining unit employees assigned to the school full-time above 150, with a cap at a total of 10 members, provided that the assistant principal or principal designee is added to a PPC if the UNION delegate exercises the option to add bargaining unit employee committee members. The UNION delegate shall be the chairperson of the Professional Problems Committee. The UNION delegate shall notify the principal of the UNION representatives as soon as they are elected and report any changes in representatives as soon as possible. The committee shall meet at least monthly without loss of compensation, and the parties shall jointly establish the agenda at least forty-eight hours prior to each meeting. Meetings in addition to regularly scheduled monthly meetings shall be mutually agreed upon between the PPC members and the Principal, shall only be held for reasonable cause, and PPC meetings shall not exceed two per month. The UNION delegate and the principal shall exchange agenda items, at least 48 hours prior to each meeting. Neither party shall outright reject the other's proposed agenda items so long as the agenda item references a CPS/CTU Contract Professional Problem.

The principal and the chairperson of the Professional Problems Committee shall exchange in a timely manner available and pertinent information concerning the operation of the school when such information is necessary for the understanding and resolution of professional problems under discussion by the principal and the Professional Problems Committee. Information to be shared with the PPC includes, but is not limited to:

- The LSC approved school budget
- Full staff list of any and all employees assigned to the school, including union and non-union employees
- The UNION delegate shall be updated of any change of the staff list.
- Specific counts of class sizes for each course section
- Each section should include the course number, period it takes place, the student count, the name of the teacher(s), what level it is, and whether or not it is an inclusion class.
- Regular & Cluster class size data
- List of teachers who are assigned a 6th class
- List of teachers who are assigned an advisory

The principal or the UNION delegate may invite consultants or resource persons to attend the meeting to discuss specific agenda items with 48 hours' advance notice to the committee members. The committee shall decide whether and how to report the proceedings of the meeting to school staff.

1-12.2. City-Wide Professional Problems Committee. A City-Wide Professional Problems Committee shall be established with members representing clinicians, PSRPs assigned to the Office of Diverse Learner Supports and Services and other city-wide employees. The committee shall be composed of the Chief Officer of the Office of Diverse Learner Supports and Services or their designee and between eight and twelve city-wide employees designated by the UNION. The committee shall meet at least four times a year without loss of compensation and shall also meet with clinician managers if possible.

1-12.3. Substitute Teacher Professional Problems Committee. A Substitute Teacher Professional Problems Committee shall be established with members representing temporarily assigned teachers, Cadre substitutes and day-to-day substitutes. The committee shall be composed of the Chief Talent Officer or their designee and between eight and twelve substitute teachers designated by the UNION. The committee shall meet at least four times a year, and employees shall be paid their daily rate for attending such meetings.

1-13. Staff Lists. UNION delegates shall be provided the necessary information so that they may compile an up-to-date staff list. Said staff list shall be restricted to bargaining unit employees assigned to that school or unit.

1-14. Periods for UNION and Local School Council Business.

1-14.1. UNION Delegates. All UNION delegates shall be provided with one additional forty-minute or the length of a class period, whichever is longer, duty-free period per

month during which time they shall conduct UNION business, including, but not limited to, the investigation of professional problems and grievances, development of Professional Problems Committee agendas, distribution of *bona fide* Union materials and maintenance of the UNION bulletin board. UNION delegates shall be permitted to combine their monthly duty-free periods to be released to attend UNION-conducted training and professional development. In addition, city-wide delegates shall be provided with two forty-minute periods each school year, one per each city-wide in-service day, during which time they shall be allowed to conduct Union business.

1-14.2. Teacher Representatives on Local School Councils. Teacher representatives on the Local School Council shall be provided with one additional forty-minute or the length of a class period, whichever is longer, duty-free period per month during which time they shall conduct Local School Council business. Teacher representatives shall receive all LSC documents in advance of the LSC meeting, concurrently with the other members of the LSC.

1-14.3. LSC Attendance Release Time. If an LSC meeting, whether regularly scheduled or a special meeting, is called during the school day, efforts will be made to provide class coverage for the two teacher representative members of the LSC who are on staff at the school.

1-15. Access to BOARD Premises. Upon notification to the school principal, or in the principal's absence to the acting administrator, the principal or acting administrator shall permit the UNION President or the UNION President's designated representative to visit the schools for any purpose relating to the terms and conditions of this Agreement, provided that such visitation does not interfere with normal teaching duties of either the teachers interviewed or the UNION delegate. If conferences with bargaining unit employees are necessary, they shall be scheduled so as not to interfere with the instructional program. The UNION representative shall report to the school office immediately upon arrival and sign the official register.

1-16. Mutually Scheduled Meetings. Whenever bargaining unit employees are mutually scheduled by the BOARD and the UNION to participate during working hours in conferences, meetings or negotiations with respect to the Agreement, they shall suffer no loss in pay.

1-17. Leaves of Absence for Union Business ~~or~~ Elected Public Office, or Appointed Public Office.

1-17.1. Number and Length of Leaves. The BOARD shall grant fifty appointed teachers, clinicians, or PSRPs elected or appointed to full-time positions with the UNION, the Chicago Teachers Union Foundation, the Illinois Federation of Teachers, the American Federation of Teachers or the Chicago Federation of Labor–Industrial

Union Council, or elected or appointed executives (e.g., Chief of Staff, Deputy Mayor) to municipal, county, state, or federal office, leaves of absence without pay in increments of twelve calendar months for the purpose of accepting these positions upon appropriate application by the UNION or in the case of elected office upon appropriate application by the employee. The BOARD shall extend those leaves in increments of twelve calendar months.

1-17.2. Health Care and Dental Benefits During Leaves. Bargaining unit employees who are on leaves for Union business or elected public office may continue their health care and dental benefit coverage, provided that they pay the full cost of such coverage.

1-17.3. Pension Contributions During Leaves. Bargaining unit employees who are on leaves for Union business or elected public office shall be permitted to pay the contributions required or permitted by law to be made by the employee and the BOARD to the Public School Teachers' Pension and Retirement Fund of Chicago or the Municipal Employees' Annuity and Benefit Fund of Chicago to ensure that full credit for retirement purposes is granted for the time spent on such leaves of absence.

1-17.4. Seniority Accrual on Leave. Bargaining unit employees who are on leaves for Union business or elected public office shall continue to accrue seniority with the BOARD, and the leave of absence will not be considered a break in service.

1-17.5. Return from Leave.

1-17.5(a). *Appointed Teachers, Clinicians or PSRPs Elected as UNION Officers.* An appointed teacher, clinician or PSRP who is elected as President, Vice President, Recording Secretary or Financial Secretary of the UNION, and who decides to return to BOARD employment following the conclusion of their first term in office shall be returned to their original position in their original school or unit. An appointed teacher, clinician, or PSRP who is elected as President, Vice President, Recording Secretary or Financial Secretary of the UNION and who serves more than one term and decides to return to BOARD employment following the conclusion of their last term in office shall be assigned to an equivalent position in their area of licensure.

1-17.5(b). *Other Teachers, Clinicians or PSRPs and members elected to Public Office*. If a teacher, clinician or PSRP on UNION leave, not covered by subsection 1-17.5(a) decides to return to BOARD employment within one year of the beginning of the UNION leave, the teacher, clinician or PSRP shall be returned to their former position in their former school or unit. If such a teacher, clinician or PSRP decides to return to BOARD employment after one year from the beginning of the UNION leave, they shall be assigned to an equivalent position in the area of their licensure. A teacher, clinician, or PSRP elected to municipal, county, state, or federal office who decides to return to the

BOARD at the conclusion of their elected office shall be assigned to an equivalent position in their area of licensure.

1-17.6. Classroom Teaching During UNION Leaves. Teachers who are on a UNION leave may teach classes for which they are properly certified, subject to the voluntary agreement to such arrangement between the teacher and the principal or head administrator of the school or unit.

1-18. Posting or Distribution of Union Materials.

1-18.1. Bulletin Boards. The UNION shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all bargaining unit employees in each school or unit for the posting of official notices and other official materials relating to Union activities. The bulletin board space allocated shall be identified with the name of the UNION, the name of the UNION delegates and the names of the members of the Professional Problems Committee. UNION delegates and authorized UNION representatives shall be responsible for the content and maintenance of the bulletin board.

1-18.2. Mailboxes. UNION delegates, officers and authorized UNION representatives shall have the right to place materials in the mailboxes of bargaining unit employees. Materials placed in mailboxes shall be restricted to official communications from the UNION or communications signed by the UNION delegate. A copy of all materials placed in the mailboxes of bargaining unit employees by the UNION shall simultaneously be placed in the principal's or head administrator's mailbox.

1-19. Union Meetings. On twenty-four hours' advance notice to the principal or head administrator of a school or unit, the UNION shall have the right to schedule meetings in the building before or after regular duty hours and during lunch time of bargaining unit employees involved in matters concerning their employment, the provisions of this Agreement and for the conduct of Union business, provided said meetings do not interfere with an in-service or general faculty meeting previously scheduled and posted prior to the twenty-four hour notification given to the principal or head administrator by the UNION. Where such meetings are held outside of the operating hours of that school or unit, the UNION shall pay the additional costs. The UNION President or their designee has the right to attend Union meetings at a school or unit, provided the UNION President or their designee complies with the protocols for visits to CPS premises. Additionally, the UNION shall be allowed thirty (30) minutes to meet with CTU bargaining unit members on the Teacher-Directed Teacher-Institute Day at the start of the school year during the Professional Development days prior to the start of student attendance days for the purpose of presenting information about the UNION. If a CTU-represented employee hired during the semester wishes to meet with the UNION, the school administration and school UNION delegate will schedule mutually agreed upon meeting

time within two weeks of the CTU-represented employee's starting date. This meeting will allow for the new CTU-represented employee and the school UNION delegate to meet for up to 10 minutes during the work day. There shall be no loss of pay for any participating employees.

1-20. Conflicts with Statutes, Rules or Regulations. The terms of this Agreement shall not apply where inconsistent with constitutional, statutory or other legal provisions. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be modified forthwith by the parties hereto to the extent necessary to conform thereto. In such cases, all other provisions of this Agreement shall remain in effect. Nothing contained in this Agreement shall be construed to deny to any bargaining unit employee or to the BOARD the right to resort to legal proceedings. No decision on or adjustment of a grievance shall be contrary to any provision of this Agreement.

1-21. UNION Delegates. A UNION delegate is defined as a BOARD employee who is an agent of the UNION in a school or unit, which may include a specific work location or functional division or group. In the event a school, unit or functional division or group does not elect a UNION delegate, the UNION President shall designate a UNION delegate *pro tem* at the school, unit or job location. The UNION delegate *pro tem* shall perform all duties of the delegate until an election is held and UNION delegate appointed.

1-22. Reproduction of Agreement. This Agreement shall be reproduced by the UNION with the cost to be shared between the BOARD and the UNION. The BOARD shall distribute the Agreement to each person who is or becomes a bargaining unit employee during its effective term. The initial delivery to the units shall be completed as soon as possible, but no later than twenty school days after the printed Agreements have been delivered to the BOARD. The UNION shall submit to the Office of Employee Engagement a list by unit number of all parcels delivered to the warehouse facility of the BOARD. Three thousand seven hundred fifty copies of said Agreement shall be delivered to the Office of Employee Engagement.

1-23. School Administrator CBA Training. The BOARD and the UNION shall develop topics for a mandatory annual training for school principals and assistant principals on compliance with the terms of this Agreement, with training materials informed by the Union.

1-24. Professional Personnel Leadership Committee. As required by 105 ILCS 5/34-2.4a, every school shall establish a Professional Personnel Leadership Committee. In absence of a PPLC, the school based PPC shall function in its place and adhere to all applicable provisions outlined by state law until a PPLC can be formed. The PPC shall clearly separate its functions when acting as a PPLC from its regular duties as a PPC to ensure compliance with the law.

ARTICLE 2
EQUAL EMPLOYMENT OPPORTUNITY AND EQUITY

2-1. Prohibition on Discrimination. No employee shall be discriminated or retaliated against on the basis of race or ethnicity, ethnic group identification, national origin, nationality, ancestry, creed, color, age, gender or sex (including pregnancy, childbirth, breastfeeding, and pregnancy related medical condition), marital status, civil unions, legally recognized domestic partner status, military/veteran or military discharge status, disability, actual or perceived sexual orientation, gender identity or expression, religion, parental status, immigration status, genetic information, refusal to submit to a genetic test or make available the results of a genetic test, or political belief or affiliation (not union related); the utilization of benefits authorized by BOARD policy; or participation in any committee, council or group, including but not limited to, the Professional Personnel Leadership Committee, Professional Problems Committee or Local School Council. Furthermore, no employee shall be discriminated or retaliated against on the basis of lawful union activity. Union activity is defined as membership or participation in, or association with the activities of, the UNION, requesting union representation, filing grievances or resolving grievances and professional problems, exercising rights within the collective bargaining agreement, or organizing or attending a union meeting.

2-2. Recruiting Plan. By January 1, 2025, the BOARD shall engage in good faith consultation with the UNION on the BOARD's systemic plan designed to search for and recruit a racially diverse pool of candidates to fill positions. These efforts shall include training of principals and head administrators regarding the implementation of the BOARD's plan. The BOARD and the UNION shall meet quarterly to discuss the plan and assess its implementation. The BOARD shall share relevant data with the UNION as part of the implementation assessment.

ARTICLE 3
GRIEVANCE AND ARBITRATION PROCEDURE

3-1. Definition of a Grievance. A grievance is a complaint involving a work situation; a complaint that there has been a deviation from, misinterpretation of or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.

3-2. Parties to Grievances. A grievance may be filed by an individual employee, a group of employees or the UNION on behalf of an employee or group of employees. Any bargaining unit employee who is not a member of the UNION or who has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his or her own behalf as an individual through the Chief Executive Officer's Review set forth in Article 3-7 and submit suggestions to the BOARD as an individual, provided that the adjustment is not inconsistent with the terms of the Agreement and that the UNION has been given an opportunity to be present at such adjustment.

3-3. Investigation of Grievances. A principal or head administrator shall allow the UNION delegate or designee a reasonable period of time during the school day to

investigate grievances. In the event clarification is necessary as to what constitutes reasonable time, the Executive Director of Administrative Hearings, after consultation with the UNION, shall make the final determination. Prior to the initial conference and upon the request of the UNION delegate or designee, the principal or head administrator shall provide the UNION with access to or copies of all existing and available documents that are relevant to the allegations in the grievance, including all documents supporting the BOARD's actions, and shall timely supplement this production if additional documents become available. The UNION President or designee shall be accorded all the rights of the UNION delegate in any school or unit. Time allowed shall be confined to investigating grievances that have been brought to the principal's or head administrator's attention.

3-4. Appearances and Representation at Conferences.

3-4.1. Conferences. Conferences held under this grievance procedure shall be scheduled at a time and place, including over the summer (provided the employee's unavailability over the summer will not count against their right to reschedule a conference), which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

3-4.2. Failure to Appear. If the grievant fails to appear at a scheduled grievance conference, and fails to appear at another grievance conference scheduled at the grievant's or the UNION's request, the grievance shall be deemed to have been resolved, provided that the grievant was given notification of said conference in accordance with the appropriate step of the grievance procedure. The provisions of Article 3-5 are applicable in the scheduling of said conferences.

3-5. Time Limits. Failure on the part of the principal, head administrator or any other administrator at any step of this procedure to communicate a decision concerning a grievance within the specified time shall permit it to be advanced to the next higher step. Additional time at a specified step of this procedure may be granted by mutual agreement between the parties.

3-6. Adjustment of Grievances–School Level.

3-6.1. Informal Resolution. A sincere attempt should be made to resolve any dispute on an informal basis between the grievant or the UNION delegate or UNION and the principal or the grievant's head administrator if the grievant is not assigned to an individual school before the dispute becomes formalized as a grievance.

3-6.2. Deadline for Filing Grievances. A grievant or the UNION shall file grievances in writing within forty-five school days after the occurrence of the event giving rise to the alleged violation, or within forty-five school days from the time the grievant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, except in the case of a salary grievance. For salary grievances filed on or after November 1, 2012, the grievant or the UNION may file a grievance within three calendar years of the date on which the salary grievance arose. Salary grievances filed within three calendar years shall be deemed timely.

3-6.3. Substance of Grievance. A grievance must bear the signature of the grievant, the UNION delegate or the UNION President, specifying the complaint(s) and/or violation(s) alleged and a brief statement of facts sufficient to allow a response.

3-6.4. Joint Grievances and Consolidation. If two or more grievants have the same grievance, a joint grievance may be presented and processed as a single grievance. Further, the parties by mutual agreement may consolidate other grievances

3-6.5. Initial Conference. Upon receipt of a grievance in writing, the principal or the grievant's head administrator if the grievant is not assigned to an individual school shall confer within five school days with the grievant and others involved in the grievance. At this conference the facts shall be discussed, and an effort shall be made to adjust the matter to the satisfaction of all concerned.

3-6.6. Representation. The grievant may be heard personally and may be represented by the UNION delegate, the UNION President or the UNION President's designee.

3-6.7. Communication of Decision. The principal or the grievant's head administrator if the grievant is not assigned to an individual school shall make a decision and communicate it and the bases for the decision in writing to the grievant, the UNION delegate or UNION designee and the Executive Director of the Office of Administrative Hearings within five school days after the completion of the conference.

3-7. Chief Executive Officer's Review.

3-7.1. Right to Appeal. Within fifteen school days after receiving the decision of the principal or the grievant's head administrator if the grievant is not assigned to an individual school, the grievant, through the UNION, may appeal to the Chief Executive Officer or the Executive Director of the Office of Administrative Hearings or designee. Copies of the original grievance, the appeal and any decision rendered shall be forwarded to the Executive Director of the Office of Administrative Hearings with the request for review.

3-7.2. Notice of Conference. The Chief Executive Officer or Executive Director of the Office of Administrative Hearings or designee shall meet within ten school days with the grievant, their UNION representative, if any, and the principal or head administrator. The Chief Executive Officer or designee will give all participants three school days' notice of the time and place of the meeting in writing.

3-7.3. Scheduling of Conference. Conferences held under this grievance procedure shall be held virtually and scheduled at a time and place, including over the summer (provided the employee's unavailability over the summer will not count against their right to reschedule a conference), which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

3-7.4. Witnesses. The UNION may present up to two witnesses, in addition to the grievant(s), at a grievance meeting at the Central Office level. Additional witnesses shall be allowed with the Chief Executive Officer's or their designee's permission. If witnesses are called at the grievance meeting, the Chief Executive Officer may require that the hearing be conducted via electronic means (e.g., video conferencing or telephonically).

3-7.5. Communication of Decision. The Chief Executive Officer or the Executive Director of the Office of Administrative Hearings or designee shall issue a written decision and communicate the same and the bases for the decision to the parties involved within twenty school days after completion of the conference.

3-8. General Provisions.

3-8.1. Procedures for Certain Grievances That Are Not Under the Jurisdiction of a Principal or Head Administrator.

3-8.1(a). *Initial Processing*. Any grievance based upon the action of an authority higher than the principal shall be initiated directly with the Office of Administrative Hearings. The grievance must specify the complaint(s) and/or violation(s) alleged, a brief statement of facts sufficient to allow a response and any documentation which may expedite the resolution of the grievance.

3-8.1(b). *Conference and Issuance of Decision*. Upon receipt of a grievance filed pursuant to Article 3-8.1(a), the Chief Executive Officer

or the Executive Director of the Office of Administrative Hearings or designee shall meet within ten school days with the concerned parties who will be given no less than two school days' notice of the time and place of the conference. The Chief Executive Officer or the Executive Director of the Office of Administrative Hearings or designee shall make a written decision and communicate the same to the parties involved within twenty school days after completion of the conference. Decisions of the Chief Executive Officer or the Executive Director of the Office of Administrative Hearings or designee may be appealed to arbitration under Article 3-10.

3-8.2. Initiation at Higher Step. The UNION may initiate or appeal a grievance at any step of the grievance procedure.

3-8.3. Expedited Grievance and Arbitration Procedure. Where expedited grievance and arbitration is provided in this Agreement, the following shall apply: The Union may file the grievance at the highest step. If the grievance is not adjusted within fifteen (15) days, it shall automatically proceed to arbitration upon the Union's written demand. The parties shall select an arbitrator and the grievance shall be heard by the arbitrator within thirty (30) days of the arbitration demand. The arbitrator shall issue a bench ruling and award at the conclusion of the hearing, but may subsequently issue a written ruling explaining the award upon request of either party.

3-8.4. Deadline for Filing Grievances. A grievant or the UNION shall file grievances in writing within forty-five school days after the occurrence of the event giving rise to the alleged violation, or within forty-five school days from the time the grievant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, except in the case of a salary grievance. For salary grievances filed on or after November 1, 2012, the grievant or the UNION may file a grievance within three calendar years of the date on which the salary grievance arose. Salary grievances filed within three calendar years shall be deemed timely.

3-9. Grievance Mediation.

3-9.1. Neutral Grievance Mediators. The BOARD and the UNION shall establish a permanent panel of four neutral grievance mediators. Mediators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed mediator shall not be affected. The parties shall make every effort to agree upon a substitute mediator.

3-9.2. Grievance Mediation Panel Meetings and Authority.

3-9.2(a). *Mediation Panel*. Either the UNION or the BOARD may request that a grievance be submitted to mediation. Grievances submitted to mediation shall be submitted to a five-person mediation panel consisting of a mediator selected by the parties and two permanent representatives designated by each party. One of the BOARD's representatives shall be a current or former principal. The parties shall establish regular meeting dates for the mediation panel, occurring no less often than twice per month or more frequently as is necessary to ensure that all grievances submitted to mediation are heard within six months of the grievance filing date.

3-9.2(b). *Submission to Mediation*. Within five school days of the selection of a mediator, the parties will contact the mediator directly and notify the mediator of their appointment, request available mediation dates and mutually agree to a mediation date. At least seven calendar days before the mediation session, the mediator shall mail notice of the date, time and place of the session to the BOARD and the UNION. The mediator for good cause shown may postpone the mediation session or extend any period of time upon request of a party or upon their own initiative and shall postpone the session or extend any period of time upon mutual agreement of the parties. Prior to the mediation session, the BOARD and the UNION will submit to the mediator all relevant grievance documents for the grievance or grievances to be addressed at that session. Mediation sessions will be conducted upon request of the BOARD or the UNION on an as needed basis.

3-9.2(c). *Recommendations and Resolutions*. If appropriate, the mediation panel may make recommendations for resolution to the Chief Executive Officer and the UNION President. If the Chief Executive Officer and UNION President mutually agree to a resolution for a specific grievance, that agreement will be reduced to writing, executed by the parties and implemented. All resolutions shall be non-precedential and not cited in any arbitration case or labor board, administrative or judicial proceeding. In the event of a resolution, the grievance will be withdrawn with prejudice.

3-9.3. Lack of Resolution. If the parties cannot mutually agree to a resolution, they may mutually agree to table and further mediate the grievance at a subsequent mediation session. Absent a resolution or an agreement to table the grievance, the grievance will proceed to arbitration. Any grievance agreed to be submitted to mediation (other than under Article 29-4 or 29-5) and not considered by the mediation panel within sixty school days after the request for mediation will be submitted to arbitration.

3-9.4. Requests for Grievance Mediation Simultaneous with Arbitration Demand. Simultaneously with a demand for arbitration under this Article, the UNION may submit a written request for mediation to the Executive Director of Administrative Hearings. The grievance will proceed to mediation unless the Executive Director of Administrative Hearings notifies the UNION, in writing, within ten school days that the BOARD does not agree to submit the grievance to mediation. Within ten school days of receiving the UNION's demand for arbitration of a particular grievance, the Executive Director of Administrative Hearings may request, in writing, that the grievance be submitted to mediation. Any such grievance will proceed to mediation unless the UNION notifies the Executive Director of Administrative Hearings, in writing, within ten school days that it does not agree to submit the grievance to mediation.

3-9.5. Availability of Mediation Procedures. The UNION and the BOARD may at any time agree to use the mediation procedures of this Section to assist in the resolution of grievances.

3-9.6. Mediation-Arbitration for Grievances. At the end of each school year, for each year during the length of this agreement, the UNION and the BOARD shall mutually agree to identify thirty (30) pending grievances to proceed to mediation-arbitration during the following school year. Effective with the 2025–2026 school year, the parties will present a minimum of three cases for mediation-arbitration per month. These monthly cases may include grievances from the thirty (30) previously identified grievances or other mutually agreed-upon grievances.

The mediation panel and procedures outlined in Article 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding, non-precedential decision resolving the dispute if the parties are not able to reach agreement on a resolution. The amount in controversy cannot exceed $20,000 and the grievance cannot seek the reinstatement of any employee nor involve district-wide, "all affected" or "et al" claims, except in cases with multiple grievants with materially identical claims as agreed by the parties.

This Article 3-9.6 is limited to the resolution of complaints alleging a violation, misinterpretation, or misapplication of a provision of this Agreement. It does not apply to provisions of the Agreement that establish alternative processes for complaint resolution or to articles that are not subject to the grievance process (e.g. class size or discipline). Nothing in this Article shall be construed to prevent the UNION from seeking review of Step 3 Disciplinary Warnings in Lieu of Suspension and non-probationary PSRP terminations through mediation/arbitration under Articles 29-4 and 29-5.

3-10. Arbitration.

3-10.1. Permanent Panel. The parties shall establish a permanent panel of ten arbitrators to conduct hearings and to issue final and binding awards on grievances. Arbitrators shall have no jurisdiction to hear disciplinary matters except as specifically set forth in this Agreement. Arbitrators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed arbitrator shall not be affected. The parties shall make every effort to agree upon a substitute arbitrator. In no event may the arbitration panel be fewer than seven arbitrators. The parties will add additional arbitrators to their standing panel and explore options on how best to utilize available arbitrators.

3-10.2. Demand for Arbitration. Within fifteen school days after receiving the decision of the Chief Executive Officer or the Executive Director of Administrative Hearings or designee, pursuant to Article 3-7 or 3-8, the UNION only may file a demand for arbitration with the Executive Director of Administrative Hearings. Within fifteen school days thereafter, the parties will mutually agree to an arbitrator for that grievance, selecting from the permanent panel. If the parties cannot mutually agree upon an arbitrator, then the arbitrator shall be selected through a striking process with the UNION striking first and then the BOARD until one arbitrator remains. Within five school days of selection of an arbitrator, the parties will contact the arbitrator directly and notify the arbitrator of their appointment, request available hearing dates and mutually agree to a hearing date. At least seven calendar days before the hearing, the arbitrator shall mail notice of the date, time and place of the hearing to the BOARD and the UNION. The arbitrator for good cause shown may postpone the hearing or extend any period of time upon request of a party or upon their own initiative and shall postpone the hearing or extend any period of time upon mutual agreement of the parties.

3-10.3. Subpoenas in Arbitration. Whenever the UNION requests the issuance of subpoenas for the appearance of witnesses at an arbitration hearing, the UNION shall immediately forward copies of such requests to the Executive Director of Administrative Hearings. The UNION shall agree to pay the full cost of substitute service for the bargaining unit employee required to appear as a witness at said arbitration hearing.

3-10.4. Decisions and Awards. Within sixty calendar days after the closing of the record, the arbitrator shall render a decision and opinion. The decision shall be final and binding on the parties. The cost of the arbitrator shall be equally shared by the parties.

3-10.5. Pre-Arbitration Meeting. After an arbitration hearing date has been set for a grievance, the BOARD or the UNION may request a pre-arbitration meeting between counsel for the parties. The meeting shall occur within 45 calendar days of the written request, except where a party has good cause for being unable to meet within 45 calendar days. In such cases, the pre-arbitration meeting shall take place as soon as practicable, but no later than 30 calendar days prior to the arbitration hearing. At the pre-arbitration meeting, the parties' counsel: (A) shall discuss the scope of the grievance and the remedy the union will be seeking, (B) shall each propose an issue statement, and (C) shall discuss any potential for settlement. Within a reasonable amount of time thereafter, the parties will attempt to agree to a joint issue statement.

3-11. Joint Arbitration Review Committee. The parties shall establish a Joint Arbitration Review Committee to discuss possible settlement of pending arbitration cases. Either the BOARD or the UNION may submit cases for the committee's consideration. The committee shall meet on a monthly basis.

ARTICLE 4
ELEMENTARY SCHOOL

4-1. Regular School Day. The regular school day for early childhood and elementary school teachers shall not exceed seven hours with a continuous lunch period of forty-five minutes with no work responsibilities. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's day shall be comprised of: 1) no more than 296 minutes of instruction, 2) 15 minutes of non-classroom supervision, 3) 60 minutes of continuous duty-free preparation, and 4) 10 minutes of continuous teacher-directed preparation that will be contiguous with the teacher's existing preparation time, lunch period or the start of the school day. Four days each week the teacher's 60 minutes of continuous preparation time shall be self-directed; one day each week this period shall be principal-directed. When the student assessment schedule is less than half of the teacher's regular scheduled instructional time and a teacher's duty-free preparation period is cancelled due to the schedule, the principal shall schedule a make-up duty-free preparation period in accordance with Article 27-5.

4-1.1. Preparation Periods During Shortened Weeks. Effective SY2025-2026, to ensure that weekly preparation time remains proportional when the workweek is shorter than five work days, both teacher-directed and principal-directed preparation time will be adjusted based on the number of workdays. For example, in a four-day workweek, teacher-directed preparation time will consist of three 60-minute blocks and one 48-minute principal-directed period, with an additional 12 minutes of teacher-directed time.

4-1.2. Professional Development Days. Effective SY2025-2026, the number of teacher-directed professional development (PD) days for elementary and middle school teachers shall be increased from three (3) to six (6). Additionally, the principal-directed prep periods during the last week of each quarter will be converted to teacher-directed.

4-2. Model Early Childhood and Elementary Schedules. No later than January 1, 2026, the parties shall agree on model schedules, in accordance with Articles 4-2 and 5-2, that may allow for flexing up to three (3) teacher-directed professional development days throughout the academic year or exchange the equivalent amount of time within principal-directed preparation periods or principal-directed professional development days, or a combination of any of these. These models must be consistent with CPS's guidelines for minimum instructional time during the school day.

The parties shall establish a Joint Committee on Elementary School Day Schedule Implementation and Review that will meet no less than quarterly to ensure successful implementation of these provisions.

4-3. Beginning and Ending Times. The day shall normally begin at 8:30 a.m. and end at 3:30 p.m.; however, the principal or Chief Executive Officer if appropriate may change the beginning and ending times after making his or her best effort to achieve the affirmative concurrence of the majority of classroom teachers.

4-4. Duty Schedules. A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each early childhood center or elementary school within one week of the start of each semester. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

4-5. Scheduling of Preparation Periods. Professional preparation periods shall be scheduled from the first instructional day of the school year through the last instructional day of the school year.

4-6. Scheduling of Library, Physical Education and Arts Education Programs. Library, physical education and arts education programs in all elementary schools where certificated physical education teachers, or teacher-librarians or arts teachers have been assigned shall begin on the first day of instruction and continue through the last instructional day.

4-7. Cancellation or Shortening of Recess Period. In those unusual circumstances where a twenty-minute recess period for the students is not scheduled or is canceled or shortened, a procedure shall be developed at each school to relieve teachers for a period of twenty minutes or for the equivalent number of minutes that recess was shortened or eliminated.

4-8. Review of Recess Program. The principal, in conjunction with the Professional Problems Committee, shall review issues related to the implementation of recess,

including, but not limited to, the safety and supervision of students, play equipment and staffing. The Professional Problems Committee shall submit recommendations directly to the principal with copies of the recommendations submitted simultaneously to the Local School Council and the Chief Executive Officer.

4-9. Late Arrival or Early Departure. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

4-10. Determination of Professional Development Activities. In the spring semester of every school year, the PPLC, or in its absence the PPC, shall develop and formally present recommendations to the principal and the local school council on professional development activities, that are comprehensive, specific and meaningful, for the school staff for the subsequent school year. The principal shall determine professional development activities for the subsequent school year after hearing the recommendations of and in consultation with the Professional Personnel Leadership Committee, or in its absence the PPC.

4-11. Start of Department Classes. If a school is organized on a departmental basis, said departmental classes shall begin on or before the second Wednesday following the opening of the school year unless precluded by the unavailability of teachers with the required subject skills.

4-12. Supervision of Students. Teachers assigned to supervise students during their preparation periods shall be provided with an equal amount of time for preparation periods at another time agreed to between the teachers and the principal.

4-13. Half Day Early Childhood and Kindergarten. In order to ensure that early childhood and kindergarten students who attend the afternoon session receive the full instructional time allocation on days when one half day in-service meetings are scheduled, other available staff, in addition to the early childhood and kindergarten teacher, already at each local school and any available space shall be utilized by the principal to meet the instructional needs of said students.

4-14. Placement of Students Completing Preschool or Kindergarten. The principal shall receive pertinent information from the early childhood and kindergarten teacher and shall have the counsel of the elementary school counselor in the placement of students completing preschool or kindergarten.

4-15. Travel Time. A kindergarten teacher who spends the morning session at one building and the afternoon session at another building shall be given a daily uninterrupted lunch period of forty-five minutes with no work responsibilities exclusive of travel time.

4-16. Non-Teaching Time for Early Childhood and Kindergarten Teachers. At the beginning of each semester, the early childhood and kindergarten teachers shall be scheduled a sufficient amount of non-teaching time, to the extent that the use of teacher assistants employed at the school will permit, to complete registration, including cumulative record cards, registration cards, emergency information cards and transfer records for early childhood and kindergarten students.

4-17. Student Matriculation Dates. All teachers in the early childhood programs should have the same student matriculation dates for entrance and pre-screening procedures.

4-18. School Safety Recommendations. The Professional Personnel Leadership Committee shall make written recommendations regarding school safety to the principal and Local School Council.

ARTICLE 5
MIDDLE SCHOOL

5-1. Regular School Day. The regular school day for middle school teachers shall not exceed seven hours with a continuous lunch period of forty-five minutes with no work responsibilities. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's day shall be comprised of: 1) no more than 296 minutes of instruction, 2) 15 minutes of non-classroom supervision, 3) 60 minutes of continuous duty-free preparation, and 4) 10 minutes of continuous teacher-directed preparation that will be contiguous with the teacher's existing preparation time, lunch period or the start of the school day. Four days each week the teacher's 60 minutes of continuous preparation time shall be self-directed; one day each week this period shall be principal-directed. When the student assessment schedule is less than half of the teacher's regular scheduled instructional time and a teacher's duty-free preparation period is cancelled due to the schedule, the principal shall schedule a make-up duty-free preparation period in accordance with Article 27-5.

5-1.1. Preparation Periods During Shortened Weeks. Effective SY2025-2026, to ensure that weekly preparation time remains proportional when the workweek is shorter than five work days, both teacher-directed and principal-directed preparation time will be adjusted based on the number of workdays. For example, in a four-day workweek, teacher-directed preparation time will consist of three 60-minute blocks and one 48-minute principal-directed period, with an additional 12 minutes of teacher-directed time.

5-1.2. Advisory Periods. A fifty-minute advisory period may be added to the middle school schedule once a week, replacing the daily 10-minute teacher-directed

preparation period with a single fifty-minute teacher-directed preparation period by following the procedures for waivers outlined in Appendix C.

5-1.3. Professional Development Days. Effective SY2025-2026, the number of teacher-directed professional development (PD) days for elementary and middle school teachers shall be increased from three (3) to six (6). Additionally, the principal-directed prep periods during the last week of each quarter will be converted to teacher-directed.

5-2. Model Middle School Schedules. No later than January 1, 2026, the parties shall agree on model schedules, in accordance with Articles 4-2 and 5-2, that may allow for flexing up to three (3) teacher-directed professional development days throughout the academic year or exchange the equivalent amount of time within principal-directed preparation periods or principal-directed professional development days, or a combination of any of these. These models must be consistent with CPS's guidelines for minimum instructional time during the school day.

The parties shall establish a Joint Committee on Elementary School Day Schedule Implementation and Review that will meet no less than quarterly to ensure successful implementation of these provisions.

5-3. Beginning and Ending Times. The day normally shall begin at 8:30 a.m. and end at 3:30 p.m.; however, the principal (or the Chief Executive Officer if appropriate) may change the beginning and ending times after making their ~~his or her~~ best effort to achieve the affirmative concurrence of the majority of the classroom teachers.

5-4. Duty Schedules. A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each middle school within one week of the start of each semester or at the regular reorganization time. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

5-5. Scheduling of Preparation Periods. Professional preparation periods shall be scheduled from the first instructional day through the last instructional day of the school year.

5-6. Scheduling of Library, and Physical Education Arts Education Programs. Library, physical education and arts education programs in all middle schools shall begin on the first instructional day and continue through the last instructional day of the school year.

5-7. Cancellation or Shortening of Recess Period. In those unusual circumstances where a twenty-minute recess period for the students is not scheduled or is canceled or shortened, a procedure shall be developed at each school to relieve teachers for a period of twenty minutes or for the equivalent number of minutes that recess was shortened or eliminated.

5-8. Review of Recess Program. The principal, in conjunction with the Professional Problems Committee, shall review issues related to the implementation of recess, including, but not limited to, the safety and supervision of students, play equipment and staffing. The committee shall submit recommendations directly to the principal with copies of the recommendations submitted simultaneously to the Local School Council and the Chief Executive Officer.

5-9. Late Arrival or Early Departure. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in any emergency situation only, a bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

5-10. Determination of Professional Development Activities. In the spring semester of every school year, the PPLC, or in its absence the PPC, shall develop and formally present recommendations to the principal and the local school council on professional development activities that are comprehensive, specific and meaningful for the school staff for the subsequent school year. The principal shall determine professional development activities for the subsequent school year after hearing the recommendations of and in consultation with the Professional Personnel Leadership Committee, or in its absence the PPC.

ARTICLE 6
HIGH SCHOOL

6-1. Regular School Day. The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and local school faculty, but shall not exceed 435 minutes in length for a high school teacher. The high school teacher is to be in their room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of eight fifty-minute periods, including five teaching periods, and up to thirty-five minutes of passing periods. Any special bell schedule that involves teacher supervision of students shall deduct time spent supervising students from the regular class periods. High school teachers shall have a continuous lunch period of fifty minutes with no work responsibilities, except that, if the regular lunch period is shortened to less than fifty minutes, the teacher's school day shall be shortened an equal number of minutes. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's schedule shall include seven fifty-minute duty-free, self-directed preparation periods per week. Each teacher's schedule shall include three principal-directed preparation periods per week, which shall be used only for staff development, teacher collaboration, advisory (one per week), department meetings, subject area team meetings and

other professional preparation activities. When the high school student assessment schedule is the equivalent of 4 instructional periods or less and a teacher's duty-free preparation period is cancelled due to the schedule, the principal shall schedule a make-up duty-free preparation period in accordance with Article 27-5.

Effective SY2025-2026, When the work week is less than 5 days, preparation periods will provided as follows:

- 4 Day Week = 6 Self/2 Principal
- 3 Day Week = 4 Self/2 Principal
- 2 Day Week = 3 Self/1 Principal
- 1 Day Week = 2 Self/0 Principal

6-2. Model High School Schedules. The BOARD and the UNION shall develop up to five models for high school schedules. The models shall be disseminated to the schools by December 31, 2012. The principal, in consultation with the Professional Problems Committee, shall select two of the models, and the UNION's teacher members shall vote for one of the two and determine the schedule through a secret ballot majority vote.

6-3. Advisory Periods. A thirty-minute advisory period once a week paid at the teacher's regular rate of pay may be added to the fifty-minute high school schedule by following the procedures for waivers outlined in Appendix C.

6-4. Consultation with Department Chairs. The principal shall consult all department chairpersons in connection with programming and budgets for the respective school departments. Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of the department for the following school year.

6-5. Placement of Students in Advanced Placement and Other Specialized or Leveled Classes. The student, teacher, counselor, administrator and/or programmer shall consult with each other in placing students in advanced placement, specialized or specially leveled classes. The PPC shall discuss and advise the principal when student programming issues are reported.

6-6. World Language Classes. Separate world language classes for native speakers shall be provided where enrollment makes this possible. World language courses for native speakers and levels of world language courses (such as Honors versus Regular or Spanish I versus Spanish II) shall be considered unique lesson preparations, consistent with Article 40-6.

6-7. Determination of Professional Development Activities. In the spring semester of every school year, the PPLC, or in its absence the PPC, shall develop and formally present

recommendations to the principal and the local school council on professional development activities for the school staff for the subsequent school year. The principal shall determine professional development activities for the subsequent school year after hearing the recommendations of and in consultation with the Professional Personnel Leadership Committee, or in its absence the PPC.

6-8. Art Facilities. New buildings shall include adequate facilities in all classrooms designated for the teaching of art, including adequate lighting, sinks and cabinet and storage space.

6-9. Mathematics Classrooms. Whenever possible, mathematics classes shall be assigned to rooms with adequate chalkboard and/or dry erase board space and provisions for maps, charts, graphs and other teaching aids.

6-10. Availability of Chorus and Instrumental Music and Science Rooms. The chorus room, instrumental music rooms and science rooms shall be made available to the chorus or instrumental music teacher during their preparation period whenever possible.

6-11. Department Meetings. One period every six school weeks shall be allowed for departmental meetings during the school day, provided that this does not necessitate the dismissal of students or cancellation of classes.

6-12. Guest Speakers. The teacher individually or through the department chairperson shall request in writing approval of the principal prior to inviting a guest speaker to address the class one week prior to the date of the appearance, and written approval of the principal must be secured before the invitation is extended. Any disapproval by the principal shall be submitted in writing.

6-13. Professional Journals. Professional journals and other publications shall be purchased through the high school library for use in each high school.

6-14. RESERVED.

6-15. Training for Newspaper and Yearbook Sponsors. Whenever funds can be made available, the BOARD shall institute an in-service training program for newspaper and yearbook sponsors.

6-16. RESERVED.

6-17. Materials Service Centers. As funds, staff and space are available, a materials service center to provide commonly used films, tapes, records, filmstrips, maps, diagrams and paperback books shall be provided in every high school.

6-18. Late Arrival or Early Departure. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

6-19. Science Laboratory Teachers. High school science laboratory teachers shall not be assigned a division.

6-20. Rehabilitation Surveys. All instrumental music, band or orchestra rooms in high school buildings over ten years old shall be surveyed for rehabilitation.

6-21. World Language Recommendations. Each world language teacher shall submit written recommendations annually to the principal or the principal's designee relative to organization of classes, level and placement of students in language classes.

6-22. Duty Schedules. A duty schedule for all teachers and teacher assistants shall be posted in each high school within one week of the start of each semester. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

6-23. Screening and Searching of Students. Only those members of the high school staff who are properly trained may be required to conduct or directly assist in screening or searching students or others, whether by mechanical, electrical or other means, on a daily or random basis.

6-24. Nomination and Election of Department Chairs. Principals shall solicit the input of department members prior to nominating department chairs. The principal shall nominate one or more candidate(s) in each department to serve as department chairs. ~~The faculty~~ Faculty members in that department will conduct a secret ballot vote to elect/confirm the department chairs.

6-25. Maximum Teacher Periods for Certain Teachers. High school teachers of art, drafting, music, physical education and business education, and teachers in education and CTE guidance centers, shall have a maximum of twenty-five teaching periods per week.

6-26. Advanced Placement Exam Grading. The BOARD shall allow teachers to grade Advanced Placement examinations through the College Board, with compensation from the College Board, provided they obtain prior approval for a Zero Day or Personal Business Day from their principal.

6-27. Middle School Students Enrolled in High School Classes. The BOARD shall ensure that anytime middle school academic students are enrolled in high school classes, the

teachers and administrators for the students in question shall be notified, have their class rosters modified accordingly, and shall have access to the records of the students in question.

6-28. Sixth Class MOU. The November 9, 2023 Memorandum of Understanding Concerning High School Teachers – Additional Teaching Period (Overtime Indicator) and Impacted Preparation Period is hereby incorporated into the Agreement and the full text is included in the Addenda.

ARTICLE 7
TEXTS AND SUPPLIES

7-1. Notice of Proposed Appropriations. Within twenty school days after the proposed school budget is received in the school, the principal or the principal's designee shall advise the school's faculty members, subject area or grade level departments and appropriate committees within the school—including the Professional Problems Committee, the Professional Personnel Leadership Committee and text committees—of the total amount of funds proposed for the purchase of texts, instructional materials and supplies under all BOARD funds. The principal or the principal's designee shall provide the faculty and above-listed committees with access to a copy of the proposed school budget and related budgetary documentation.

7-2 Text Committees. Text committees shall be established in each school composed of teachers elected by their peers and may be subject-area specific as appropriate, including, but not limited to, the subjects of English, social studies, mathematics, science, business, and foreign language and special education. There shall always be at least one special education teacher on the committee. Text committees shall present written recommendations to the principal and the Professional Problems Committee concerning the purchase of texts and related instructional materials. Any approved text list shall be made available to the schools by February 1 of each school year whenever possible.

7-3. Supply-Purchase Recommendations. On or before a specific date to be established by the Professional Problems Committees and the principal, the Professional Problems Committee may submit, in writing, to the principal or the principal's designee, a suggested list of texts, instructional materials and supplies for students. The Professional Problems Committee shall ensure that recommendations for texts, instructional materials and supplies are specifically solicited from special education teachers, ancillary teachers, bilingual teachers and librarians and incorporated into the overall recommendations submitted to the principal. Text and supply allocations are limited to the available funds.

7-4. Unexpended Funds. Funds for texts, instructional materials and supplies that are ordered and marked "out of stock" and that remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following school year.

7-5. Texts, **Instructional Materials and Supplies Distribution and Collection.** Teacher-editions of texts, instructional materials, curriculum guides for each subject area and supplies shall be available in either hard copy or electronically for distribution to teachers and an assigned classroom with a teacher desk on the first day of teacher attendance of the regular school year and the summer school session. The district shall ensure that the centralized curriculum includes appropriate guidance, support, and resources to address the needs of English learners. The centralized curriculum will be supported through central funding to ensure high-quality instructional support for all students. Student texts shall be distributed no later than the end of the first week of student attendance. School principals shall confer with the Professional Problems Committee on ways to expedite the distribution of texts to students. Collection and inventory of texts shall not be required before the last week of school. Teachers shall keep an accurate account of the educational equipment and materials issued to them for instruction of their classes. The principal shall consult with grade level representatives and/or department chairs (including a special education representative) and PPLC to determine the selection of texts and instructional materials. To the extent possible, each school shall ensure that staff is provided adequate and appropriate technology, current and culturally relevant curriculum guides and materials, both physical and digital copies for their classrooms. All decorations or educational items required by administration for the school classrooms shall be paid for and provided by the school administration. The District will provide free access to a universally accessible curriculum and schools can utilize their discretionary funding to purchase core or supplemental instructional materials aligned with District's expectations for high quality curriculum.

7-6. Supply Money. Each Fiscal Year, the BOARD shall appropriate sufficient funds to $300 per employee for instructional supplies and materials, classroom library books and therapeutic materials purchased by them for student instruction and support. Principals and head administrators shall approve the reimbursements in accordance with the procedures developed by BOARD, and such reimbursements shall be paid by the end of the semester in which the receipts were submitted. Employees shall be reimbursed for reasonable purchases for classroom and school use. Additionally, the BOARD procedures will make clear that purchases by teachers, counselors, clinicians, and speech-language paraeducators are presumed to be reasonable and will not be denied for reimbursement unless clearly outside of a reasonable classroom or school use consistent with Board policy. If certain categories of purchases are being denied for reimbursement, the BOARD and the UNION shall meet and discuss whether they are reasonable and, if determined to be reasonable, the BOARD shall authorize an expeditious reimbursement. No later than the start of the 2020-21 school year, the BOARD shall retain mutually agreed upon vendors where bargaining unit employees in each of the above-listed titles can purchase supplies from prepaid accounts in the amount of up to $300 per year. The parties will collaborate and continue working together to enhance the efficiency of this process.

ARTICLE 8
PROFESSIONAL DEVELOPMENT TEACHERS AND TEACHER LEADERS

8-1. Professional Development Teachers.

8-1.1. Placement. All professional development teachers assigned to instructional or professional development schools whose daily duties include instruction and professional development activities beyond a regular teacher's work day (i.e., 6.25 hours exclusive of lunch and seven hours inclusive of lunch) shall be placed in teacher positions with a value of 1.2, and their compensation for their regular hours of work shall be considered regular salary and pensionable under Article 36-4.1.

8-1.2. Regular Work Day. The regular work hours of professional development teachers in 1.2 positions in instructional or professional development schools will include an additional 1.25 actual work hours (or seventy-five minutes) beyond the professional development teachers' work day. In every case, however, the total number of hours actually worked by professional development teachers in instructional or professional development schools (including the two ten-minute breaks) shall be 7.5 hours, exclusive of the forty-five-minute lunch period with no work responsibilities. The regular work day for professional development teachers in 1.2 positions at instructional or professional development schools shall not exceed 8.25 hours, including two ten-minute breaks and a forty-five-minute lunch period with no work responsibilities.

8-1.3. Additional Work Hours. If in any payroll period a professional development teacher's hours of work exceed seventy-five hours, the BOARD shall pay the professional development teacher for the additional time at their ~~his or her~~ hourly rate of pay.

8-1.4. Reclassification. The BOARD may reclassify professional development teacher positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

8-1.5. Relevant Professional Development. If Professional Development Teachers believe that a professional development session is clearly not aligned to their job description, they may submit a written objection. The Principal will review written objections sent by professional development teachers and make determinations pertaining to the applicability of planned professional development sessions, responding in writing. If the professional development teacher is excused from a session, they may be required to participate in an alternate, relevant professional development activity.

8-2. Teacher Leaders.

8-2.1. Placement. Teacher leaders shall be placed in teacher positions with a value of 1.2, and all such salary is pensionable under Article 36-4.1.

8-2.2. Regular Work Day. Teacher leaders shall work an eight-hour work day exclusive of a forty-five-minute lunch period with no work responsibilities. The eight-hour work day shall include two ten-minute breaks.

8-2.3. Additional Work Hours. If in any payroll period a teacher leader's hours of work exceed eighty hours, the BOARD shall pay the teacher leader for the additional time at his or her hourly rate of pay.

8-2.4. Reclassification. The BOARD may reclassify teacher leader positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

8-3. Online Professional Development. The BOARD shall work with the UNION to ensure that every CPS school shall have access to Board-provided free online professional development classes that meet requirements for ISBE licensure renewal. The BOARD shall advocate that ISBE allow schools to provide ISBE credit for grade-level, curriculum, and faculty meetings.

ARTICLE 9
PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL

9-1. Work Schedule and Work Space. PSRPs are on duty seven hours and fifteen minutes each school day, exclusive of a thirty-minute lunch period. PSRPs shall be scheduled for a ten-minute relief period during the morning and a ten-minute relief period during the afternoon. PSRPs assigned to a local school site shall not be required to sign out for lunch unless they are leaving the school building. The hours of arrival and departure and lunch time are designated by the principal. In setting the starting and ending time for PSRPs, principals shall not act arbitrarily or capriciously nor shall they establish these times as a form of discipline. The BOARD shall provide adequate work space for all PSRPs, including citywide PSRPs, appropriate to their job duties. The work space shall include, at minimum, a desk, chair, access to a computer, working copiers, printers and telephones.

9-2. PSRP Professional Support and Evaluation Plan. The parties agree that the BOARD shall follow its PRSP Performance Evaluation Guidelines as customized for various employees within the bargaining unit, in place as of July 1, 2024. Effective in the 2025–2026 school year, non-probationary PSRPs who are rated unsatisfactory shall be afforded a mutually agreed-upon remediation opportunity that shall be no less than 60 days and include a mid-point conference. If the non-probationary PSRP is rated "proficient" or better at the conclusion of the remediation period, they shall have successfully completed the remediation

period. These Guidelines shall be updated to reflect this mutually agreed upon remediation opportunity before the start of 2025-2026 school year.

9-3. Security After Working Hours. No PSRP shall be requested to remain in a school building after that employee's regular working hours, unless security is provided in the work area.

9-4. PSRP Duties and Responsibilities. Utilization of all PSRPs shall be in conformity with applicable statutes and established guidelines. Such personnel shall not be used as a substitute for a teacher except for temporary emergency supervisory duty where the welfare of students is involved. Said temporary supervisory duty shall not exceed sixty minutes. No teacher may leave the teacher's assigned classroom under the supervision of said personnel, unless said teacher has received the approval of the principal or the principal's designee.

9-5. Transfer Windows. PSRPs may apply to transfer to vacant positions for which they qualify at any time during the school year.

9-6. Governing Policies and Procedures. PSRPs shall continue to be subject to the Rules of the Board of Education, applicable BOARD guidelines, BOARD policies and procedures and this Agreement.

9-6.2. Probationary PSRP Discharge Procedures. A probationary PSRP who is discharged shall be provided with a notice stating the reason for the discharge. The UNION shall be copied on the notice. The probationary PSRP shall be permitted to submit a response to the notice which shall be included in their file.

9-6.3. Non-Probationary PSRP Discharge Procedures.

9-6.3(a). *Suspension*. The Office of Administrative Hearings has the right and authority to suspend a PSRP without pay, pending the outcome of an investigation or dismissal hearing. Before a PSRP is suspended without pay, they shall be afforded a pre-suspension hearing in the Office of Administrative Hearings so that the PSRP may be informed of the allegations against them and to provide the PSRP with an opportunity to rebut the allegations leveled against them. The Office of Administrative Hearings may suspend PSRPs, without pay, for a maximum of 25 work days pending a discharge hearing, only in cases where the misconduct is in violation of the Board's drug/alcohol policy, any of the enumerated offenses as defined in the Illinois School Code, sexual misconduct, severe-physical abuse, or other egregious violations. The PSRP shall be entitled to back pay if the PSRP is not discharged. If a determination has not been made within 25 work days as to whether the PSRP should be discharged, then the

PSRP will start receiving their regular pay, and will be eligible for all benefits normally available during periods of active employment.

9-6.3(b). *Temporary Removal*. The Office of Administrative Hearings has the right to remove, with pay and benefits, a PSRP from their position on a temporary basis where the best interests of the Chicago Public Schools and the students are served by such a removal. At the time of removal, a PSRP will be provided with the basis for the removal.

9-6.3.(c). *Dismissal Charges.* Where the discharge of a PSRP is recommended, the Board's Law Department will draft Dismissal Charges that will set forth the charges and specifications alleged against the PSRP. These Dismissal Charges shall be approved by the Chief Executive Officer, or their designee.

9-6.3.(d). *Dismissal Hearing.* The non-probationary PSRP shall be afforded the opportunity to have a dismissal hearing at the Office of Administrative Hearings that will be conducted by a Hearing Officer that shall be designated by the Office of Administrative Hearings. The hearing procedures shall include, but may not necessarily be limited to the following:

1. The PSRP shall be entitled to notice of the Dismissal Charges prior to the hearing.
2. At the hearing, the PSRP may appear on their own behalf and/or be represented by their appointed Union representatives. The PSRP shall have the right to be present, respond to the Dismissal Charges, and present oral and/or written evidence, including the direct examination and cross-examination of witnesses. The Hearing Officer has the authority to administer oaths, to limit testimony and evidence, and to rule on motions presented by the parties. The Hearing Officer should not make arguments on behalf of either party. The hearing will be recorded by a means determined by the Hearing Officer.
3. The Law Department will provide the Union and the PSRP with a copy of the documents or evidence in its possession that are the basis for the dismissal charges when the dismissal charges are sent to the Union. This document production may be supplemented up to two (2) school days prior to the hearing. The PSRP or the Union will provide the Law Department with a copy of documents or evidence in its possession that are the basis for their defense two (2) school days prior to the hearing and this production can be supplemented up to the day of hearing. The Law Department, the PSRP, or the Union may submit supplemental evidence up to 24 hours prior to the hearing, but

only to the extent that such evidence is directly responsive to materials disclosed by the other party two (2) school days before the hearing.

4. Once the hearing has closed, the Hearing Officer will summarize the evidence and make recommended findings of facts and conclusions of law to the Office of Administrative Hearings. The Office of Administrative Hearings has the authority to accept or reject the Hearing Officer's recommendations.
5. If the Office of Administrative Hearing determines that discharge is warranted, the Office of Administrative Hearings shall suspend the non-probationary PSRP without pay pending Chief Executive Officer and Board approval of the discharge recommendation.
6. If the Office of Administrative Hearings determines that the discharge of the PSRP is not warranted, then the Office of Administrative Hearings shall issue a decision that specifies the level of discipline which shall include the following options: (1) that no discipline shall be imposed (2) a First Step Warning; (3) a Second Step Warning; (4) a Third Step Warning; (5) offer the PSRP and Union Representative the opportunity to enter into a Last Chance Agreement with stipulations. The decision may also include training.
7. If the Office of Administrative Hearings determines that the discharge of the PSRP is warranted, then the office shall submit its findings and conclusions to the Chief Executive Officer. If the Chief Executive Officer agrees with the findings and conclusions of the Office of Administrative Hearings to discharge the PSRP, then the Chief Executive Officer shall report their decision to the Board.
8. The Board will determine whether to accept or reject the Chief Executive Officer's recommendation to discharge the PSRP. The Board may also decide to decrease the severity of the discipline or remand to the Office of Administrative Hearings for determination on the appropriate level of discipline. The determination of the Board shall be appealable at the discretion of the UNION as specified in Article 29-5.

9-7. Staff Development. Staff development at the school level shall include professional learning pertinent to the work of PSRPs. The Board and the Union shall form an ad hoc committee to study and make a plan to address staff development needs of the various PSRP job titles.

9-8. Administrative Transfers. Administrative transfers shall be executed promptly by the sending school's principal.

9-9. Advance Step Placement at time of Teacher Appointment. When the BOARD appoints a PSRP to a full-time teaching position and the PSRP has been employed by the BOARD for a minimum of any one full school year prior to appointment to the teaching position, the BOARD shall place the PSRP on a step equivalent to their years of service as a PSRP with the BOARD up to Step 5 for up to 7 years of relevant full-time prior work experience outside of CPS as approved by the Board, subject to applicable CPS policies and procedures. They shall retain all accumulated sick and personal business days accumulated as a PSRP. All additional applicable benefits shall be transferred to said new teacher and they shall be granted one year of teacher seniority for the years employed as a PSRP.

9-9.1. Credit for outside service for PSRPs. Effective July 1, 2025, PSRPs hired on or after this date shall be eligible for salary step placement up to Step 5 for up to 7 years of relevant full-time prior work experience outside of CPS as approved by the Board, subject to applicable CPS policies and procedures.

9-10. Layoff and Recall. The BOARD's ESP Layoff and Recall Policy will be applied to include criteria for determining bargaining unit employees to be laid off. Except when bargaining unit employees are laid off due to school actions, employees shall be laid off by school unit in the following manner:

The school principal or unit head shall determine the number of positions and which classification(s) within the unit shall be affected. Employees within those classifications will be laid off in the following order:

1. Employees who do not possess the highly qualified status or who do not hold necessary certifications or other qualifications;
2. Employees rated unsatisfactory (i.e., below 1.9 points on current system) in their most recent performance rating.
3. Employees rated developing (i.e., 2.0-2.6 points on the current evaluation system) in their most recent performance rating.
4. All other employees by seniority.

For purposes of this policy only, "seniority" with regard to layoff and reappointment shall mean the length of full-time accumulated service in any career service/ESP position, with such seniority accruing from the date of initial appointment to a career service/ESP position with the Board. This definition of "seniority" shall apply only to those ESP employees who are represented by a bargaining unit at the time of their layoff.

9-11. Paraprofessional and School-Related Personnel and No Child Left Behind Act. The BOARD agrees that it will reimburse a PSRP for the cost of the test option required by the *No Child Left Behind Act*, provided the PSRP submits written verification of passage of such test.

9-12. Truant Officers. In the event the BOARD hires truant officers, the BOARD and the UNION shall meet promptly to bargain over their terms and conditions of employment.

9-13. School Library Assistants.

9-13.1. Work Orders. School library assistants shall receive work orders only from the principal, the assistant principal or the head teacher-librarian.

9-13.2. Job Duties. School library assistants shall perform work related primarily to the school library and other responsibilities as set forth in their job descriptions. School library assistants shall not be responsible for giving formalized instruction to classes of students.

9-13.3. Professional Development Workshops. All school library assistants shall attend professional development workshops conducted by the BOARD for the purpose of upgrading their skills. Each school library assistant shall attend a minimum of one such workshop annually.

9-14. School Clerks.

9-14.1. Review of Staffing Formula. The BOARD shall review annually the current school clerk staffing to allow modification of staffing of school clerks at any work location where such a need is determined by the BOARD.

9-14.2. Substitute School Clerks. The BOARD will allocate $300,000.00 each year for additional substitute school clerks who will be assigned to perform the duties of absent school clerks in those schools with less than two clerks beginning with the second day of absence, and in all other schools, beginning with the fourth day of absence.

9-14.3. Staffing, Student Orientation and Articulation Days. School clerks authorized by BOARD action to work on student orientation and articulation days in the weeks preceding the first employee work day of a new school year shall be paid at the school clerk's regular rate of salary. Every school shall have a school clerk I. Effective with the 2013-2014 school year, school clerks shall be assigned to work three work days more than teachers assigned to their schools which shall be scheduled on the three days before teachers commence the school year. School clerks shall be paid their regular hourly rate of pay on those three days, which are reflected in Appendix A.

9-14.4. Professional Development. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. Two workshops per year shall be scheduled in order to provide school clerks with new techniques required to fill their job responsibilities and to familiarize school clerks with new technology utilized by the BOARD.

9-14.5. School Clerk Assistant. Any regular school clerk assistant assigned in a school clerk I position for a period of ten consecutive school days shall be paid at the appropriate step of the school clerk I salary schedule and staffed in the position,

effective on the eleventh consecutive school day. Upon the assignment or transfer of a regular school clerk I to said position, the school clerk assistant shall revert to the former pay status as a school clerk assistant.

9-14.6. Training. All school clerks shall be provided necessary training in Kronos, attendance management and internal accounts, as well as the implementation of any new programs or responsibilities that are introduced into the schools and performed by the school clerks. Such training shall be provided annually during normal work hours. When such training is provided, the BOARD shall determine the nature, extent, location and duration of the training.

9-14.7. School Clerk Duties. The BOARD shall clearly delineate the duties of the school clerk. Registration and enrollment responsibilities shall be performed primarily by bargaining unit employees.

9-15. Audiometric and Vision Screening Technicians.

9-15.1. Administration of Screenings. Only qualified audiometric and vision screening technicians and temporary audiometric and vision screening technicians shall administer vision and hearing screenings.

9-15.2. Scheduling. When schedules are assigned, ability and qualifications being equal, audiometric and vision screening technicians shall be given preference based on seniority.

9-15.3. Cluster Meetings. Two city-wide or district cluster meetings shall be held annually, one on a professional development day before the start of school year and one on a professional development day at the end of the first semester for audiometric and vision screening technicians in order to review new procedures and other related matters.

9-15.4. Travel Time. Travel between schools required by the BOARD shall be conducted within the established seven-hour and fifteen-minute duty day.

9-15.5. Changes in Procedures. Audiometric and vision screening technicians shall be informed, in writing, of any procedural changes and recording procedures and any change in the date for submission of time sheets and monthly travel reimbursement applications. Said audiometric and vision screening technicians shall implement and comply with said changes.

9-15.6. Screening Guidelines. Audiometric and vision screening technicians, regardless of the program they are staffed into, shall conform with the screening guidelines outlined by the State of Illinois, Department of Public Health, and the duties established by the BOARD.

9-15.7. Equipment and Forms. As determined by the Office of Diverse Learner Supports and Services, audiometric and vision screening technicians shall be provided with replacement equipment to the extent possible and printed forms when necessary.

9-15.8. Certifications. Current state certifications for audiometric and vision screening technicians shall be kept on file by the Office of Diverse Learner Supports and Services.

9-16. Teacher Assistants.

9-16.1. Recess Duty. In schools where there are two or more teacher assistants and where outside recess is scheduled, and where the principal determines that all teacher assistants are not needed for recess duty, the recess duties of the teacher assistants shall be rotated.

9-16.2. Crossing Activities. The BOARD, principals and head administrators shall not assign PSRPs to work outside the school traffic zone designated by traffic control barricades or to perform traffic control activities, including setting up barricades. The BOARD, principals and head administrators are not prohibited from requiring PSRPs to escort children across streets adjacent to the school and may require them to carry stop signs. They may also station PSRPs at the street corners within the school zone traffic barricades defining the school zone; however, PSRPs shall not be assigned outside the parameters of the school.

9-16.3. Reclassification of Teacher Assistants. The BOARD shall not reclassify a teacher assistant to a special educational classroom assistant who does not perform diapering and feeding.

9-17. School Assistants.

9-17.1. Recess Duty. In schools where there are two or more school assistants assigned and present, if outside recess is scheduled and the principal determines that all school assistants are not needed for recess duty, the recess duties of the school assistants shall be rotated.

9-17.2. School Assistants Who Become Highly Qualified Under *No Child Left Behind Act*. School assistants I and II who become highly qualified under the *No Child Left Behind Act* during the term of this Agreement shall be reclassified to teacher assistants I or II (depending on which position they qualify for) after producing Illinois State Board of Education verification of their highly qualified status to the Talent Office and shall be placed on the appropriate step of Grades GB1 or GB2 and shall retain their seniority for all purposes.

9-18. Computer Technicians and Technology Coordinators I, II and III.

9-18.1. Work Space and Equipment. Each school shall provide a desk and a chair for the computer technicians and technology coordinators I, II and III. Telephone service and computer access shall be available.

9-18.2. Professional Orientation Workshops and In-Service Meetings. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. A minimum of one city-wide in-service meeting per school year shall be

scheduled during the school day for computer technicians and technology coordinators I, II and III.

9-18.3. Transfers. Seniority will be considered in the selection of computer technicians and technology coordinators I, II and III seeking transfer to an announced vacancy. For this purpose, seniority shall be determined from the date of hire.

9-18.4. Work Orders. Computer technicians and technology coordinators I, II and III shall receive work orders only from the principal and the assistant principal.

9-18.5. Position Consolidation. Effective school year 2025-2026, The Computer Technician will be consolidated into the Technology Coordinator position. The job description will be updated to reflect a minimum requirement of 3 years of experience and an associate degree. All existing Technology Coordinators and Computer Technicians shall retain their previous job requirements for the duration of their continued employment with the BOARD, and shall otherwise be held harmless, including as to step and lane placement and advancement.

9-19. Educational Sign Language Interpreters I, II, and III.

9-19.1. American Sign Language Interpreters Regular School Day. [*Was Article 21-17.*] The regular day for sign language interpreters shall be seven hours and forty-five minutes with a continuous duty-free lunch period and no work responsibilities. Each interpreter's school day shall include 45 minutes of continuous duty-free preparation time. Four days each week, the interpreter's preparation time shall be self-directed. One day each week, this period shall be directed by the principal(s) or the interpreter supervisor for interpreter-related preparation or duties, e.g., IEP meetings and/or collaboration with the IEP team. The Board shall ensure that qualified substitutes are provided for ASL Interpreters who are absent.

9-19.2. Interpreter Certification. All employees who provide interpreting services for deaf or hard-of-hearing students, parents, or employees must hold appropriate ISBE approval and abide by Illinois Deaf and Hard-of-Hearing Commission state licensure laws.

9-19.3. Additional Work Hours. In schools with students with disabilities whose Individualized Education Programs require American Sign Language educational sign language interpreters, educational sign language interpreters shall be compensated their hourly rate of pay for hours worked beyond the regular workday, provided such hours are pre-approved by their manager or principal and they perform sign language interpreting services.

9-19.4. Professional Development. The BOARD shall provide access to professional development that is specific to sign language interpreters.

9-19.5. Work Assignments. In schools with more than one deaf or hard-of-hearing student, the interpreting team shall meet with the principal or their designee at the beginning of the school year during Week 0 to collaborate regarding how to distribute classes and create the interpreting schedule.

9-19.6. Workspace. The BOARD shall provide adequate preparation space for all educational sign language interpreters. The space shall include, at minimum, a desk, a chair, a computer, and access to working copiers, printers, and telephones.

9-19.7. Qualified Substitutes. The BOARD shall create a pool of qualified appropriately certified substitutes for ASL educational sign language interpreters by the end of the 2025-2026 school year. In order to ensure qualified substitutes are available, the BOARD shall 1) create and post at least one citywide Cadre substitute interpreter position as stipulated in article 9-19.8, 2) maintain a continuous job posting for day-to-day substitutes for sign language interpreters, 3) allow retiree educational sign language interpreters who have maintained certification credentials to return as day-to-day substitutes, and 4) allow schools to hire temporarily assigned interpreters full-time, or long-term substitutes when a full-time interpreter takes leave e.g. for short- or long-term disability,—child-rearing, or parental leave.

9-19.8. Specification for Categories of Substitute Sign Language Interpreters.

> **9-19.8(a).** *Cadre Substitute Sign Language Interpreters*. Cadre substitute sign language interpreters will be employed on a school-year basis and will be assigned by the Deaf and Hard-of-Hearing Program Manager to provide coverage at schools citywide when regular sign language interpreters are absent. Cadre substitute sign language interpreters shall be paid $29.50. A full Cadre substitute sign language interpreter shall have the option of purchasing, at their own expense, family plan hospitalization and major medical insurance coverage at the group rate during the period said Cadre substitute sign language interpreter is hired. A Cadre substitute sign language interpreter shall receive holiday pay provided they are working at the school he or she is present on the school day immediately before and after the holiday.
>
> **9-19.8(b).** *Day-to-Day Substitute Sign Language Interpreters*. Day-to-day substitute sign language interpreters shall be compensated at the pay rate in effect during the 2024-2025 school year ($26.26). This rate will be increased every year by the COLA each year of the Agreement.

9-19.8(c). *Retiree Substitute Sign Language Interpreters*. The BOARD shall pay Retired Substitute Sign Language Interpreter**s** the rate paid to day-to-day substitute sign language interpreters. Such retired interpreters shall not be eligible for any other benefits provided to bargaining unit employees under this Agreement. The BOARD agrees that the employment and assignment of retired interpreters shall not result in the displacement of any appointed or assigned interpreter.

9-20. PSRP Probationary Period. Consistent with longstanding past practice and BOARD policy, the probationary period for PSRP bargaining unit employees shall be one year.

9-21. Financial Support for Teacher Candidates and Guest Teacher Pipeline. In consultation with the Union, the BOARD will continue to provide a salary and benefits, including provision of health insurance, to support PSRPs, guest teachers, and other teacher candidates involved in schools such as parents who desire to pursue becoming classroom teachers in CPS through the Teacher Residency program run by the Talent Office.

9-22. PSRP Break in Service Rules. Effective school year 2025-2026 and going forward, a former PSRP employee in the Chicago Public Schools system who returns to service after a separation of not more than two years, which separation was not due to resignation or discharge for cause, shall be placed at the same grade and year of the then current salary schedule which the former employee had attained at the time of the individual's termination of service.

9-23. SECA Years of Experience. Years of experience as a Special Education Classroom Assistant shall count for purposes of seniority and PSRP salary schedule step placement for PSRPs hired on or after July 1, 2025, subject to applicable CPS policies and procedures.

9-24. The BOARD will seek federal funding reimbursement, in accordance with applicable laws and regulations, for TA, Instructor Assistant and any other PSRP positions that service Special Education students.

9-25. PSRP Job Description. The BOARD will send the Union all PSRP job descriptions upon execution of this agreement. Any time a PSRP job description is updated those updated job descriptions will also be sent to the Union.

ARTICLE 10
OTHER POSITION TITLES

The BOARD-UNION October 27, 2023 Memorandum of Understanding Concerning Baseline Terms for all Newly Accreted Position Titles is hereby incorporated by reference into the Agreement and the full text is included in the Addenda.

10-1. YOUTH INTERVENTION SPECIALIST ("YIS") CLASSIFICATION.

10-1.1. Job Duties/Responsibilities. Youth Intervention Specialists shall only perform work in conformity with applicable statutes, established guidelines and their job description and within the responsibilities they have historically performed.

10-1.2. Exempt Status. YISs are non-exempt employees.

10-1.3. Status Quo after Recognition. No YIS shall suffer a loss in salary or benefits due to the agreement to bring YISs into the bargaining unit.

10-1.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to YISs unless they specifically conflict with the provisions of this Article.

10-1.5. Regular Work Day. YISs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from the school each day. The practice of two attendance swipes per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (*e.g.*, if a YIS is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the YISs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that YISs may be required to work outside their regular workday or workweek schedule.

10-1.6. Work Year. YISs are employed on a 208-day basis.

10-1.7. Salary.

10-1.7(a). *Grade.* YIS employees shall be placed on the appropriate grade in Appendix A.

10-1.7(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-1.8. Discipline. Discipline for YISs shall be issued in accordance with Article 9 and 29 of the CBA. YISs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-2. FAMILY ENGAGEMENT COORDINATOR ("FEC") AND COMPREHENSIVE SERVICE COORDINATOR ("CSC") CLASSIFICATIONS.

10-2.1. Job Duties/Responsibilities. Family Engagement Coordinators and Comprehensive Service Coordinators shall only perform work in conformity with applicable statutes, established guidelines and their job description. All FECs will receive an annual overview of their required network assignment identifying the schools they will support in the upcoming school year. Each assigned school will be categorized by the Office of Early Childhood based on the level of support needed. These categorizations will inform the expected frequency and scope of monthly touchpoints. FECs may exercise professional judgment in setting their individual schedules, provided they align with the required support levels for each school and the specific needs of their network. This information will be shared no later than July 1st of each school year. The overview will be reflective of the annual district calendar and will require FECs to visit no more than 25 schools per month. FECs will receive notification of any adjustments to their annual plan no less than two weeks prior to implementation of updates.

10-2.2. Exempt Status. FECs and CSCs are exempt professional employees.

10-2.3. Status Quo after Recognition. No FEC or CSC shall suffer a loss in salary or benefits due to the agreement to bring them into the bargaining unit.

10-2.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to FECs and CSCs unless they specifically conflict with the provisions of this Article.

10-2.5. Regular Work Day. FECs and CSCs shall work an 8-hour workday, inclusive of a forty-five minute duty-free lunch period. All travel time is part of an 8-hour workday, except travel to and from their first and last work location each day. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary per the manager or according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if an FEC or CSC is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the FECs or CSCs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that FECs or CSCs may be required to work outside their regular workday or workweek schedule. On non-student attendance days, if Central Office employees are provided the option to work remotely, FECs and CSCs will also be afforded the same opportunity, except in cases where operational needs necessitate their on-site presence.

10-2.6. Work Year. FECs and CSCs are continuously employed on a 12 month, 52-week basis.

10-2.7. Salary.

10-2.7(a). *Grade*. FEC and CSC employees shall be placed on the appropriate PSRP Job Titles & Grades in Appendix A.

10-2.7(b). *Step Placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-2.8. Saturday/ Sunday Work. FECs and CSCs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-2.9. Layoff and Recall.

10-2.9(a). *Notice of Position Closing.*When a determination is made that an FEC or CSC's services are no longer required, the FEC or CSC will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

10-2.9(b). All other provisions of Appendix I shall apply.

10-2.10. Vacation Accrual and Scheduling.

10-2.10(a). *Vacation Accrual*. FECs and CSCs will accrue vacation in accordance with the Board's Paid Time Off Policy.

10-2.10(b).*Vacation Scheduling.* Individual networks and District offices may create vacation black out periods during which FECs and CSCs will not be permitted to schedule vacations. Notice of vacation black-out periods during the school year shall be provided to the FECs and CSCs no later than the first day of student attendance of the school year. Notice of vacation black-out periods during July and August shall be provided by June 1st. In other periods, vacation requests of one week or less shall not be denied absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the Network Chief or designee and Manager of Family and Community Engagement

and accommodated to the extent possible, provided that the work of the Network or OECE is not disrupted.

10-2.11. Committee. FECs and CSCs shall bring any issues of mutual concern, including recommendations from FECs and CSCs on how to improve the work of FECs and CSCs to the Early Childhood Education Committee established in Article 45-4.2 of the CBA.

10-2.12. Travel Stipend. FECs shall be provided a $100 travel stipend every month instead of mileage reimbursement.

10-2.13. Workspace. FECs shall be provided a dedicated workspace that at a minimum has a desk, chair, internet and a computer in their assigned Network Office. If a permanent workspace is unavailable at the Network Office, OECE will provide individual workspace options within OECE office space. FECs will be provided with collaborative workspace at least once per month in alignment with scheduled team meeting days. When possible and based on availability, FECs will be able to hold their team-day meetings at the Coleman Administrative Office.

10-2.14. Discipline. Discipline for FEC/CSCs shall be issued in accordance with Article 9 and 29 of the CBA. FEC/CSCs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-3. ATTENDANCE COORDINATOR ("AC") CLASSIFICATION.

10-3.1. Job Duties/Responsibilities. Attendance Coordinators shall perform work in conformity with applicable statutes, established guidelines and their job description.

10-3.2. Exempt Status. ACs are non-exempt employees.

10-3.3. Status Quo after Recognition. No AC shall suffer a loss in salary or benefits due to the agreement to bring ACs into the bargaining unit.

10-3.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to ACs unless they specifically conflict with the provisions of this Article.

10-3.5. Regular Work Day. ACs shall work an 8-hour workday, inclusive of a forty-five minute duty-free lunch period. All travel time is part of a 8-hour workday, except travel to and from the school each day. The practice of two attendance swipes per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (*e.g.*, if an AC is assigned

to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the ACs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that ACs may be required to work outside their regular workday or workweek schedule.

10-3.6. Work Year. ACs are employed on a 208-day basis.

10-3.7. Salary.

10-3.7(a). *Grade.* AC employees shall be placed on the appropriate grade in Appendix A.

10-3.7(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-3.8. Discipline. Discipline for ACs shall be issued in accordance with Article 9 and 29 of the CBA. ACs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-4. COLLEGE AND CAREER SPECIALIST ("CCS") CLASSIFICATION.

10-4.1. Job Duties/Responsibilities. College and Career Specialists shall perform work in conformity with applicable statutes, established guidelines and their job description.

10-4.2. Exempt Status. CCSs are exempt professional employees.

10-4.3. Status Quo after Recognition. No CCS shall suffer a loss in salary or benefits due to the agreement to bring CCSs into the bargaining unit.

10-4.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to CCS unless they specifically conflict with the provisions of this Article.

10-4.5. Regular Work Day. CCS shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from their first and last work location each day. The practice of one attendance swipes per day shall be maintained. The work day shall normally begin at 9:00 a.m. and end at 5:00 p.m.; however, the start and end times may vary per the manager or according to the school start and end times as well as any meetings prior to or after the regular work day. On non-student attendance days, if Central Office employees are provided the option to work remotely, College and Career Specialists will also be afforded the same opportunity, except in cases where operational needs necessitate their on-site presence.

10-4.6. Work Year. CCSs are continuously employed on a 12 month, 52-week basis.

10-4.7. Salary.

10-4.7(a). *Grade.* CCS employees shall be placed on the appropriate grade listed in Appendix A.

10-4.7(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-4.8. Saturday/Sunday Work. CCSs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-4.9. Annual Budget Money. By September 1st, OSCPA will notify CCSs of its annual post-secondary investment budget. CCSs will submit funding requests for post-secondary activities including but not limited to college tours, college fairs and citywide LEARN PLAN SUCCEED events. Approval of funding requests will be done equitably and not solely on a first come first serve basis. All such requests are subject to approval by OSCPA at its discretion.

10-4.10. Reimbursement. CCSs will be reimbursed for work related expenses in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-4.11. Vacation Accrual and Scheduling.

10-4.11(a). *Vacation Accrual*. CCSs will accrue vacation in accordance with the Board's Paid Time Off Policy.

10-4.11(b). *Vacation Scheduling.* The Board may create vacation black-out periods during which CCSs will not be permitted to schedule vacations except as stated herein. Annual black out periods shall include May 1-31st and October 15-31st. The Board will provide at least 45 days' notice in the event any additional black-out periods are created. The Board will strive to accommodate vacation requests that fall within all black-out periods provided that the Board's work is not disrupted. Approval of any vacation request will be subject to the operational needs of the Board and vacation requests of one week or less shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

10-4.12. Layoff and Recall.

10-4.12(a). *Notice of Position Closing.* When a determination is made that a CCS's services are no longer required, the CCS will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

10-4.12(b). All other provisions of Appendix I shall apply.

10-4.13. Committee. CCSs shall bring any issues of mutual concern, including recommendations from CCSs on how to improve the work of the CCSs and development of a policy for selection of individuals to attend professional development activities and conferences to the Ad Hoc committee established for the College and Career Coaches.

10-4.14. Reimbursement. CCSs will be reimbursed for mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-4.15. Discipline. Discipline for CCSs shall be issued in accordance with Article 9 and 29 of the CBA. CCSs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-5. GEAR UP COACH ("GUC") CLASSIFICATION.

10-5.1. Job Duties/Responsibilities. Gear Up Coaches shall not perform any work not in conformity with applicable statutes, established guidelines and their job description.

10-5.2. Applicable Terms. All terms applicable to College and Career Coaches also apply to GUCs except:

10-5.2(a). Retroactivity date is October 1, 2019.

10-5.2(b). GUCs shall only be employed on a 12 month, 52-week basis.

10-6. COLLEGE AND CAREER COACH ("CCC") CLASSIFICATION.

10-6.1. Class and Duties/Responsibilities. College and Career Coaches are non-instructional employees who assist school staff, students, parents and school communities in creating a college-going environment, assist students in preparing for post-secondary education and careers, and track metrics to support their function.

10-6.2. Licensure. Licensure is not required.

10-6.3. Exempt Status. CCCs are exempt professional employees

10-6.4. Status Quo after Recognition. No CCC shall suffer a loss in salary or benefits due to the agreement to bring CCC into the bargaining unit in December 2015. Employees currently classified as post-secondary liaisons shall be reclassified as College and Career Coaches.

10-6.5. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to CCCs unless they specifically conflict with the provisions of this Article.

10-6.6. Salaries.

10-6.6(a). *Grade*. CCC employees shall be placed on the appropriate PSRP Job Titles & Grades listed in Appendix A.

10-6.6(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-6.7. Saturday/Sunday Work. CCCs' who are required to work on a Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work on those days. This amount will be increased each year by the COLA.

10-6.8. Supply Stipend. CCCs shall receive the supply money stipend provided for in Article 7-6.

10-6.9. Regular Work Day and Work Year.

10-6.9(a). *Regular Work Day.*

1. CCCs shall work an eight-hour work day, inclusive of a forty-five minute duty-free lunch period.
2. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, start and end times may vary according to school start and end times as well as any meetings prior to or after school (e.g., if a CCC is assigned to a school that starts at 8:30 a.m. and has administrative meetings at 7:30 a.m. that the CCC is required to attend, the CCCs' day would start at 7:30 a.m. and end at 3:30 p.m.)
3. It is understood that CCCs may be required to work outside their regular workday or work week schedule.
4. On non-student attendance days, if Central Office employees are provided the option to work remotely, College and Career Coaches will also be afforded the same opportunity, except in cases where operational needs necessitate their on-site presence.

10-6.9.(b). *Work Year.* CCCs are continuously employed on a 12 month,

52-week schedule unless they are a current CCC grandfathered into a different work year schedule.

10-6.10. Vacation Accrual and Scheduling.

10-6.10(a). *Vacation Accrual.* As 52-week employees, CCCs will accrue vacation in accordance with the BOARD's Paid Time Off Policy.

10-6.10(b). *Vacation Scheduling.* Schools may create vacation black-out periods during which CCCs will not be permitted to schedule vacations. In other periods, vacation requests of one week or less shall not be denied absent justification. Vacation requests of 2 consecutive or more weeks shall be discussed with the principal or supervisor and accommodated to the extent possible provided that the work of the school is not disrupted.

10-6.11. Layoff and Recall.

10-6.11(a). CCCs will be subject to Appendix I.

10-6.11(b). When a vacancy is posted in a CCC position, the hiring manager will interview any laid off CCC whose layoff was effective within the last two years who applies to fill the vacancy.

10-6.12. Ad Hoc Committee. CCCs shall have an ad hoc Professional Problems Committee which shall meet on an as needed basis, at the call of either the Union or the BOARD to discuss issues of mutual concern and interest, including recommendations from CCCs on how to improve the work of the CCCs.

10-6.13. Reimbursement. CCCs will be reimbursed for mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-6.14. Workspace. CCCs shall be provided a dedicated workspace in that at a minimum has a desk, chair, internet, and a laptop.

10-6.15. Professional Development. The BOARD shall offer CCCs access to relevant–professional development to be scheduled in coordination with the CCC's supervisor.

10-6.16. Discipline. Discipline for CCCs shall be issued in accordance with Article 9 and 29 of the CBA. CCC discharge procedures will be governed under the same terms as delineated for PSRPs.

10-7. CTE ACADEMY COORDINATOR ("CTEAC") CLASSIFICATION.

10-7.1. Regular Schedule. All CTE Academy Coordinators (hereafter, CTEACs) will have a daily work schedule inclusive of lunch and their compensation for regular hours of work shall be considered regular salary and pensionable under Article 36-4.1. No CTEAC shall suffer a loss in salary or benefits due to the agreement to bring CTEACs into the bargaining unit.

10-7.1(a). *Regular Work Day.*

1. CTEAC are exempt professional employees. The regular workday for CTEACs shall not exceed 8.0 hours.
2. CTEAC shall have to punch once per day.
3. CTEACs shall work an eight-hour work day inclusive of a forty-five minute duty free lunch period.
4. CTEACs continuously employed in a twelve-school-month, 52-week schedule (or its previous equivalent) shall maintain their 52-week schedule.
5. The workday shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, start and end times may vary according to school start and end times as well as any meetings prior to or after school (e.g., if a CTEAC is assigned to a school that starts at 8:30 a.m. and has administrative meetings at 7:30 a.m. that the CTEAC is required to attend, the CTEAC's day would start at 7:30 a.m.and end at 3:30 p.m.). The practice of one attendance swipe per day shall be maintained.
6. Upon reasonable notification to the chief or school principal in the case of late arrival or early departure to or from school for good cause, a bargaining unit employee present for more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a bargaining unit employee present three-fourths or more of the regular working day is considered as having worked a full day.

10-7.1(b). *Additional Work Hours/Flexible Scheduling*. It is understood that CTEACs may be required to work outside that regular workday or workweek schedule.

10-7.2. CTE Academy Coordinators Classification.

10-7.2(a). As part of the agreement to bring the CTEAC's into the

UNION's bargaining unit, the current CTEACs are grandfathered into the job classification.

10-7.2(b). No CTEAC shall suffer any adverse action or other loss in compensation, benefits, or rights due to the agreement to bring CTEACs into the bargaining unit. All current CTEACs are considered grandfathered into this agreement.

10-7.3. Promotion and Professional Opportunity for CTEAC. The BOARD shall provide qualified bargaining unit members notice of all promotional and professional opportunities concerning CTEAC positions and any other positions at network offices or district offices through its posting system.

10-7.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to CCCs unless they specifically conflict with the provisions of this Article.

10-7.5. CTEAC Layoff. When a determination is made that a CTEAC's services are no longer required, the CTEAC will be so notified (hereinafter "notice of layoff") 14 days in advance of the effective date of layoff. The provisions of Appendix I of the collective bargaining agreement will be followed.

10-7.6. Salaries.

10-7.6(a). *Grade*. CTEAC employees shall be placed on the appropriate grade in Appendix A.

10-7.6(b). *Step Placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-7.7. Discipline. Discipline for CTEACs shall be issued in accordance with Article 9 and 29 of the CBA. CTEACs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-8. INSTRUCTIONAL SUPPORT LEADERS.

10-8.1. Instructional Support Leaders ("ISL") Classification.

10-8.1(a). Class and Duties/Responsibilities. ISLs are quasi-administrative positions that have the authority, duty and responsibility to evaluate, coach and mentor teachers, principals and other staff but do not have authority to hire, fire

or otherwise supervise teachers and PSRPs except that a network chief or designee may delegate these responsibilities to an ISL on a temporary basis.

10-8.1(b). Licensure and position definition. Licensure as a teacher or administrator is a strongly preferred but not required credential. Nothing shall impede the BOARD's ability to set the required subject-area credentials for each ISL position, based upon the instructional needs of the Network.

10-8.1(c). Exempt Status. ISLs are exempt professional employees.

10-8.1(d). Status Quo after Recognition. No ISL shall suffer a loss in salary or benefits due to the agreement to bring ISLs into the bargaining unit in December 2015.

10-8.2. Salary Scale. Effective July 1, 2024 52-week ISLs will be placed on a salary schedule that is 10% higher than their 208-day teacher salary as specified in Appendix A in accordance with District Policy.

10-8.2(a). *New hire step placement*. New hires or transfers will be placed on step 1 or any appropriate advanced step in accordance with CPS policies.

10-8.2(b). *Incumbent Employee Step Placement*. Effective July 1, 2024, the Board will place incumbent ISLs on the step set forth in the Incumbent Step Placement. Step placement shall be in accordance with the following principles:

1. An ISL who has not been employed for 12 months or more as of July 1, 2024, will be placed on step 2 of the appropriate lane provided that the step has a salary equal to or greater than the ISLs current salary plus the July 1, 2024 COLA.

2. All other ISLs will be placed on the appropriate lane as defined in the CPS Compensation and Pay Plan Policy and placed on a step that has a salary equal to or greater the ISLs current salary plus the July 1, 2024, COLA.

10-8.3. Saturday/Sunday Work. ISLs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-8.4. Regular Work Day and Work Year.

10-8.4(a). *Regular Work Day*.

1. ISLs shall work an eight-hour work day, inclusive of a working lunch up to forty-five minutes or exclusive of a duty-free lunch period up to thirty minutes. All travel time is part of the 8-hour work day, except travel to the first and from the last work location each day.

2. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, start and end times may vary according to school start and end times as well as any meetings prior to or after school (e.g., if an ISL is assigned to a school that starts at 8:30 a.m. and has administrative meetings at 7:30 a.m. that the ISL is required to attend, the ISL's day would start at 7:30 a.m. and end at 3:30 p.m.)

3. It is understood that ISLs may be required to work outside their regular workday or work week schedule. On non-student attendance days, if Central Office employees are provided the option to work remotely, ISLs will also be afforded the same opportunity, except in cases where operational needs necessitate their on-site presence.

10-8.4(b). *Work Year*. ISLs continuously employed in a twelve-school-month, 52-week schedule (or its previous equivalent) shall maintain their 52-week schedule, unless they voluntarily elect to transfer to a different position with a shorter work year.

10-8.4(c). *Change in Work Year*. During the annual budgeting process prior to the beginning of each fiscal year, Network Chiefs and ISLs may mutually decide to convert an ISL's position from a 208-day schedule to a 248-day schedule, or vice versa. Nothing shall impede the Network Chiefs' authority to change an ISL's annual schedule from/to a 208- or 248-day schedule to accommodate appropriate budgetary or instructional needs, provided the ISL is provided at least two months' notice of any such change.

10-8.4(d). *Calendar*. The BOARD shall distribute a yearly calendar by July 1st of each year with dates significant for ISLs (i.e. holidays, Thanksgiving week and winter break).

10-8.5. Vacation Accrual and Scheduling. As 52-week employees, ISLs will accrue vacation in accordance with the Board's Paid Time Off Policy.

10-8.6. Paid Designated Leave (Effective Winter Break SY25-26). All ISLs whose regular work schedules extend through the time periods will receive additional paid designated leave each year when CPS schools are closed during the week of Thanksgiving and during the two-week winter recess, provided they work their scheduled shift on both the workday immediately preceding and the workday immediately following each period. This paid designated leave does not accumulate, and will not be paid out upon resignation, retirement, or separation from CPS.

10-8.7. Promotion and Professional Opportunity for ISL.

10-8.7(a). *Posting of Vacancies.* The BOARD shall post all vacant ISL positions for at least ten days prior to the deadline for applications. The positions shall be posted on the Chicago Public Schools job application portal.

10-8.7(b). *Posting Components*. The posting shall include a description of the duties of the position; the qualifications required of persons applying for the position; the location of the position, if known; and the salary range of the position.

10-8.8. Return to Classroom. An ISL who decides to return to a teaching or PSRP position shall be placed in the appropriate lane and step, as applicable. The ISL shall get credit on the step placement for time worked for CPS in a Network position and/or outside of the bargaining unit.

10-8.9. Supply Money. Each Fiscal Year, the BOARD shall appropriate sufficient funds to reimburse ISLs up to $300 per employee for instructional supplies and materials, class library books and curriculum materials purchased by them for student instruction and support. Administrators shall approve the reimbursements in accordance with the procedures developed by BOARD, and such reimbursements shall be paid by the end of the semester in which the receipts were submitted.

10-8.10. ISL Layoff.

10-8.10(a). *Application of Appendix H and I*. Neither Appendix H nor Appendix I will apply in the event of an ISL layoff.

10-8.10(b). *Notice of Position Closing*. When a determination is made that an ISL's services are no longer required at a network, the ISL will be so notified (hereinafter "notice of layoff") twenty-one days in advance of the effective date of layoff.

10-8.10(c). *Order of ISL Layoff*. In the event that the BOARD closes ISL positions, the BOARD shall determine which ISL classification shall be retained and which shall be closed. Among ISLs within the network (or other business unit or department) and within the same classification, the order of layoff shall be as follows:

1. ISLs without a teaching certificate or licensure shall be laid off first;

2. Additional ISLs shall be laid off by inverse order of seniority, starting with the least senior.

10-8.10(d). *ISL Benefits Upon Layoff*. In the event an ISL is laid off, eligible ISLs shall be placed in the Reassigned Teacher Pool, provided their most recent summative rating was not Unsatisfactory. This provision applies to any ISLs who has previously achieved tenured teacher status or who has served in an ISLs role for at least three (3) consecutive years with a summative rating of Proficient or higher. Eligible ISLs laid off during the school year shall be placed in the Reassigned Teacher Pool effective on the date of the layoff and may remain there for up to ten (10) school months. During this period, such ISLs may be temporarily assigned to a full-time teacher vacancy for which they are qualified and shall be compensated in accordance with the salary schedule and work year applicable to teacher positions.

10-8.10(e). *Assistance in Permanent Placement after Layoff*. The BOARD shall assist ISLs who are laid-off in an effort to find them permanent placements in vacancies in appropriate areas of licensure (certification).

10-8.11. Evaluation.

10-8.11(a). *Evaluation Tool and Process*. ISLs shall be evaluated under the RISE framework in conformity with the provisions agreed to below:

The Parties agree the evaluation system shall include the following components:

1. Annual evaluation. The ISLs shall be evaluated annually.
2. Flexible Timelines**.** The evaluation timelines shall incorporate flexibility to allow the evaluation process to be thorough and fair to both managers and employees.
3. Competency-Based Rubric. The evaluation tool will include a competency-based rubric, documentation of feedback, and an unscored self-assessment component.
4. Goal-Setting and Rubric. The evaluation tool will incorporate annual goal setting done collaboratively at a meeting of the ISL and the evaluator, including weighting goals to their relative priority. In cases of misalignment, final goals and weighting shall be at the discretion of the evaluator and shall be reasonably related to job content and responsibilities.
    a. Mid-year check-in. The evaluation system will include a mid-year check-in for each evaluator and ISL to provide an opportunity to discuss progress towards goals, feedback and additional support for the ISL.
    b. At the request of Evaluator or ISL, a meeting will be scheduled to adjust the goals to reflect any changes in job duties and responsibilities.
5. Summative Rating. The summative evaluation will incorporate a 5-rating system, “exemplary,” “proficient,” “progressing,” “acquiring,” or “unsatisfactory” based on a numerical scoring system. The summative rating score will include the score from both the competency-based rubric and a rubric for assessing goals. Each shall be weighted 50% for the overall summative evaluation rating.
6. Remediation. Any ISL rated “progressing” or “acquiring” shall be placed on a Professional Development Plan, the parameters and timelines of which shall be set by the evaluator in consultation with the Talent Office. Any ISL rated “unsatisfactory” or rated “progressing” or “acquiring” for two consecutive evaluations will be placed on a Remediation Plan. The evaluation system shall set forth specific timelines and parameters for a Remediation Plan, including what constitutes successful completion, and which requires termination if an ISL does not successfully complete a Remediation Plan.

10-8.12. ISL Termination.

10-8.12(a). *Appeal*. Review of dismissals under terms corresponding to CBA Art. 29 and Article 9. ISL discharge procedures will be governed under the same terms as delineated for PSRPs.

10-8.13. Leaves. ISLs shall have the same parental leave rights as Teachers except for access to a childrearing leave.

10-8.14. Travel Stipend. ISLs shall be provided a $100 travel stipend every month instead of mileage reimbursement.

10-9. RESIDENT TEACHER CLASSIFICATION.

10-9.1. CBA Terms Apply. Except as provided otherwise in this article, all terms of the CBA applicable to all CTU bargaining unit members shall be applicable to Resident Teachers. Resident Teachers must remain in good standing with their university program in order to remain in the Resident Teacher program.

10-9.2. Work Day and Work Year. Resident Teachers shall follow the daily schedules of the teachers at the schools at which they are assigned in accordance with Article 4, 5, or 6 of the CBA. In general, the CPS Teacher Residency runs from July 1 through the last day of the 208-day Academic Calendar in question. In addition to requirements of their university program and CPS-provided professional development, Resident Teachers shall be assigned to schools and follow a 208-day Academic Calendar in accordance with Article 19-4 of the CBA.

10-9.3. Salary, Tuition Reimbursement, and Residency Bonus. The total of Resident Teachers' annual salary from the Board shall be $40,000 annually. Resident Teachers who fail to maintain employment with CPS for at least three years following the conclusion of their residency shall reimburse the Board up to $15,000 for costs associated with training and professional development for the Residency program along a sliding scale (specifically to be $15,000 upon departing before one year of teacher service is completed, $10,000 upon departing before two years of teacher service are completed, or $5,000 upon departing before three years of teacher service are completed).

All current Resident Teachers, and Resident Teachers from school year 2023-2024, are hereby placed in this reimbursement plan. There shall be no retroactive application of the new reimbursement plan to former Resident Teachers who completed their residency year prior to September 7, 2023, except that any such former Resident Teacher who has reimbursed the District any portion of their $15,000 as of September 7, 2023 will not be required to pay any additional reimbursement to the Board relating to this program.

10-9.4. Evaluation. The Board shall maintain the status quo performance evaluation process for Resident Teachers. The parties acknowledge that any changes to the evaluation process that could result in adverse impact to Resident Teachers must be bargained by mutual agreement between the Board and the Union, in accordance with the law.

10-9.5. Pension Pick-up. Resident Teachers shall be entitled to the pension pick-up terms provided for under the CBA.

10-9.6. Health Insurance. All health insurance benefits available to bargaining unit employees shall be available to Resident Teachers.

10-9.7. Work Assignments. Resident Teachers shall not serve as the teacher of record for any class. Except as allowed in the Resident Teacher Handbook, the CBA, and Board policy, Resident teachers shall not be pulled to perform class coverage, substitute teaching duty, or to perform the job duties of a special education classroom assistant ("SECA"). Resident Teachers shall not be assigned to perform work outside of their licensure. The Talent Office shall have full discretion to determine Resident Teacher assignments and placement, including making changes to assignments and placement during the year in the event of disagreements between Resident Teachers and their assigned mentor teacher or due to a leave of absence of a mentor teacher. Assignments and placements are not grievable. Mid-year changes to assignments or placements are not grievable unless they are arbitrary, capricious, or made on discriminatory bases.

10-9.8. Mentor-to-Resident Ratio. The Board shall aim to provide a 1-to-1 Mentor-to-Resident ratio whenever possible.

10-9.9. Seniority. Absent Board policy and negotiated CBA terms to the contrary, Resident Teachers who are former PSRPs and SECAs will not be considered to have experienced a break in service in connection with their time as a Resident Teacher and shall accumulate seniority for time spent as a Resident Teacher consistent with the CBA and Board Policy.

10-9.10. Summer Work. Consistent with Article 24, Resident Teachers shall be eligible to work for CPS summer school programs, provided they meet the licensure requirements, during the summer months following their first year of residency.

10-9.11. Discipline/Dismissal. The Parties embrace the concept of progressive discipline and the warning process outlined in Article 29 of the collective bargaining agreement. The Chief Executive Officer or designee may dismiss a Resident Teacher when they fail to adhere to a Final Warning In Lieu of Suspension or when they engage in misconduct for

which CPS determines dismissal is the appropriate discipline. Resident Teachers shall be afforded a pre-dismissal conference in the Office of Administrative Hearings before a final decision to dismiss is made. The Office of Administrative Hearings has the right to remove, with pay, a Resident Teacher from their position on a temporary basis pending an investigation or pre-dismissal conference where the best interests of the Chicago Public Schools and the students are served by such a removal. Such removal may be communicated to the Resident Teacher's partner University. Notwithstanding the foregoing, any Resident Teacher who was employed by CPS as a non-probationary PSRP CTU bargaining unit member within 2 years prior to their hire as a Resident Teacher shall retain the due process rights provided to non-probationary PSRPs under Article 29.

10-9.12. Good Standing Requirements. Admittance to and continuation in the CPS Resident Teachers Program is conditional on admission to a partner University. Resident Teachers are required to maintain good standing with their university in order to remain in the CPS Teacher Residency Program. This includes, but is not limited to, maintaining a satisfactory GPA, fulfilling tuition obligations, and successfully passing required content exams. Resident Teachers are also required to complete content area examinations to remain in good standing with the program. Failure to meet these requirements may result in the Resident being honorably terminated from the CPS Teacher Residency Program. Such honorable terminations will be processed and no due process shall be afforded to the Resident Teacher. Honorable terminations may be processed based on information received from a Resident Teacher's partner University. The BOARD will provide assistance to any honorably terminated Resident Teacher in securing placement in an ESP/PSRP position.

10-10. SCHOOL COUNSELING SPECIALIST ("SCS") CLASSIFICATION

10-10.1 Job Duties/Responsibilities. School Counseling Specialists shall only perform duties in accordance with applicable statutes, established guidelines and their job description.

10-10.2. Exempt Status. SCSs are exempt, professional employees.

10-10.3. Licensure. All SCSs are required to possess a valid Professional Educator License (PEL) in School Counseling from the Illinois State Board of Education (ISBE). A PEL in Educational or Administrative Leadership is also strongly preferred but not a required credential for the position.

10-10.4. Status after Recognition. No incumbent SCS shall suffer a loss in salary or benefits due to the agreement to bring them into the bargaining unit.

10-10.5. Regular Work Day and Work Year.

10-10.5(a). *Regular Work Day.*

1. SCSs shall work an eight-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an eight-hour workday, except travel to and from their first and last work location each day.

2. The practice of one attendance swipe per day shall be maintained. The work day for SCSs shall normally begin at 8:00 a.m. and end at 4:00 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if an SCS is assigned to a school that starts at 8:00 a.m. and has mandatory administrative meetings at 7:30 a.m., the SCS's day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that SCSs may be required to work outside their regular workday or workweek schedule. On non-student attendance days, if Central Office employees are provided the option to work remotely, SCSs will also be afforded the same opportunity, except in cases where operational needs necessitate their on-site presence.

10-10.5(b). *Work Year*. SCSs are continuously employed on a 12 month, 52-week schedule.

10-10.6. Promotion and Professional Opportunity for SCS.

10-10.6(a). The BOARD shall post all vacant SCS positions for at least ten days prior to the deadline for applications. The positions shall be posted on the Chicago Public Schools job application portal.

10-10.6(b). The posting shall include a description of the duties of the position; the qualifications required of persons applying for the position; the location of the position, if known; and the salary range of the position.

10-10.7. Return to Classroom. An SCS who decides to return to a school counselor or PSRP position shall be placed in the appropriate lane and step, as applicable. The SCS shall get credit on the step placement for time worked for CPS in a Network position and/or outside of the bargaining unit.

10-10.8. Supply Money. Each Fiscal Year, the BOARD shall appropriate sufficient funds to reimburse SCSs up to $300 per employee for instructional supplies and materials, class library books and curriculum materials purchased by them for student instruction

and support. Administrators shall approve the reimbursements in accordance with the procedures developed by BOARD, and such reimbursements shall be paid by the end of the semester in which the receipts were submitted.

10-10.9. SCS Layoff: *Application of Appendix H and I*. Neither Appendix H nor Appendix I will apply in the event of an SCS layoff.

10-10.9(b). *Notice of Position Closing*. When a determination is made that an SCS's services are no longer required at a network, the SCS will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

10-10.9(c). *Order of SCS Layoff*. In the event that the BOARD closes SCS positions, the BOARD shall determine which SCS classification shall be retained and which shall be closed. Among SCSs within the network (or other business unit or department) and within the same classification, the order of layoff shall be as follows:

1. SCSs without a teaching certificate or licensure shall be laid off first;

2. Additional SCSs shall be laid off by inverse order of seniority, starting with the least senior.

10-10.9(d). *SCS Benefits Upon Layoff*. In the event a SCS is laid off, eligible SCSs shall be placed in the Reassigned Teacher Pool, provided their most recent summative rating was not Unsatisfactory. This provision applies to any SCS who has previously achieved tenured teacher status or who has served in an SCS role for at least three (3) consecutive years with a summative rating of Proficient or higher. Eligible SCSs laid off during the school year shall be placed in the Reassigned Teacher Pool effective on the date of the layoff and may remain there for up to ten (10) school months. During this period, such SCSs may be temporarily assigned to a full-time teacher vacancy for which they are qualified and shall be compensated in accordance with the salary schedule and work year applicable to teacher positions.

10-10.9(e). *Assistance in Permanent Placement after Layoff*. The BOARD shall assist SCSs who are laid-off in an effort to find them permanent placements in vacancies in appropriate areas of licensure (certification).

10-10.10. Evaluation.

10-10.11(a). *Evaluation Tool and Process*. SCSs shall be evaluated under the RISE framework in conformity with the provisions agreed to below:

The Parties agree the evaluation system shall include the following components:

1. *Annual evaluation.* The SCSs shall be evaluated annually.

2. *Flexible Timelines.* The evaluation timelines shall incorporate flexibility to allow the evaluation process to be thorough and fair to both managers and employees.

3. *Competency-Based Rubric.* The evaluation tool will include a competency-based rubric, documentation of feedback, and an unscored self-assessment component.

4. *Goal-Setting and Rubric.* The evaluation tool will incorporate annual goal setting done collaboratively at a meeting of the SCS and the evaluator, including weighting goals to their relative priority. In cases of misalignment, final goals and weighting shall be at the discretion of the evaluator and shall be reasonably related to job content and responsibilities.

    a. *Mid-year check-in.* The evaluation system will include a mid-year check-in for each evaluator and SCS to provide an opportunity to discuss progress towards goals, feedback and additional support for the SCS.

    b. At the request of Evaluator or SCS, a meeting will be scheduled to adjust the goals to reflect any changes in job duties and responsibilities.

5. *Summative Rating.* The summative evaluation will incorporate a 5-rating system, “exemplary,” “proficient,” “progressing,” “acquiring,” or “unsatisfactory” based on a numerical scoring system. The summative rating score will include the score from both the competency-based rubric and a rubric for assessing goals. Each shall be weighted 50% for the overall summative evaluation rating.

6. *Remediation.* Any SCS rated "progressing," "acquiring," shall be placed on a Professional Development Plan, the parameters and timelines of which shall be set by the evaluator in consultation with the Talent Office. Any SCS rated "unsatisfactory" or rated "progressing" or "acquiring" for two consecutive evaluations will be placed on a Remediation Plan. The evaluation system shall set forth specific timelines and parameters for a Remediation Plan, including what constitutes successful completion, and which requires termination if an SCS does not successfully complete a Remediation Plan.

10-10.11. SCS Termination.

10-10.11(a). *Appeal.* Review of dismissals under terms corresponding to CBA Art. 29 and Article 9. SCS discharge procedures will be governed under the same terms as delineated for PSRPs.

10-10.12. Salary.

10-10.12(a). *Salary Scale*. Effective July 1, 2024, 52-week SCS roles will be placed on a salary schedule that is 10% higher than their 208-day teacher salary as specified in Appendix A in accordance with District Policy.

10-10.12(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-10.12(c). Incumbent employees who received non-union increases after June 1, 2022, will keep the higher of the non-union increases or the CTU COLA for each year prior to July 1, 2024. Incumbents are not eligible to keep both the non-union increases and receive the CTU COLA.

10-10.12(d). *Incumbent Employee Step Placement.* Effective July 1, 2024, the Board will place incumbent SCSs on the step set forth in the Incumbent Step Placement. Step placement shall be in accordance with the following principles:

1. An SCS who has not been employed for 12 months or more as of July 1, 2024, will be placed on step 2 provided that the step has a salary equal to or greater than the SCSs current salary plus the July 1, 2024 COLA.
2. All other SCSs will be placed on the appropriate step as defined in the CPS Compensation and Pay Plan Policy provided that the step has a salary equal to or greater than the SCSs current salary plus the July 1, 2024, COLA.

3. Effective July 1, 2024, incumbent SCS employee's step anniversary date will be July 1st of each year thereafter.

10-10.13. Vacation Accrual and Scheduling

10-10.13(a). *Vacation Accrual*. As 52-week employees, SCSs will accrue vacation in accordance with the Board's Paid Time Off Policy.

10-10.14. Paid Designated Leave **(Effective Winter Break SY25-26)**

10-10.14(a). All SCSs whose regular work schedules extend through the time periods will receive additional paid designated leave each year when CPS schools are closed during the week of Thanksgiving, and during the two-week winter recess, provided they work their scheduled shift on both the workday immediately preceding and the workday immediately following each period. This paid designated leave does not accumulate, and will not be paid out upon resignation, retirement, or separation from CPS.

10-10.15. Reimbursement. SCSs will be reimbursed for mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-10.16. Leaves**.** SCS's shall have the same parental leave rights as Teachers except for access to a childrearing leave.

10-10.17. Saturday/Sunday Work*.* SCSs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-11. COLLEGE AND CAREER EQUITY SPECIALIST ("CCES") CLASSIFICATION

10-11.1. Job Duties/Responsibilities. College and Career Equity Specialists shall perform duties in accordance with applicable statutes, established guidelines, and their job description.

10-11.2. Exempt Status. CCESs are exempt professional employees.

10-11.3. Status Quo after Recognition. No CCES shall suffer a loss in salary or benefits due to the agreement to bring CCESs into the bargaining unit.

10-11.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to CCESs unless they specifically conflict with the provisions of this Article.

10-11.5. Regular Work Day*.* CCESs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from their first and last work location each day. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 9:00 a.m. and end at 5:00 p.m.; however, the start and end times may vary per the manager or according to the school start and end times as well as any meetings prior to or after the regular work day. It is understood that CCESs may be required to work outside their regular workday or workweek schedule. If Central Office employees are provided the option to work remotely, College and Career Equity Specialists will also be afforded the same opportunity, except in cases where they are needed on-site to support school programming or where operational needs necessitate their on-site presence.

10-11.6. Work Year. CCESs are continuously employed on a 12 month, 52-week basis.

10-11.7. Salary.

10-11.7(a). *Grade.* CCES employees shall be placed on the appropriate grade in Appendix A, which shall be the same grade as College and Career Specialists.

10-11.7(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-11.7(c). *Incumbent Step Placement:*

1. The retroactivity date for incumbent CCESs staffed in the CCES position prior to or as of the date of this Side Letter is June 1, 2022.

2. Incumbent CCESs staffed in the CCES position prior to or as of the date of this Side Letter will have a step anniversary date of June 1.

3. The step anniversary date for CCESs hired after the date of the execution of this Side Letter will be in accordance with CPS policies.

10-11.8. Saturday/Sunday Work. CCESs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-11.9. Annual Budget Money. By September 1st, OSCPA will notify CCESs of its annual post-secondary investment budget. CCESs will submit funding requests for post-secondary activities including but not limited to college tours, college fairs and citywide LEARN PLAN SUCCEED events. Approval of funding requests will be done equitably and not solely on a first come first serve basis. All such requests are subject to approval by OSCPA at its discretion.

10-11.10. Reimbursement. CCESs will be reimbursed for work related expenses and mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-11.11. Vacation Accrual and Scheduling.

10-11.11(a). *Vacation Accrual*. As 52-week employees, CCESs will accrue vacation in accordance with the Board's Paid Time Off Policy.

10-11-11(b). *Vacation Scheduling*. The Board may create vacation black-out periods during which CCESs will not be permitted to schedule vacations except as stated herein. Annual black out periods shall include May 1-31st and October 15-31st. The Board will provide at least 45 days' notice in the event any additional black-out periods are created. The Board will strive to accommodate vacation requests that fall within all black-out periods provided that the Board's work is not disrupted. Approval of any vacation request will be subject to the operational needs of the Board and vacation requests of one week or less shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

10-11.12. Discipline. Discipline for CCESs shall be issued in accordance with Articles 9 and 29 of the CBA. CCES discharge procedures will be governed under the same terms as delineated for PSRPs.

10-11.13. Layoff and Recall.

10-11.13(a). *Notice of Position Closing.* When a determination is made that a CCES's services are no longer required, the CCES will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

10-11.13(b). All other provisions of Appendix I shall apply.

10-11.14. Committee. CCESs shall bring any issues of mutual concern, including recommendations from CCESs on how to improve the work of the CCESs and

development of a policy for selection of individuals to attend professional development activities and conferences to the Ad Hoc committee established for the College and Career Coaches.

10-12. BRAILLE TRANSCRIBER ("BT")

10-12.1. Job Duties/Responsibilities. Braille Transcribers shall perform duties in accordance with applicable statutes, established guidelines and their job description.

10-12.2. Braille Transcriber Regular Work Day. Braille Transcribers are on duty seven hours and fifteen minutes each school day, exclusive of a thirty-minute lunch period. The BT shall be scheduled for a ten-minute relief period during the morning, and a ten-minute relief period during the afternoon. A BT shall not be required to start the work day any earlier than the time the school the BT is assigned to for that day is open. Otherwise, the start of the work day, the end of the work day, the timing of lunch, and the timing of the relief periods are designated by the Chief of the Office for Students with Disabilities (OSD) or their designee in collaboration with the BT; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if a BT is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the BT's day would start at 7:30 a.m. and end at 3:15 p.m.). All travel time is part of this regular workday, except travel to and from the first/last work location. The practice of two attendance swipes per day shall be maintained.

10-12.3. Where administratively possible, Braille Transcribers shall be assigned to work at only one school per day.

10-12.4. Certification. All employees who provide transcribing services for blind or visually impaired students, parents, or employees must hold or be actively working to obtain a Library of Congress Braille Transcriber Certification, and must abide by Illinois state licensure laws.

10-12.5. Regular Work Year. Braille Transcriber is a non-exempt, 208-day position.

10-12.6. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to Braille Transcribers unless they specifically conflict with the provisions of this Article.

10-12.7. Professional Development. Each Braille Transcriber shall be allowed up to two days of paid time per work year for professional development. The Braille Transcriber shall

schedule the days in coordination with the Braille Transcriber's supervisor. Disputes over scheduling shall be resolved by the Braille Transcriber's supervisor. For professional development opportunities that are available by remote platform, the Braille Transcriber may be permitted to telework subject to approval from the Chief of OSD or their designee.

10-12.8. Workspace. The BOARD shall provide adequate preparation space for Braille Transcribers appropriate to their job duties. The space shall include, at minimum, a desk, a chair, a computer, and access to working copiers, printers, and telephones.

10-12.9. Paid Time Off. Braille Transcribers will receive the same paid-time off benefits as other PSRPs who work a 208-Day schedule.

10-12.10. Staffing**.** Starting January 1, 2026, and for the duration of the Agreement, contingent on the availability of qualified candidates, CPS will maintain two braille transcribers positions.

10-.12.11. Salary.

10-12.11(a). *Grade*. Braille Transcriber employees shall be placed on the 208-day PSRP Grade GB6/NB6 (Lane 1), G30/N30 (Lane 2), or G48/N48 (Lane 3) salary schedule.

10-12.11(b). *Step Placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-12.11(c). I*ncumbent Step Placement*. Effective July 1, 2024, the Board will place employees on the step in accordance with the following principles:

1. BT incumbents will be placed on the appropriate step commensurate with their years of service as follows: (1) all years as a BT will count for service credit; (2) one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the BT position.

10-12.12. *Reimbursement*. BTs will be reimbursed for mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-12.13. *Discipline*. Discipline for BTs shall be issued in accordance with Article 9 and 29 of the CBA. BTs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-13. RESTORATIVE JUSTICE COORDINATOR ("RJC") CLASSIFICATION.

10-13.1. Job Duties/Responsibilities. Restorative Justice Coordinators shall perform duties in accordance with applicable statutes, established guidelines and their job description.

10-13.2. Exempt Status. RJCs are non-exempt employees.

10-13.3. Status Quo after Recognition**.** No RJC shall suffer a loss in salary or benefits due to the agreement to bring RJCs into the bargaining unit.

10-13.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to RJCs except transfers and discipline unless they specifically conflict with the provisions of this Article.

10-13.5. Regular Work Day. RJCs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from the school each day. The practice of two attendance swipes per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (e.g., if a RJC is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the RJCs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that RJCs may be required to work outside their regular workday or workweek schedule.

10-13.6. Work Year. RJCs are employed on a 208-day basis.

10-13.7. Paid Time Off. RJCs in 208-Day Schedules will receive the same paid-time off benefits as other PSRPs who work a 208-Day Schedule.

10-13.8. Discipline. Discipline for RJCs shall be issued in accordance with Articles 9 and 29 of the CBA. RJCs discharge procedures will be governed under the same terms as delineated for PSRPs.

10-13.9. Salary.

10-13.9(a). *Grade.* RJC employees shall be placed on the 208-Day G0X/NGX-G24/N24-G43/N43 salary schedule.

10-13.9(b). *New hire step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-14. SCHOOL CULTURE COORDINATOR ("SCC") CLASSIFICATION.

10-14.1. Job Duties/Responsibilities. School Culture Coordinators shall perform duties in accordance with applicable statutes, established guidelines and their job description.

10-14.2. Exempt Status. SCCs are exempt professional employees.

10-14.3. Status Quo after Recognition. No SCC shall suffer a loss in salary or benefits due to the agreement to bring SCCs into the bargaining unit.

10-14.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to SCCs unless they specifically conflict with the provisions of this Article.

10-14.5. Regular Work Day. SCCs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from the school each day. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any meetings prior to or after the regular work day (*e.g.*, if a SCC is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the SCCs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that SCCs may be required to work outside their regular workday or workweek schedule.

10-14.6. Work Year. SCCs are employed on either a 208-day or 52-week basis.

10-14.6(a). When students are not in session, 52-week employees may be permitted to work remotely during winter break, spring break and summer break at the discretion of the school principal or designee, subject to operational needs.

10-14.7. Vacation Accrual and Scheduling.

10-14.7(a). *Vacation Accrual*. SCCs in 208-Day Schedules will receive the same paid-time off benefits as other PSRPs who work a 208-Day Schedule. As 52-week employees, SCCs will accrue vacation in accordance with the terms of the Board's Paid Time Off Policy in effect as of July 1, 2024.

10-14.7(b). *Vacation Scheduling*. Approval of any vacation request be subject to the operational needs of the Board and vacation requests of less than one weeks shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

10-14.8. Discipline. Discipline for SCCs shall be issued in accordance with Articles 9 and 29 of the CBA. SCC discharge procedures will be governed under the same terms as delineated for PSRPs.

10-14.9. Salary.

10-14.9(a). *Grade*. SCC employees shall be placed on the G0X/NGX-G24/N24-G43/N43 salary schedule.

10-14.9(b). *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-14.9(c). *Incumbent Employee Step Placement*. Effective July 1, 2024, the Board will place employees on the step in accordance with the following principles:

1. SCCs who have not been employed for 12 months or more as of July 1, 2024, will be placed on the step closest to their current salary without going under.
2. All other SCCs incumbents will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the SCCS position provided that the step has a salary equal to or greater than their current salary.

Effective July 1, 2024, incumbent SCCs employee's step anniversary date will be July 1 of each year thereafter.

10-15. AT-RISK STUDENT COORDINATOR ("ASC") and CONFLICT RESOLUTION SPECIALISTS ("CRS") CLASSIFICATIONS.

10-15.1. Job Duties/Responsibilities. At-Risk Student Coordinators and Conflict Resolution Specialists shall perform duties in accordance with applicable statutes, established guidelines and their job description.

10-15.2. Exempt Status. ASCs and CRSs are exempt professional employees.

10-15.3. Status Quo after Recognition. No ASC/CRS shall suffer a loss in salary or benefits due to the agreement to bring RJCs into the bargaining unit.

10-15.4. Regular Work Day. ASCs and CRSs shall work an eight (8) hour workday, inclusive of a 45-minute duty-free lunch period. All travel time is part of an 8-hour workday, except travel to and from the school each day. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 8:30 a.m. and end at 4:30 p.m.; however, the start and end times may vary according to the school start and end times as well as any

meetings prior to or after the regular work day (*e.g.*, if an ASC/CRS is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the ASC/CRSs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that ASC/CRSs may be required to work outside their regular workday or workweek schedule.

10-15.5. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to ASCs/CRSs except transfers and discipline unless they specifically conflict with the provisions of this Article.

10-15.6. Work Year. ASCs and CRSs are continuously employed on a 12 month, 52-week basis.

> **10-15.6(a).** When students are not in session, employees may be permitted to work remotely during winter break, spring break and summer break at the discretion of the school principal or designee, subject to operational needs.

10-15.7. Vacation Accrual and Scheduling.

> **10-15.7(a).** *Vacation Accrual*. As 52-week employees, ASCs and CRSs will accrue vacation in accordance with the terms of the Board's Paid Time Off Policy in effect as of July 1, 2024.
>
> **10-15.7(b).** *Vacation Scheduling*. Approval of any vacation request will be subject to the operational needs of the Board and vacation requests of less than one weeks shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

10-15.8. Discipline. Discipline for ASC/CRSs shall be issued in accordance with Articles 9 and 29 of the CBA. ASC/CRS discharge procedures will be governed under the same terms as delineated for PSRPs.

10-15.9. Salary.

> **10-15.9(a).** *Grade***.** ASC/CRSs employees shall be placed on the 52-Week GA8/NA8-G29/N29-G44/N44 salary schedule.
>
> **10-15.9(b).** *Step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-15.9(c). *Incumbent Employee Step Placement*. Effective July 1, 2024, the Board will place employees on the step in accordance with the following principles:

1. ASC/CRSs who have not been employed for 12 months or more as of July 1, 2024, will be placed on the step closest to their current salary.
2. All other ASC/CRSs incumbents will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the SCCS position provided that the step has a salary equal to or greater than their current salary.
3. Effective July 1, 2024, incumbent ASC/CRSs employee's step anniversary date will be July 1 of each year thereafter.

10-16. WORK BASED LEARNING SPECIALISTS ("WBLS") CLASSIFICATION.

10-16.1. Job Duties/Responsibilities. Work Based Learning Specialists are employees who have the duty and responsibility to develop and implement programs in partnership with businesses, communities, and schools to help students gain exposure to real world work experience and improve their chances of finding employment after high school, within designated schools/networks to ensure that the Early College and Career Education's (ECCE) goals are being met. Additionally, they are responsible for cultivating relationships with community partners to assist in helping individual schools meet the goals designated by the district. WBLSs shall perform duties in accordance with applicable statutes, established guidelines, and their job description.

10-16.2. *Exempt Status*. WBLSs are exempt, professional employees.

10-16.3. Status Quo after Recognition. No incumbent WBLS shall suffer a loss in salary or benefits to the agreement to bring them into the bargaining unit.

10-16.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs also apply to WBLSs except evaluations, unless they specifically conflict with the provisions of this Article.

10-16.5. Regular Work Day and Work Year.

10-16.5(a). *Regular Work Day.* WBLSs shall work an eight (8) hour workday, inclusive of a 45-minute duty-free lunch period. All travel time is part of an 8-hour workday, except travel to and from the network office or first/last work location. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 9:00 a.m. and end at 5:00 p.m.; however, the start and end times

may vary according to the school start and end times as well as any meetings prior to or after the regular work day (*e.g.*, if a WBLS is assigned to a school that starts at 8:30 a.m. and has mandatory administrative meetings at 7:30 a.m., the WBLSs day would start at 7:30 a.m. and end at 3:30 p.m.). It is understood that WBLSs may be required to work outside the hours of their regular work day. WBLSs shall not be asked or required to work on holidays. On non-student attendance days, if Central Office employees are provided the option to work remotely, WBLSs will also be afforded the same opportunity, except in cases where operational needs necessitate their on-site presence. Upon reasonable notification to the manager in the case of late arrival or early departure to or from school for good cause, a WBLS present for more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a WBLS present three-fourths or more of the regular working day is considered as having worked a full day.

10-16.5(b). *Work Year.* WBLSs are continuously employed on a 12 school month, 52-week basis.

10-16.6 Salary.

10-16.6(a). *Grade*. WBLS employees will be placed on a 52-week salary schedule that is 15% higher than the 52-week G43/N43 (Lane 3 - Bachelor's degree required) salary schedule.

10-16.6(b). *New hire step placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-16.6(c). *Incumbent Employee Step Placement*. Effective July 1, 2024, the Board will place employees on the step in accordance with the following principles:

1. WBLS who have not been employed for 12 months or more as of July 1, 2024, will be placed on the step closest to their current salary without going under.

2. All other WBLS incumbents will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the WBLS position provided that the step has a salary equal to or greater than their current salary.

3. Effective July 1, 2024, incumbent WBLS employee's step anniversary date will be July 1 of each year thereafter.

10-16.7. Saturday/Sunday Work. WBLSs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-16.8. Work Space. The Board shall provide adequate-workspace for-WBLSs. The space shall include at a minimum a desk, chair, a computer and a phone.

10-16.9. Annual Budget Money. By September 1st, ECCE will notify WBLSs of its annual post-secondary investment budget. WBLSs will submit funding requests for post-secondary activities and WBL events. Approval of funding requests will be done equitably and not solely on a first come first serve basis. All such requests are subject to approval by ECCE at its discretion.

10-16.10. Reimbursement. WBLSs will be reimbursed for work related expenses and mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-16.11. Vacation Accrual and Scheduling.

10-16.11(a). *Vacation Accrual*. As 52-week employees, WBLSs will accrue vacation in accordance with the terms of the Board's Paid Time Off Policy in effect as of July 1, 2024.

10-16.11(b). *Vacation Scheduling*. The Board may create restrictive vacation periods during which WBLSs will not be permitted to schedule vacations except as stated herein. Annual restrictive vacation periods shall include May 1-31st and June 15-30th. The Board will provide at least 45 days' notice in the event any additional restricted periods are created. The Board will strive to accommodate vacation requests that fall within all restrictive vacation periods provided that the Board's work is not disrupted. Approval of all vacation requests will be subject to the operational needs of the Board and vacation requests of less than one week shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

10-16.12. Discipline. Discipline for WBLSs shall be issued in accordance with Articles 9 and 29 of the CBA. WBLS discharge procedures will be governed under the same terms as delineated for PSRPs.

10-16.13. Evaluation.

10-16.13(a). *Evaluation Tool and Process*. WBLSs shall be evaluated under the RISE framework in conformity with the provisions agreed to below:

The Parties agree the evaluation system shall include the following components:

1. *Annual evaluation.* The WBLSs shall be evaluated annually.
2. *Flexible Timelines.* The evaluation timelines shall incorporate flexibility to allow the evaluation process to be thorough and fair to both managers and employees.
3. *Competency-Based Rubric.* The evaluation tool will include a competency-based rubric, documentation of feedback, and an unscored self-assessment component.
4. *Goal-Setting and Rubric.* The evaluation tool will incorporate annual goal setting done collaboratively at a meeting of the WBLSs and the evaluator, including weighting goals to their relative priority. In cases of misalignment, final goals and weighting shall be at the discretion of the evaluator and shall be reasonably related to job content and responsibilities.
    a. *Mid-year check-in.* The evaluation system will include a mid-year check-in for each evaluator and WBLSs to provide an opportunity to discuss progress towards goals, feedback and additional support for the WBLSs.
    b. At the request of Evaluator or WBLSs, a meeting will be scheduled to adjust the goals to reflect any changes in job duties and responsibilities.
5. *Summative Rating*. The summative evaluation will incorporate a 5-rating system, “exemplary,” “proficient,” “progressing,” “acquiring” or “unsatisfactory” based on a numerical scoring system. The summative rating score will include the score from both the competency-based rubric and a rubric for assessing goals. Each shall be weighted 50% for the overall summative evaluation rating.
6. *Remediation*. Any WBLS rated “progressing” or “acquiring” shall be placed on a Professional Development Plan, the parameters and timelines of which shall be set by the evaluator in consultation with

the Talent Office. Any WBLS rated "unsatisfactory" or rated "progressing" or "acquiring" for two consecutive evaluations will be placed on a Remediation Plan. The evaluation system shall set forth specific timelines and parameters for a Remediation Plan, including what constitutes successful completion, and which requires termination if an WBLS does not successfully complete a Remediation Plan.

10-16.14. Layoff and Recall.

10-16.14(a). *Notice of Position Closing*. When a determination is made that a WBLSs services are no longer required, the WBLS will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

10-16.14(b). All other provisions of Appendix I shall apply.

10-16.15. Committee. WBLSs shall bring any issues of mutual concern, including recommendations from WBLSs on how to improve the work of the WBLSs and development of a policy for selection of individuals to attend professional development activities and conferences to the Ad Hoc committee established for the College and Career Coaches.

10-17. CAREER CONNECTED PATHWAYS SPECIALISTS CLASSIFICATION.

10-17.1. Job Duties/Responsibilities**.** Career Connected Pathways Specialists (CCPS) shall perform duties in accordance with applicable statutes, established guidelines and their job description.

10-17.2. Exempt Status**.** CCPSs are exempt professional employees.

10-17.3. Status after Recognition. No incumbent CCPS shall suffer a loss in salary or benefits due to the agreement to bring them into the bargaining unit.

10-17.4. Applicability of the Collective Bargaining Agreement. All provisions of the CBA applicable to PSRPs except evaluations also apply to CCPSs unless they specifically conflict with the provisions of this Article.

10-17.5. Regular Work Day. CCPSs shall work an 8-hour workday, inclusive of a forty-five minute duty free lunch period. All travel time is part of an 8-hour workday, except travel to and from their first and last work location each day. The practice of one attendance swipe per day shall be maintained. The work day shall normally begin at 9:00 a.m. and end at 5:00 p.m.; however, the start and end times may vary per the

manager or according to the school start and end times as well as any meetings prior to or after the regular work day. (e.g., if a CCPS is assigned to a school that starts at 9:00 a.m. and has administrative meetings at 8:30 a.m. that the CCPS is required to attend, the CCPCs' day would start at 8:30 a.m. and end at 4:30 p.m.) It is understood that CCPSs may be required to work outside their regular workday or workweek schedule. On non-student attendance days, if Central Office employees are provided the option to work remotely, CCPSs will also be afforded the same opportunity, except in cases where they are needed on-site to support school programming or where operational needs necessitate their on-site presence.

10-17.6. Work Year. CCPSs are continuously employed on a 12 month, 52-week basis.

10-17.7. Salary.

10-17.7(a). *Grade*. CCPSs shall be placed on a 52-week salary schedule that is 15% higher than the 52-week G43/N43 (Lane 3 - Bachelor's degree required) salary schedule.

10-17.7(b). *Step Placement*. New hires and transfers will be placed on Step 1 or any appropriate advanced step in accordance with CPS policies.

10-17.7(c). *Incumbent Employee Step Placement*. Effective July 1, 2024, the Board will place employees on the step in accordance with the following principles:

1. CCPSs who have not been employed for 12 months or more as of July 1, 2024, will be placed on the step closest to their current salary without going under.
2. All other CCPSs incumbents will be placed on the appropriate step commensurate with their years of service as follows: one year of service credit for every two years of service in a CTU position from the initial hire date to their entry date in the CCPSs position provided that the step has a salary equal to or greater than their current salary. Effective July 1, 2024, incumbent CCPSs employee's step anniversary date will be July 1 of each year thereafter.

10-17.8. Saturday/Sunday Work. CCPSs who are required to work on Saturday or Sunday will be paid a non-pensionable stipend of $125 per day for work performed on those days. This amount will be increased each year by the COLA.

10-17.9. Reimbursement. CCPSs will be reimbursed for work related expenses and mileage in accordance with the Board's Employee Travel and Work Related Expense Reimbursement Policy.

10-17.10. Vacation Accrual and Scheduling.

10-17.10(a). *Vacation Accrual*. As 52-week employees, CCPSs will accrue vacation in accordance with the Board's Paid Time Off Policy.

10-17.10(b). *Vacation Scheduling*. The Board may create vacation black-out periods during which CCPSs will not be permitted to schedule vacations except as stated herein. Annual black out periods shall include May 1-31st and June 15-30th. The Board will provide at least 45 days' notice in the event any additional black-out periods are created. The Board will strive to accommodate vacation requests that fall within all black-out periods provided that the Board's work is not disrupted. Approval of any vacation request will be subject to the operational needs of the Board and vacation requests of one week or less shall not be denied by the Board absent reasonable justification. Vacation requests of two or more consecutive weeks shall be discussed with the manager or designee and accommodated to the extent possible, provided that the Board's work is not disrupted.

10-17.11. Discipline. Discipline for CCPSs shall be issued in accordance with Article 9 and 29 of the CBA. CCPS discharge procedures will be governed under the same terms as delineated for PSRPs.

10-17.12. Evaluation*.*

10-17.12(a). *Evaluation Tool and Process*. CCPSs shall be evaluated under the RISE framework in conformity with the provisions agreed to below:

The Parties agree the evaluation system shall include the following components:

1. *Annual evaluation.* The CCPSs shall be evaluated annually.
2. *Flexible Timelines.* The evaluation timelines shall incorporate flexibility to allow the evaluation process to be thorough and fair to both managers and employees.
3. *Competency-Based Rubric.* The evaluation tool will include a competency-based rubric, documentation of feedback, and an unscored self-assessment component.
4. *Goal-Setting and Rubric.* The evaluation tool will incorporate annual goal setting done collaboratively at a meeting of the CCPSs and the evaluator, including weighting goals to their relative priority. In cases of misalignment, final goals and weighting shall be at the discretion of the evaluator and shall be reasonably related to job content and responsibilities.

a. *Mid-year check-in.* The evaluation system will include a mid-year check-in for each evaluator and CCPSs to provide an opportunity to discuss progress towards goals, feedback and additional support for the WBLSs.
b. At the request of Evaluator or CCPSs, a meeting will be scheduled to adjust the goals to reflect any changes in job duties and responsibilities.

10-17.12(b). *Summative Rating.* The summative evaluation will incorporate a 5-rating system, **"**exemplary," "proficient," "progressing," "acquiring" or "unsatisfactory" based on a numerical scoring system. The summative rating score will include the score from both the competency-based rubric and a rubric for assessing goals. Each shall be weighted 50% for the overall summative evaluation rating.

10-17.12(c). *Remediation.* Any CCPSs rated **"**progressing" or "acquiring**"** shall be placed on a Professional Development Plan, the parameters and timelines of which shall be set by the evaluator in consultation with the Talent Office. Any CCPSs rated "unsatisfactory" or rated **"**progressing" or "acquiring" for two consecutive evaluations will be placed on a Remediation Plan. The evaluation system shall set forth specific timelines and parameters for a Remediation Plan, including what constitutes successful completion, and which requires termination if an CCPSs does not successfully complete a Remediation Plan.

10-17.13. *Layoff and Recall***.**

10-17.13(a). *Notice of Position Closing.* When a determination is made that a CCPSs services are no longer required, the CCPS will be so notified (hereinafter "notice of layoff") at least 21 days in advance of the effective date of layoff.

10-17.13(b). All other provisions of Appendix I shall apply.

10-17.14. Annual Budget Money. By September 1st, ECCE will notify CCPSs of its annual career-connecting learning investment budget. CCPSs will submit funding requests for career-connecting learning activities including but not limited to the Work-Based Learning Continuum, Early College and CTE. Approval of funding requests will be done equitably and not solely on a first come first serve basis. All such requests are subject to approval by ECCE at its discretion.

10-17.15. Committee. CCPSs shall bring any issues of mutual concern, including recommendations from CCPSs on how to improve the work of the CCPSs and development of a policy for selection of individuals to attend professional development activities and conferences to the Ad Hoc committee established for the College and Career Coaches.

ARTICLE 11
DRIVER EDUCATION TEACHERS

11-1. Assignments. The assignment of driver education teachers shall be based upon the date of their approval to teach this subject by the BOARD.

11-2. Teacher Preference. As far as possible, all work assignments at each center shall be equalized, taking into account teacher preference, in accordance with Article 40, to guarantee to each teacher an equal share of available work.

11-3. Elementary Teachers. There shall be no change in the status of elementary teachers now employed in the program.

11-4. Transfers. Teachers assigned to a center who are being transferred shall have the right to a conference, if requested, and may be represented by the UNION.

11-5. Office of Teaching and Learning. All assignments shall be made through the Office of Teaching and Learning.

11-6. Use of Funding. Funds allotted for driver education supplies for high school may be utilized for the purchase of approved driver education films provided there is no greater need.

11-7. Summer Driver Education Programs. In staffing summer driver education programs, preference shall be based upon seniority at each respective center, subject to established certification, license, and educational requirements. All teachers employed in the summer driver education program must not have received an unsatisfactory summative rating during the preceding school year, and preference shall be given to those who received an excellent or proficient rating as a driver education teacher during the preceding school year. When there are more qualified driver education teachers for summer driver education programs than positions available, preference shall be given to teachers who have taught fewer than two summer sessions immediately preceding the current summer session. Summative ratings may be a consideration.

11-8. Independence Day. A driver education teacher shall receive regular driver education pay for the national holiday July 4 when this holiday is celebrated on the day that teacher is scheduled to work, provided that said driver education teacher works the day before and the day after the holiday. This provision shall not be applicable when July 4 occurs on Saturday.

11-9. Rates of Pay. Driver education teachers employed in a program outside of their regular work hours shall be compensated at the higher of the non-instructional rate or their effective hourly teaching rate for all classroom and road driver education work. the BOARD and the

UNION shall jointly advocate for mutually agreeable legislative or administrative rule changes necessary to making these payments pensionable.

11-10. Drivers Education Centers. The Board agrees to make all reasonable efforts exploring the feasibility of expanding Drivers Education Centers at High Schools currently without a Center. This evaluation will include identifying required structures, resources, and staffing, conducting a cost-benefit analysis, proposing a timeline for implementation. This evaluation shall culminate in a report by December 1, 2026 with specific recommendations. If the evaluation recommends no expansion of centers, it shall include a minority report informed by the UNION.

11-12. Vehicle Maintenance. The Board will explore with the City of Chicago the possibility of granting CPS Driver Education program vehicles access to City fleet management vehicle maintenance facilities.

ARTICLE 12
LEGISLATIVE PARTNERSHIP

12-1. Partnership.

A joint BOARD-UNION commission shall be established in accordance with the BOARD-UNION Partnership Agreement under Section 34-3.5 of the *Illinois School Code*. The commission shall study, discuss, formulate and submit recommendations to the Chief Executive Officer, the BOARD of Education of the City of Chicago, and UNION President regarding a joint legislative, media, and outreach strategy to advance the shared interests of the BOARD and the UNION and facilitate the passage of legislation in furtherance of those interests, including, but not limited to, additional State funding, alternative revenue options that can be cooperatively pursued, and support for legislative measures and actions that address pension inequities, ensure that the state supports Chicago educator pensions in a commensurate way they do the rest of the state. Membership on this commission shall be limited to five individuals appointed by the BOARD and five individuals appointed by the UNION. Said limitations shall not preclude the utilization of appropriate resource personnel.

12-2. Sustainable Community Schools. As part of the partnership required by the School Code, the BOARD shall fund the 20 sustainable community schools currently in operation for the 2019-20 school year. The BOARD and the UNION will jointly evaluate these 20 schools during the 2019-20 school year and will determine the continuation of these schools and any expansion of the Sustainable Community Schools program in future years. The BOARD agrees to maintain, for each year of the Agreement, the level of funding currently provided for the 2019-20 school year for Sustainable Community Schools for support of a community

schools initiative. The Task Force referenced below will decide upon the list of a minimum of 20 Sustainable Community Schools to receive funding for SY 2020-21 and thereafter.

12-2.1. SCS Task Force. The Board and the Union agree to form a 20-person task force, with 10 persons appointed by each, to effectuate, monitor and implement the following initiatives with respect to these community schools:

- An agreed process to select the schools
- Consultation with LSC, principals and community members
- Program elements may include, without limitation:
  - § Medical or mental health services available to the school community
  - § The expansion of after-school programs
  - § The expansion of facility use for students or the school community
  - § Social-emotional supports/trauma interventions
  - § Parent mentor and home visit program
  - § Restorative Justice Coordinator and professional development for parents, students and staff
  - § Clinical services and community programming
  - § STLS coordinator, homelessness services, truancy supports, food pantry
- Coordination of City and Park District services

12-2.1(a). *No Conflict of Interest*. The Board and Union agree that members of the task force shall not have a conflict of interest in the selection and delivery of services to the sustainable community schools.

12-2.1(b). *Joint Assessment.* The BOARD and the UNION agree to jointly assess the functioning of the Task Force and make recommendations for its improvement.

12-2.1(c). *Bylaws*. The bylaws adopted by the Sustainable Community Schools (SCS) Task Force on May 20, 2024, shall be incorporated. The Joint Task Force reserves the right to revise and update the bylaws by mutual agreement as needed based on its recommendations.

12-2.2. SCS Goals, Principles/Pillars, and Model Development. Consistent with this agreement, the SCS Task Force shall develop the SCS goals, principles/pillars, and model. The SCS model shall guide the design of the SCS school-based staffing model - which shall include the positions of SSCS

Coordinator (formerly Resource Coordinator), Restorative Justice Coordinator and Parent Coordinator. The SCS Leadership Team can make decisions regarding additional positions to support youth and student engagement, culturally responsive teaching and learning, the roles and responsibilities of SCS-designated staff, and a collaborative hiring process for school-based SCS positions.

12-2.3. The SCS Model**.**

12-2.3(a). The current SCS funding of $10 million to 20 schools shall remain for the duration of the contract.

12-2.3(b). The model identified above includes these SCS foundational functions, which are to be paid for through the funding identified in 12-2.3(a):

1. SCS Coordinator
2. Restorative Justice Coordinator
3. Parent Coordinator : can be held by School or Community-Based Organization (eg - Parent Mentors)--This role or function shall not supplant an existing parent leadership group, liaison, organizer or organization within the school serving this purpose. The school leadership team must determine whether this role or function will be carried out by the school or a community-based organization.
4. The SCS Leadership Team can make decisions about additional positions to support youth/student engagement and culturally responsive teaching and learning.

12-2.4. Dedicated Central Staffing Positions.

12-2.4(a). *Positions.* Starting in the 2024-2025 school year, CPS agrees to fund the following positions separately from the allocation identified above:

1. SCS Professional Development Manager
2. SCS Coordinators- as the number of SCS grow, the number of SCS coordinators must maintain a ratio of one coordinator for no more than seven schools;
3. SCS Executive Director; and
4. SCS Community Partnership Specialist.

12-2.4(b). *Hiring*. CPS shall collaborate with the SCS Hiring Working Group for hiring the SCS Executive Director. Collaboration includes recruiting candidates, providing feedback on the job description, formulation of interview questions and performance tasks, participation in the interviewing process and presenting finalists for consideration. CPS retains the right to select the successful candidate and manage the timeline of the hiring process.

12-2.5. Growth Commitment.There shall be 70 staffed and resourced SCS schools by the end of the Agreement. For each of the 70 schools, the SCS funding identified in section 12-2.3(a) will encompass the foundational positions and/or functions listed in section 12-2.3(b).

Year	Total SCS Schools	Addition from previous year
2024-25	26	6
2025-26	36	10
2026-27	51	15
2027-28	70	19

12-2.5(a). Further, CPS is committed to co-developing a strategic pipeline model that will identify schools for inclusion in the SCS expansion plan. This model will foster the necessary conditions to support schools as they transition into SCS Cohorts. For each pipeline school, CPS will provide support for professional development.

12-2.5(b). Being in the pipeline demonstrates a school community has committed to the requirements of SCS as outlined by the SCS Taskforce and the appropriate subcommittees. Current SCS schools must also recommit to these expectations in order to continue, with the frequency of recommitment to be determined by the SCS Taskforce.

12-2.5(c). School and partner selection criteria, as developed by the SCS Task Force and its appropriate subcommittees, will focus on strengthening relationships between neighborhood elementary and high schools within the same geographical area (and/or overlapping attendance boundaries) to establish SCS villages.

12-2.5(d). Beginning in October 2024, CPS will establish the SCS collaborative, where multiple CPS departmental leaders shall meet monthly to discuss implementation of the SCS model and create actionable steps towards integrating and advancing the goals of SCS. The SCS Collaborative will share findings, recommendations, and action plans with both the Task Force and CTU on a quarterly basis.

12-2.6. Professional Learning Expansion for SCS

12-2.6(a). *System Design.* The SCS Task Force, through the Professional Learning and any other appropriate subcommittee shall design an expanded Professional Learning system for SCS.

12-2.6(b). *Requirement*. Professional learning will be provided and required for all SCS staff members.

12-2.6(c). *Incorporation*. The SCS Task Force shall discuss opportunities for SCS to be incorporated into existing professional learning systems throughout the district, which will be recommended to CPS for implementation.

12-2.7. Lead Partner Agency (LPA) - CPS Partnerships

12-2.7(a). The BOARD and the UNION recognize the importance of fostering partnerships that enhance the student experience. Both parties commit to working collaboratively to continually identify and explore barriers to Lead Partner participation in SCS.

12-2.7(b). To address the barriers faced by LPAs under the reimbursement model, CPS and the Taskforce will work collaboratively to develop solutions for managing upfront operating and staffing costs, including but not limited to advance payment to cover payroll and staffing costs within the parameters set in LPA contract.

12-2.7(c). The agreement between CPS and the LPAs will be updated to align with the SCS Model Framework as adopted by the SCS Taskforce that will outline the responsibilities, roles, and commitments of the school and the LPA. The updated agreement will be completed by June 2025.

12-2.7(d). The parties will assess the current challenges in these processes and identify opportunities for improvement to streamline procedures while maintaining compliance with legal and District policies.

12-2.8. Rollover Funds. Up to $300,000 of the funds allocated to SCS each year shall roll over to the next fiscal year if unspent by the end of the fiscal year. Unspent funds from a given year shall be expended first the following fiscal year..

ARTICLE 13
EXTRACURRICULAR PERSONNEL

13-1. Programs for Advisors of Yearbooks and Related Publications. A high school teacher appointed by the principal as the advisor for the official school yearbook or a newspaper or similar publication, which newspaper or similar publication shall be published at intervals scheduled by the principal, shall be programmed for a normal program less one teaching period (i.e. one additional preparation period which shall not exceed the length of the teaching period) Where an advisor sponsors both the school newspaper and yearbook, said advisor shall be programmed for a normal program less two teaching periods (i.e., two additional preparation periods, each of which shall not exceed the length of the teaching periods). Effective school year 2025-2026, where operationally feasible, these terms shall apply equally to elementary and middle school teachers appointed by the principal as the advisor for the official school yearbook or a newspaper or similar publication.

13-2. Priority for Coaching Positions. Physical education teachers shall be given priority in coaching positions; however, qualified persons presently serving in coaching positions will not be replaced by this provision. When a physical education teacher at the school does not apply for a vacant coaching-position, the staffing priority for selecting qualified candidates who have demonstrated relevant experience and expertise shall be as follows:

1. Full-time Teacher or PSRP at the school
2. Part-time Teacher or PSRP at the school
3. All other Full-time CPS employees at the school
4. CPS Full or Part-time Teacher or PSRP employed at another CPS school
5. All other CPS employees, including miscellaneous employees
6. Non-employee in accordance with Appendix A.3A.

13-3. Classes for Full-time High School Teacher Athletic Directors. Effective SY25-26, full-time high school teachers utilized as athletic directors shall teach no more than-two (2) classes.

13-4. Activity Calendars. Each school shall develop a schedule of activities for the first five months, other than class field trips, no later than thirty (30) calendar days after the start of the

school year and for the second five months no later than the first day of second semester, and the events and rehearsals warranting student excuses from class shall be kept to a minimum. Deviation from the activity calendars will be made only in exceptional cases.

13-5. Limitations on Coaching Assignments. When multiple qualified candidates apply, no individual shall be assigned to a head coaching position in more than one of the following sports: football, baseball, basketball or track; or to more than three coaching assignments in interscholastic sports during a school year. Unless approved otherwise by the Principal and school athletic director, High School coaches will be limited to three coaching assignments during the interscholastic school year and will only be eligible for one coaching stipend per assignment per season.

13-6. Compensation for Overlapping Seasons. When a teacher, because of extenuating and special circumstances, is assigned to teach two activities and the official season of the first activity has not been terminated before the official opening date of the second activity, full compensation will be allowed only for that activity in connection with which the teacher serves the entire official season. Compensation for the other activity will be made on the basis of the percent of the total official season during which service was rendered.

13-7. Supervision of Students. At least one teacher is to remain with the students after the close of any activity, practice session or game until the last student has left the premises. This rule applies whether the group is at the home school or field or is away.

13-8. Coaches of Swim Teams. To be eligible for appointment as a coach of a swimming team, an applicant must submit to the BOARD's Department of Sports Administration a teaching certificate indicating that the applicant meets the BOARD's requirements, has a current Red Cross Senior Life Saving certificate, a current Red Cross Water Safety Instructor's certificate or a current YMCA Aquatic Leader Examiner's certificate.

13-9. Parental Permission Procedures. A copy of the BOARD's parental permission procedures for in-school and after-school clubs and extracurricular activities will be provided to each activity and club sponsor no later than September of each school year.

13-10. Athletic Trainers. The BOARD, in collaboration with CTU Joint Sports Committee will annually review assignment of athletic trainers and make recommendations for coverage based on funding and schedules, with priority given to CPS Stadiums Additional school allocations would be determined in the Sports Joint Committee based on collaboratively developed criteria and available funds as determined in Article 13-11.

> **13-10.1.** Athletic Directors. The Board shall provide each large and extra large high school with a centrally funded full-time athletic director (under the CPS Office of Sports Administration SY2024 definitions). Additionally, the Board shall allocate a minimum of

$3 million per year for athletic director stipends to be used for part-time high school athletic directors and elementary school athletic liaisons.

13-11. Sports Equipment, Uniforms, Supplies, Athletic Trainer and Transportation Funding. The Board shall allocate at least $5 million for these purposes during the 2024–2025 school year and distribute the funds in accordance with the CTU-CPS Joint Sports Agreement dated June 30, 2021 provided coaches, elementary school sports liaisons, and part-time athletic directors shall receive payments of at least equal amounts as they received in SY2023-24 under the June 30, 2021 Agreement. Effective School Year 2025-2026, the Board shall allocate $10 million per year in funding toward this purpose.The Joint Sports Committee shall evaluate the allocation of resources with a focus on equity, and shall reach agreement by end of school year 24-25 on a new allocation formula prioritizing schools where at least 75% of students are identified as economically disadvantaged, as defined by the standards outlined in the 2023-2024 CPS Demographics Report. Until such agreement is reached, all high schools will receive an allocation for sports equipment, uniforms, supplies, transportation, athletic trainers that is 1.5 times the amount that elementary schools receive. Schools shall spend these funds on needed equipment, uniforms, supplies, and transportation as determined by the principal, in consultation with the athletic directors and elementary sports liaisons, and the coaches at their schools. Expenditures at the school level shall be determined annually by mutual agreement between coaches and ADs/Sports Liaisons, with oversight by the Principal and PPC.

13-11.1. Sports Equity Funds. The BOARD and the UNION, through the Joint Sports Committee, will jointly advocate for supports and resources from professional sports organizations by seeking funding, developing strategic partnerships, and ensuring equitable distribution of resources to schools with the greatest need.

13-12. Stipend Eligibility. Coaches shall not lose eligibility to receive stipends on the basis of competition forfeits that are outside of their control as verified through a process determined in the Sports Joint Committee (e.g., transportation failures, athlete injury or illness, etc.).

13-13. Student Eligibility for Extracurricular Activities. The Scholastic Eligibility for Interscholastic Sports and Activities policy outlines uniform eligibility requirements for students in grade 9 through 12 who wish to participate in Illinois High School Association/Chicago Public Schools sponsored interscholastic athletics and activities. The BOARD shall consult with the UNION prior to making any amendments to this policy. Effective SY 2025-2026, the Board will provide guidance and training to ensure even-handed application of the Revised No-Pass, No-Play Policy, Board Policy Section 605.6, across all sports, extracurricular activities, and schools. The BOARD shall further ensure the even-handed application of the Chicago Public Schools Athletics Constitution and Bylaws, Board Policy Section 601.8, across

all sports and schools. Local school administrations cannot establish eligibility criteria that differs from Board policy.

13-14. Priority Scheduling in CPS Athletic Facilities. CPS programs shall coordinate with Chicago Park District to have priority in scheduling whenever possible at CPS athletic facilities and Chicago Park District facilities that serve as a CPS school program's home field or court over outside organizations. CPS shall coordinate with the Chicago Park District to ensure that all facilities used for CPS sports programs are adequately maintained for the entirety of the CPS athletic seasons.

13-15. Coaching Stipend Schedule:

13-15.1. Effective July 1, 2024, apply a 4% COLA to the 2023-24 Coaching Stipend Schedule.

13-15.2. Additional Stipend for FY25. Coaches, elementary school athletic liaisons, and high school part-time athletic directors who received additional stipends from the Joint Sports Committee in FY24 will be eligible to receive an additional stipend in the same amount in FY25. These payments will be funded from the $5 million under Article 13-11 and will not exceed the payout in FY24. Newly hired coaches in FY25 will not be eligible for this additional stipend.

13-15.3. Effective SY25-26, The consolidation and reorganization of the 5 tier assignment as shown in Appendix A.3D to this Agreement.

13-15.4. The payments will be referred to as "stipends," not "incentives."

13-15.5. The District will work collaboratively with the Union to identify a list of district-run, non-athletic extracurricular activities staffed by stipended CTU employees by June 30, 2025, and will mutually agree on appropriate stipend structures for these activities by December 31, 2025.

13-16. Responsibility for Extracurricular Program. The principal, in consultation with the staff, shall be responsible for the conduct of the entire extracurricular program within the school. Whenever in the estimation of the principal, in consultation with the staff, any of the activities being conducted do not continue to meet the requirements of the school, such activity shall be discontinued at once in that school. If the activity is discontinued, the teacher will be paid on a prorated basis.

ARTICLE 14
SAFE AND HEALTHY WORK ENVIRONMENT

14-1. Safe and Healthful Working Conditions. Bargaining unit employees shall work under safe and healthful conditions. Consistent with the Comprehensive Non-Discrimination, Harassment, and Retaliation Policy, bargaining unit employees have the right to work and learn in an environment that is free of discrimination, harassment and retaliation.

14-2. Situations Likely to Cause Serious Harm. When the UNION determines that a situation has arisen that is likely to cause serious physical or emotional harm to bargaining unit employees, the UNION may bring it to the attention of the Chief Executive Officer who shall assess the situation within three school days. The assessment shall include on-site inspection where appropriate. After performing the assessment, the Chief Executive Officer and the UNION President or their designees shall meet to discuss the situation and explore possible solutions.

14-3. Special Notice for Victims of Violence. In the event of a school-related assault on or battery of a teacher or PSRP, the Law Department of the BOARD, when notified, shall inform the teacher or PSRP of the teacher's or PSRP's legal rights, and the teacher or PSRP shall be assisted by the Law Department in court appearances.

Principals shall immediately report all school-related assaults by telephone, followed by a written or online assault or battery report, to the Department of Safety and Security and to their respective Area Instruction Officer. The member shall receive a copy of the assault or battery report at this time. The Department of Safety and Security shall immediately notify the Law Department of the BOARD.

Whenever a teacher or PSRP listed under Article 1-1 is involved in a school-related assault or battery case resulting in a court appearance by the teacher or PSRP, said teacher or PSRP shall inform the principal through a written notice stating the date, time and place of the scheduled court appearance. The principal shall forward the written notice from the employee to the network or other designated regional or area office and the Law Department.

14-4. Special Leave Benefits for Victims of Violence.

14-4.1. Compensation and Medical Benefits. Subject to the credit below, bargaining unit employees whose absences result from a school-related assault or battery that arise out of and in the course of employment shall be paid full salary and medical care expenses by the BOARD for the time of their total temporary disability, and no deductions shall be made from accumulated sick days. The Board will pay all medical care that is reasonably necessary to cure or relieve the bargaining unit employee from the effects of the injury.

Assault refers to the act of creating an apprehension or fear of imminent harmful or offensive contact, even if no actual contact occurs. Battery involves the actual physical act of causing contact that is harmful or offensive.

14-4.2. Coordination with Workers' Compensation Benefits. There shall be coordination of salary payable hereunder with any sums payable under the *Workers' Compensation Act* for temporary total incapacity for work in that, in calculating the amount due to an employee under this Section, the BOARD shall be entitled to and shall take credit for any sum payable under the *Workers' Compensation Act* for temporary total disability. The credit hereunder is to be limited to temporary total disability only.

14-4.3. Reporting of Cases of Assault or Battery. Bargaining unit employees shall immediately or as soon as they are able report to the school principal all cases of assault or battery in which they are involved while acting in the course of their employment.

14-4.4. Responsibility to Supply Information and Cooperate in Legal Action. Each bargaining unit employee shall be responsible for supplying any available information concerning a school-related assault or battery and shall cooperate in any subsequent legal action concerning said incident. The bargaining unit employee shall provide medical information necessary to determine the employee's medical status and fitness to work.

14-4.5. Release, Restorative Practice/Safety Plan, Reassignment Pool. Bargaining unit employees who are injured as a result of a school-related assault or battery shall be immediately released from duty to seek first aid or medical attention following the incident and may take up to 3 sick leave days to seek counseling or medical support in order to assess the extent of their injuries. If the injury is ultimately covered under Workers' Compensation, the bargaining unit employee will have the sick leave days used for this purpose credited back to their account.

The principal shall establish a restorative practice and or safety plan when a bargaining unit employee returns from an absence resulting from a school-related assault or battery.

In cases of severe assault, the victim may report to the reassignment pool and not return to the school site where assault took place.

14-5. Emergency Situations. In emergency situations over which the school system has no control (e.g., natural and man-made disasters, fires or criminal behavior) that disrupt schools and/or threaten the safety of bargaining unit employees, students or BOARD property, the UNION agrees to cooperate with the school administration in implementing workable solutions.

Upon request of the UNION, the BOARD shall bargain with the UNION over compensation or alternatives for compensation for responding to the emergency.

14-6. Safety Clothing and Equipment. Special clothing and safety equipment used by teachers and required by statute shall be provided by the BOARD.

14-7. Policy on Communicable Diseases. The BOARD policy on the management of communicable diseases, including HIV and AIDS, shall be posted in every school and BOARD facility. The BOARD shall provide guidance for school based staff on assisting students with reported communicable disease and diagnosed chronic conditions where warranted and allowable in accordance with privacy laws. Future updates to this policy will align with changes in law and practice guidance for communicable disease and chronic condition management as determined by regulating agencies to include but not be limited to, the Centers for Disease Control (CDC), World Health Organization (WHO), Illinois Department of Public Health (IDPH) and the Chicago Department of Public Health (CDPH). The BOARD will inform the UNION of impending changes to BOARD policy and where applicable, bargain in good faith with the UNION over the impact of any such changes.

14-8. Reporting Acts of Vandalism. Bargaining unit employees shall report immediately or as soon as possible any acts of vandalism to the principal.

14-9. Fitness for Duty Medical Examinations. If the BOARD requests that an employee undergo a fitness for duty examination, the BOARD shall pay the cost of the examination. The parties agree to reconstitute the tiebreaker panel of physicians used to make fitness for duty and medical clearance for work determinations, and they shall finalize a new list of mutually agreed upon physicians by no later than January 1, 2020.

14-10. Notice of Serious Incidents. The Board will work with the CTU and other stakeholders (LSC, PPLC, SVC), including school administration, to create a communication process for notifying school staff of serious incidents at schools, with the understanding that privacy considerations may limit the level of detail that can be shared. When serious incidents impacting school community safety occur, the BOARD shall notify the UNION within 24 hours acknowledging the incident and the steps taken to address it. A “serious incident” is defined as: (1) death of a student or staff member; (2) any incident of gun violence on school property or in the community that involves a student; (3) situations that pose an immediate threat to the physical safety of students or staff.

14-11. Whole School Safety Plan. All bargaining unit employees shall have access to the existing written whole school safety plan within ten (10) work days of reporting to their assigned work location. Schools with existing Whole School Safety Plans will continue to refine their plans with existing committees until their Whole School Safety Committee is fully operational and consistent with the Whole School Safety Framework Policy. At a minimum, all

bargaining unit employees shall have access to the Emergency Management Training, which outlines procedures in the event of an evacuation, lockdown, or shelter-in-place emergency.

14-12. Security Cameras. The BOARD shall maintain existing security cameras in their current locations, as appropriate which may include at the entrances and exits of school buildings, and school playgrounds and parking lots. The BOARD will assess the need for additional security cameras in other school buildings and explore the feasibility of installation where appropriate and share such considerations with the Joint Committee.

14-13. Lockable Doors. Teachers and other staff shall have access to the key(s) that locks and unlocks their respective classroom(s), including substitute teachers, subject to the City Fire Marshall guidelines. Per the new Whole School Safety Policy, all classroom doors must remain locked at all times.

14-14. Community Violence Response. The BOARD shall take the following steps to address the impact of violence in school communities:

- Provide up to ten (10) Employee Assistance Program counseling sessions per benefit year to CPS staff.
- Provide resources on trauma and mental wellness for bargaining unit members to support healing and offer strategies for managing trauma and promoting well-being.

14-15. Whole School Safety Policy. The Board acknowledges that the current Whole School Safety Policy states “that the use of School Resource Officers within District, Charter, Contract, and Options schools concluded at the end of the 2023-2024 school year,” The Whole School Safety Policy, including any future amendments or revisions of said policy, made by the Board, shall be incorporated into this Agreement.

14-16. RESTORATIVE PRACTICES

14-16.1. Student Support. The Union and the Board agree that when it comes to student support, restorative practices are preferable to punitive methods and will be a required part of professional learning in alignment with the Whole School Safety Framework Policy and Student Code of Conduct. All staff take responsibility for the way they promote or impede restorative practices.

14-16.2. Collaboration. The Board and the Union shall work collaboratively with local, state and national restorative practice community experts to develop curriculum and training modules to support school communities, individual teachers, and parents on restorative practices. The BOARD will collaborate with relevant departments, including but not limited with the standing Student Discipline, Truancy, and School Safety Committee, to develop and share resources and professional development to increase staff, student, and parent/guardian knowledge of the Whole School Safety Framework Policy, the Healing-Centered Framework, including restorative practices training.

14-16.3. Training. Restorative practices training will be provided by a school-based, trained restorative practices lead (e.g., RJC, admin, teachers, other support staff, and/or a qualified RJ vendor). Each school's Culture and Climate Team, will select appropriate staff and any approved vendors to deliver the training.

14-17. Traumatic Events. Following a traumatic event, CPS shall provide affected students and their families to ensure that students receive the necessary support to recover socially, emotionally, and academically and connect families with additional resources as needed.

14-18. Safe Passage Program. The Board agrees to consider the expansion of the Safe Passage Program to cover additional schools and more extended coverage along key routes identified through safety assessments and community input.

14-19. Adjustments to Teacher Evaluations. In the case of a traumatic event at a particular school or subset of schools, the Joint Teacher Evaluation Committee shall convene on an ad hoc basis to discuss any necessary adjustments to evaluation procedures.

14-20. Funding Collaboration for School Safety. The Board and the UNION shall collaborate to seek-funding provided through the federal Safer Communities Act, as well as other local, state, or federal programs, intended to enhance school safety and promote healthy learning environments.

14-21. Data Security, Privacy and Multi-factor Authentication. The Staff Acceptable Use Policy establishes the standards for acceptable electronic activity of employees and other authorized users using and accessing the district and school technology, internet, data and network systems and the electronic communication between students and employees. The BOARD and the UNION agree that implementing Multi-Factor Authentication is an effective measure to safeguard sensitive student and staff information with authentication factors for CTU members to access CPS systems without using their personal cell phone or laptops.

14-22. PA Systems. The BOARD shall ensure that all schools public announcement systems are operating and fully functional in all originally designed classrooms by the last year of the Agreement.

14-23. Emergency Notification for the Deaf and Hard of Hearing. All schools shall have a functional emergency notification systems consistent with the City of Chicago building code for the deaf and hard of hearing by the last year of the Agreement.

14-24. Prohibition on Recording Classes. Video recording and audio recording by either the educator or evaluator is prohibited during any part of REACH observation or for the purposes of monitoring class instruction, except in accordance with the CPS Staff Acceptable Use Policy (CPS Policy Manual, Section 604.1), or, with the teacher's consent, for teacher preparation, professional development, coaching, licensure or credentialing processes, virtual instruction, or similar uses.

ARTICLE 15

LIBRARIANS: ELEMENTARY AND HIGH SCHOOL

15-1. Staffing Ratio for Librarians. The BOARD shall work toward the goal as funds become available to achieve the ISBE recommended ratios of one librarian for every six hundred (600) high school students or major fraction thereof and one librarian for every four hundred fifty (450) elementary school students or major fraction thereof. Schools may use existing holistic positions to hire librarians. In addition, the existing Interventionist and Instructional Coaching positions may be redefined as librarians or a position with shared librarian/interventionist/coach responsibilities when schools have a library-media specialist certified staff member or qualified candidate. Such shared positions shall have a commensurate reduction in their interventionist/coach responsibilities. CPS in partnership with universities will subsidize a librarian cohort to upskill existing CPS educators with principal support, in order for them to earn the Illinois library media endorsement. The program will support 40 current educators per year for the duration of the contract.

The parties will work towards a goal that every school in the district has a librarian by the last year of this Agreement. To that end, the parties shall jointly advocate for additional state funding for the school district for librarians. But, in any event, the Board shall ensure a net increase of at least 30 new librarian positions per year in FY26, FY27, and FY28. These positions may include redefined positions with shared librarian/interventionists/coach responsibilities.

15-2. Staffing Ratio for Library Clerks. The standard (prescribed by the American Library Association in its *Standards for School Library Programs*, 1960, and supported by the Office of the Superintendent of Public Instruction in *Standards for School Library Programs in Illinois*, 1966) that there shall be one library clerk for every six hundred students or major fraction thereof shall be a goal toward which to work as funds can be made available.

15-3. Assignment of Additional Library Clerical Help. The needs of the students shall be taken into consideration when determining the priority for assignment of additional library clerical help in high schools and elementary schools.

15-4. Library Facilities. Adequate library facilities shall be provided in all new school buildings. In existing buildings, the BOARD shall provide such facilities as funds and space can be made available.

15-5. Primary Student Schedules. As a goal toward which the BOARD shall work as funds become available, provision shall be made for all primary school students in each elementary school to have one library period per week under the direction of the teacher-librarian.

15-6. Class Size. The number of students attending elementary or middle school libraries shall not exceed the maximum class sizes provided in Article 28 for their appropriate grade levels.

15-7. Use of Library Facilities. If the school library facilities are to be used when the teacher-librarian is absent from the premises, guidelines for their use which are not in conflict with BOARD policy shall be established by the librarian, the principal and the Professional Problems Committee.

15-8. Elementary Teacher-Librarian Preparation Periods. The program of the elementary teacher-librarian shall be so arranged as to provide for two additional preparation periods per week for processing books and kindred library tasks, provided that, in addition, teacher-librarians shall be provided not less than the average number of preparation periods accorded to other educational personnel in the school.

15-9. Bulletins. Every effort shall be made by the CPS Department of Literacy: Libraries to send pertinent bulletins explaining library policies, practices and procedures to the teacher-librarians.

15-10. Workshops and In-Service Meetings. One workshop or in-service meeting per school year for teacher-librarians shall be conducted at the area or district level during the regularly scheduled in-service time to provide information about new materials, equipment, techniques and new approaches to library media service and the teaching of reading.

15-11. Department Chairpersons. The principal shall designate a high school librarian to serve as department chairperson, and such chairperson shall attend all school department chairperson meetings.

15-12. High School-Wide Library Program. In accordance with current policy, the professional high school library staff in conjunction with the faculty and administration shall plan and implement a school-wide library program.

15-13. High School Curriculum Committees. A librarian shall be included on all high school curriculum committees.

15-14. Clerical Assistants. Clerical assistants in the schools shall not replace teacher-librarians in class instruction or library administration.

15-15. Assignment of Duties. Where administratively possible, elementary librarians serving more than one school during one school week and high school librarians shall be assigned duties related only to the library program. On the day when a half-time librarian spends the morning at one building and the afternoon at another, said half-time librarian shall be assigned no duties outside of those resulting directly from said library assignment.

15-16. Storage Facilities. New buildings shall include adequate storage facilities for media equipment. In existing buildings, the BOARD shall provide the necessary storage facilities as funds and space can be made available.

15-17. Teacher Assistants. To the extent that funds can be made available, the BOARD shall provide trained teacher assistants to distribute and maintain media equipment in the elementary school library.

15-18. Trained Media Assistants. Trained media assistants shall be provided in the high school library as soon as funds can be made available.

15-19. Library Revitalization. The BOARD, by mutual agreement with the UNION, shall establish a team of five (5) current librarians to coordinate the rebuilding of libraries and collections in connection with the creation of new librarian positions under this Article. The team's responsibilities will include coordinating cohort "grow your own" programs to produce certified librarians, help weed collections from long closed libraries, help direct new purchasing of furniture and diverse updated collections, and facilitate mentorships and professional development for new librarians, etc. Each school-based Librarian of this team will receive an annual $5,000 stipend for the duration of this Agreement.

ARTICLE 16
PHYSICAL EDUCATION TEACHERS

16-1. Time Allotment. The time allotment for physical education classes will be reviewed and clarified by the Physical Education Committee.

16-2. Sponsors of School Safety Patrol. Teachers of physical education who sponsor the school safety patrol shall have one period per week for patrol gym and/or administration of the patrol.

16-3. Supervisory Position Applications. Applicants for supervisory positions in the Department of Sports Administration may apply for such positions on the basis of teaching experience at the elementary or secondary level by submitting an application to the BOARD.

16-4. Scheduling of Successive Classes. Wherever possible, physical education programs shall be planned to avoid frequent attire changes in successive classes. Whenever possible, principals shall seek input of the PE Department Chair on scheduling of PE classes.

16-5. Facilities. New buildings shall include proper dressing and toilet facilities for the physical education department.

16-6. Equipment. Equipment shall be available from the supply lists or through special order for all activities in the physical education course of study. The Joint PE committee will

determine which, if any, schools lack space in which to store PE equipment in a safe and secure environment and make recommendations on ways to secure equipment.

16-7. Professional Development. Professional development for physical education teachers shall be provided in city-wide or district level meetings during the school day in their subject area. Lifeguard and Water Safety certifications are a minimum job requirement for P.E. teachers working at schools with functional and utilized swimming pools and the cost of such certifications shall continue to be paid by the Board.

16-8. Assignment of Duties. On a day when a half-time physical education teacher spends the morning at one building and the afternoon at another, said half-time physical education teacher shall be allowed seventy-five minutes including lunch for travel time.

16-9. Physical Education Class Supplies. Effective July 1, 2013, the BOARD shall appropriate the sum of $225,000.00 to be allocated to schools for supplies and equipment for physical education classes. The per student allocation may be increased as determined by the Chief Executive Officer or his or her designee in consultation with a representative of the UNION.

16-10. Limitations on Classes in Gymnasiums. Principals and head administrators should strive to program no more than one class in any gymnasium at any given time, unless the space provides for the safe separation of the two classes.

16-11. Pool Facilities. The BOARD shall inspect and assess the need for repair of all CPS pool facilities no later than the end of the first year of the Agreement. CPS and CTU will seek to collaborate with the Chicago Park District to explore opportunities for CPS students to access public pool facilities. When possible, CPS will consider the feasibility of making its pools available to community residents for water safety and exercise programs.

16-12. Security Cameras in Gymnasiums. Security cameras in gymnasiums shall not be used for purposes of monitoring class instruction or any part of REACH observation. However, security cameras may be utilized in cases involving incidents that raise safety concerns, investigations into allegations of misconduct, or other incidents as required by law or district policy.

ARTICLE 17

EARLY CHILDHOOD TEACHERS

17-1. Quiet Time. In full-day pre-K classrooms, a designated quiet time shall be provided during which children shall be allowed to nap-or engage in quiet, independent activities. Children may nap during this time; however, no child shall be required to nap. Teachers should consider their students' ages and developmental needs in addition to the time of the school year when planning for quiet time within their classroom.

17-2. Kindergarten Report Card Release Time. Principals shall convert two principal-directed preparation periods to teacher-directed preparation periods or provide any other release time as determined by the principal for a minimum of two hours to kindergarten teachers during the first quarter, or in any quarter that the KIDS assessment is administered in order to complete kindergarten report cards.

17-3. Pre-K Teacher Assistants. In accordance with the Chicago Public Schools preschool handbook, Preschool Teacher Assistants shall assist Pre-K classroom teachers 100% of their day and shall not be used to substitute, to cover lunchroom duty or recess duty unless accompanying their assigned students, to perform office duties or perform other capacities in the building except for temporary emergency supervisory duty where the welfare of students is involved (emergency duties do not include regular lunch duty and recess assignments). Said temporary emergency supervisory duty shall not exceed sixty minutes. All preschool classrooms shall maintain a 10:1 child to teacher ratio at all times, including during nap or rest time, meals, specials, etc. Teacher Assistants shall have their contractual breaks covered by school staff to maintain the 10:1 ratio.

17-4. Hygienic Equipment and Facilities. Preschool classrooms with SECAs shall have access to adequate bathroom facilities including safe and sanitary diapering facilities for children who are unable to use the toilet consistently. These facilities shall be easily accessible to students and school staff. The school shall provide all necessary supplies for containment of soiled clothing in safe and sanitary fashion. Disposable safety gloves shall be provided in all early childhood classrooms in case of toileting accidents. Adequate staff shall be provided to assist students in case of toileting accidents and no student shall be punished or excluded from instruction due to toileting accident.

17-5. Early Childhood Substitute Teacher Assistants. The BOARD shall establish a pool of substitute teacher assistants qualified to serve early childhood classrooms and shall staff the pool at sufficient levels to meet early childhood classroom coverage needs across the school district. At the beginning of each school year, principals shall consult with their PPC on efforts and strategies to plan for teacher assistant coverage at the school-level.

17-6. Playground Teachers. In the event the BOARD hires Playground Teachers, the BOARD and the UNION shall meet promptly to bargain over their terms and conditions of employment.

17-7. School Calendar Alteration. The school calendar for pre-K programs will be altered to provide a later start date and earlier release date of one day at the beginning of the school year and one day at the end of the school year for activities to be determined in collaboration between the teacher and Principal, considering student and community need.

17-8. Half-day Program Expectations. The BOARD will set expectations for half-day programming, -as consulted through the standing Early Childhood Education Committee. The BOARD shall continue to update half-day program guidance in the pre-K and Essential Elements Guidance and consider ways to establish workload equity between full day and half day pre-k teachers.

17-9. Sanitizing. Pre-K classrooms will be detailed cleaned before the start of the school year and during winter break.

17-10. Pre-K Application. The BOARD shall ensure that parents and guardians have access to the pre-K application online in multiple languages and that enrollment team deployment will be prioritized to schools with a majority of English learners and schools with historically low enrollment.

17-11. Enrollment Teams. The BOARD shall assist schools with pre-K programs with low enrollment as informed by the standing Early Childhood Education committee.

17-12. Closure Risk Notification. The BOARD shall notify the Union and schools, including all impacted staff, when pre-K programs are at-risk of closure by February 1st of each year.

17-13. CLASS Evaluation. Effective SY25-26, All Pre-K teachers shall be observed once every other year according to a rotating geographic network schedule with the exception that any teacher or the Office of Early Childhood may request additional observations as needed. All teachers new to Pre-K classrooms will participate in the CLASS evaluation during their first year.

17-14. Self-directed Playtime. Self-directed playtime shall be included in the school day for half day pre-K classrooms at 60 minutes per day and full day pre-K classrooms at two 60 minutes intervals per day**.**

17-15. Kindergarten Report Cards. The BOARD shall utilize developmental report cards for Kindergarten, rather than letter grades.

17-16. Blended Preschool Class Size. Blended preschool programs shall maintain the ISBE guidance requiring no more than 20–students enrolled but may receive additional support as provided under Article 28-4.

17-17. General Education Preschool Class Size. All preschool programs funded through the Early Childhood Block Grant shall have no more than 20 children enrolled in one class.

17-18. PK Classroom Staffing Ratios. Starting in the 2025-2026 school year, the BOARD shall assign at least one Teacher Assistant to every general education preschool classroom.

17-19. We Care Program. The BOARD shall collaborate with the UNION to explore ways CPS can support CTU in expanding the We Care mentoring program**.**

17-20. PSRP Coverage and Ratio Maintenance. At the beginning of each school year, principals or their designee shall consult with their PPC on efforts and strategies for ensuring coverage for absent paraprofessionals.

17-21. Preschool-2nd Grade REACH Addendum. The BOARD, by mutual agreement with the UNION through the Joint Committee on Early Childhood Education, shall develop training materials to be used annually to support school leaders in understanding the Preschool-2nd Grade REACH Addendum.

17-22. Professional Development. The BOARD, in consultation with the UNION, through the Standing Early Childhood Education Committee, shall gauge interest in professional development topics and assess current professional learning offerings. This effort aims to enhance the relevance and effectiveness of professional development opportunities for early childhood educators.

17-23. Culturally Relevant Materials. The BOARD,-shall provide access for pre-K educators to culturally relevant materials, resources, and texts for new classrooms and any classroom refresh. The Board-Union Joint Early Childhood Committee will be updated on the materials included in the refresh package. The Board Union district-wide Text committee may offer suggestions and additions.

17-24. Blended Preschool Program Expansion. The BOARD will prioritize expansion of blended preschool programs in high-need communities, schools with more than one pre-k classroom, and, where necessary, to ensure continuity in programming for students with disabilities.

17-25. Expedited Screening for New Kindergarten Students. The BOARD shall ensure Kindergarten students who are new to the district participate in the KIDS screener within six weeks of enrollment or 40 calendar days.

17-26. MTSS in Preschool Classes. Within the MTSS process, educators and school teams shall utilize all Pre-K data, inclusive of developmental screeners, student observations and pre-K assessment data to support students and to make referrals for a Full Individual Evaluation (FIE).

17-27. OECE Professional Learning Specialists.

17-27.1. Vacation Requests. Professional Learning Specialists vacation requests of one week or less shall not be denied by the Board absent reasonable justification, in accordance with the Board's Paid Time Off Policy and departmental expectations.

17-27.2. Performance Evaluation. The BOARD shall maintain the status quo terms concerning performance evaluation for SY24-25 The BOARD and the UNION shall, by no later than June 30, 2025, bargain a performance evaluation framework for Professional Learning Specialists by mutual agreement.

17-28. Work Year for Citywide Teachers in the Office of Early Childhood Education. The BOARD shall notify Citywide Teachers in the Office of Early Childhood Education of the start date and end date of their work year for the subsequent year by no later than May 1st. If changes to the start and end date are made after May 1st employees must be notified as soon as possible thereafter.

ARTICLE 18

CAREER AND TECHNICAL EDUCATION TEACHERS

18-1. Definition of Career and Technical Education. Career and Technical Education ("CTE"), formerly known as Education-to-Careers ("ETC") and Practical Arts and Vocational Education ("PAVE"), are organized educational activities offering a sequence of courses that provides students with relevant technical and employability knowledge and skills needed to prepare for further education and careers in current or emerging professions;

- provides technical skill proficiency, which may include an industry- recognized credential, a certificate, license, and/or early college credit;
- includes competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, work-based learning experiences, and occupation-specific skills.

Career and Technical Education programs are organized as defined by the Illinois State Board of Education and the sixteen (16) nationally recognized Career Clusters—

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism

- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security
- Manufacturing
- Marketing
- Science, Technology, Engineering & Mathematics (STEM)
- Transportation, Distribution & Logistics

18-2. Advanced Step or Lane Placement

18-2.1. Step Credit for Prior Industry Experience. CTE teachers shall be allowed credit for salary step placement for all years up to seven (7) years of full-time industry experience related to their content area in accordance with rules set by the Illinois State Board of Education in a position satisfactory to the Board, and subject to all applicable CPS policies and procedures.

18-2.2. Prior Work Experience with Trade Certificate. A Career and Technical Education teacher with an Illinois State Board of Education Professional Educator License (PEL) with an endorsement in Career and Technical Education, or an Educator License with Stipulations – Career and Technical Educator (ELS(CTE)), or an Educator License with Stipulations – Provisional Career and Technical Educator (ELS(CTEP)) shall be allowed credit for salary step placement for service and experience gained through non-educational industry related employment in a position satisfactory to the Chief Executive Officer.

18-2.3. Lane Placement with Trade Certificate. The present practice of lane placement of teachers employed under a trade certificate will continue.

18-3. Programming. CTE teachers on regular day programs shall not have more than twenty-five teaching periods per week. CTE teachers on an extended day program shall have no more than thirty teaching periods per week. The length of classes shall vary from one period to four periods not to exceed twenty-five periods per week or thirty periods per week for extended day programs.

With the exception of ISBE Group five workplace experience coursework, no more than one class should be programmed for any CTE area at any given time. The principal shall consult with the CTE department director, chairperson and CTE teachers in connection with programming which encompasses scheduling. Each CTE teacher, in conjunction with the school counselor and programmer, shall develop a student roster for the next school year. Student participation in CTE programs is to be based on the student enrollment to the pathway through GoCPS and/or student interest. Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of CTE for the following school year.

18-4. Scheduling of Preparation Periods for Culinary Arts Teachers. Where possible for teachers of culinary arts in the high schools, one or more of their professional preparation periods each week shall be programmed at the end of the day for the purpose of securing authorized supplies when classes are scheduled for food preparation and/or demonstration.

18-5. Appropriations. Six percent of each Fiscal Year's Career and Technical Education Improvement and Perkins Grants funds provided by the State of Illinois shall be allocated by teachers in partnership with the principal, subject to BOARD procurement rules and grant guidelines. The BOARD shall use its best efforts to remove any impediments to timely procurement of materials and equipment.

18-6. Availability of Baseline Materials and Equipment. All CTE labs, and classrooms will have adequate materials and equipment ready to be used on the first day of teacher attendance of the school year that meet industry standards and the course of study for the pathway.

18-6.1. Repairs and Replacements**.** As needed, or before the end of the school year, the CTE Teacher shall provide the CTE Department a list of needed repairs and/or replacement upgrades or updates for all equipment.

18-6.2. Funds for CTE Equipment Maintenance. The BOARD shall provide funds for regular and necessary maintenance for CTE equipment per CTE grant guidelines and regulations.

18-7. Safety. The BOARD will work with the CTE committee to identify safety issues within CTE programs and to identify ways and means to protect the safety of the students in CTE classes and maintain OSHA compliance.

18-8. Student Conduct Creating Safety Hazard.

18-8.1. Notification of Principal. Whenever a CTE teacher determines that the classroom conduct of a student may create a safety hazard for said student or for other students enrolled in the class, the CTE teacher shall immediately notify the principal or the principal's designee regarding possible interventions consistent with the Student Code of Conduct and applicable Board policies.

18-8.2. Behavioral Intervention . If a behavioral incident arises that threatens student and staff safety or severely disrupts the education process, the CTE teacher and Principal must address it in accordance with the Student Code of Conduct, considering a range of possible interventions and consequences, including suspension.

18-8.3. Investigation and Disposition. The principal or the principal's designee shall immediately investigate the matter. Based on the findings of the investigation and a conference with the CTE teacher and other appropriate members of staff, as determined by the principal, the principal shall determine the disposition of the matter.

18-9. Workplace Experience.

18-9.1. Credentialed Teachers. Workplace Experience courses aligned to ISBE Group five courses must be taught by appropriately credentialed teachers in approved programs authorized by the Office College and Career Success.

18-9.2. Requirements. All teachers of record for Workplace Experience programs are required to have a valid Illinois educator license and have completed either the required 6 semester hours in Administration and Organization of cooperative education offered by a state-approved program or completed a state-approved Workplace Experience Coordinator course.

18-9.3. Review of Credentials. Credentials for all Workplace Experience teachers will be reviewed and approved by the Department of Career and Technical Education in accordance with rules set by the Illinois State Board of Education.

18-10. RESERVED.

18-11. Workforce Council. The BOARD and the UNION will work cooperatively through the Career Connected Learning Joint Committee to establish an educational workforce labor power council or to join a similar established council. The council will be represented as a goal by the ten largest employment sectors in the metropolitan area with representatives from the business community, other educational institutions, labor organizations and state and local governments to identify workforce needs within the Chicago metropolitan area to ensure that CTE curricula and programs are aligned to those needs.

18-12. CTE Teacher Credentials. The parties agree that the CTE teachers must keep current in their content areas and industry credentials in order to maintain their positions. If the BOARD seeks to require that the current CTE teachers increase their credentials (other than staying current in their content area or industry certifications) in order to qualify for their current positions, the BOARD will meet with the CTE Committee or other UNION designees to bargain over the impact of changes in such requirements. In accordance with CTE policies and procedures, and where funds are available, CTE will support CTE teachers' training for obtaining previously approved credentials. Credentials for all workplace experience teachers will be reviewed and approved by the Department of Career

and Technical Education in accordance with rules set by the Illinois State Board of Education.

18-13. Workplace Experience Teachers. Each workplace experience teacher shall have communication service available when necessary to contact employers concerning job opportunities for students enrolled in workplace experience.

18-14. School Actions. In the event a school action (as defined in Appendix H) occurs at a school with a CTE program, the BOARD will bargain with the UNION over the impact of the action on the CTE teachers teaching in that program.

18-15. Placement of Students. Prior to May 1, each Career and Technical Education workplace experience teacher shall confer with the principal, or the principal's designee, relative to a registration procedure for students recommended for placement in the course. Each Career and Technical Education workplace experience teacher shall furnish to the principal, or the principal's designee, data and rationale to support the recommendations being submitted for consideration. The recommendations of the CTE workplace experience program teacher shall be given the highest priority.

18-16. Career and Technical Education General.

18-16.1. Career and Technical Education Teachers in approved Career and Technical Education programs teaching 6 periods per day shall be paid their base salary plus twenty percent of their base salary. Funding is to be covered by the school.

18-16.2. CTE programs opened by a school with the support of Career and Technical Education must remain in effect for a minimum of 5 school years before consideration to close the program is considered, except for financial reasons.

18-16.3. School Administrators shall consult with the school LSC prior to seeking approval to close or suspend a CTE program. CTE programs shall not be closed or removed from schools without prior approval of the Chief Officer of College and Career Success or designee. The Chief Officer of College and Career Success or designee shall advise and consult with the Career Connected Learning Joint Committee at least six months prior to approving the closure of a CTE program.

18-16.4. CTE Program Expansion. The BOARD, in consultation with the UNION through the Career Learning Joint Committee, shall continue to plan opportunities for Career and Technical Education program expansion in CPS neighborhood high schools, including all reasonable efforts to explore a career connected pathway that builds affordable housing on empty city lots and performs green home renovations.

18-16.5. CPS will fund College and Career Pathway Specialist positions at non-selective enrollment high schools with 5 or more CTE programs.

18-17. Professional Development. Teacher participation in four quarterly professional development days offered by the Department of Career and Technical Education is mandatory unless the teacher was not staffed at the time of the event. Quarterly PD Days will cover a wide range of professional learning session formats including but not limited to district initiatives, technical skill advancements, work-based learning, and an opportunity to share best practices as it relates to Career and Technical Education and will not include REACH orientation training. The BOARD will provide substitute/coverage for days when school is in session. The BOARD, in consultation with the UNION, will set the schedule of the PD days and collaboratively plan the content for the quarterly PD days.

18-18. Nursing and Education CPS Pipeline. The BOARD, in collaboration with the Union, will develop a pipeline program in partnership with local colleges and universities, including the City Colleges of Chicago, to recruit CPS students into Nursing and Education programs that start in high school and connect students to degree programs followed by employment with the Board.

18-19. Clean Energy Jobs and Green Technology CTE Program. Clean Energy Jobs and Green Technology Programs shall be included in the CTE Joint Committee. The CTE Joint Committee shall be renamed to Career Connected Learning Joint Committee and shall be inclusive of all career-focused courses. To that end, the Committee will study and make recommendations related to assessing and consulting on potential pathway development for clean energy jobs, with the goal of expanding the focus from CTE only programs to all potential pathways. The Career Connected Learning Joint Committee shall work with unions and industry partners to create more pre-apprenticeship opportunities for students. The BOARD shall create at least one new and/or adapt an existing pathway to Clean Energy Jobs career-connected -pathway in each year of the contract. CPS will work to develop a student and community workforce agreement with the Trades that will identify future opportunities for CPS students and graduates to participate in facility renovations, CTE applications for clean energy renovations, pre-apprenticeship and apprenticeship opportunities and explore clear guidelines and numerical goals for each. CPS will solicit feedback from CTU in the development of these initiatives.

18-20. Early Warning System. The standing Joint Committee on Career Connected Learning shall create an early warning system to alert stakeholders of Career Connected programs with low enrollment, retiring faculty, and/or space issues that could lead to a program pause or closure.

18-21. CTE Equipment Management. The BOARD shall maintain a district-level role who serves as the contact for operations needs, including preventative maintenance, warranties, ordering, and vendors.

18-22. CTE Equipment and Equipment Maintenance Funds. The BOARD shall allocate funds centrally for regular and necessary maintenance for CTE equipment per CTE grant guidelines and regulations. The Joint Committee shall establish by July 1, 2025 a baseline list of equipment required by the curriculum offered by the Office of College and Career Success.

18-23. CTE Teacher Externship Program. Recognizing that hands-on industry experience enhances the quality of classroom instruction, the Career Connected Learning Joint Committee–make all reasonable efforts to establish a Teacher Externship Program for CTE licensed educators instructing an approved CTE program. This program will be designed to allow educators to engage with industry professionals and gain insights and techniques that can be applied directly to their teaching practices. The goal of the committee's evaluation is to identify opportunities, challenges, and potential partnerships that would support the implementation of the program. The findings will provide actionable recommendations to guide decision-making and ensure alignment with industry needs and educational objectives. The committee will present its final report by June 30, 2026.

- Participation in externships shall be voluntary and. Teachers shall be paid at the non instructional rate if externships occur outside duty hours.
- The BOARD and the UNION, through the Joint Committee on Career Connected Learning, will set parameters for participation in the program including but not limited to: determining the number of teachers that may participate each year, the maximum number of hours required for participation, creating an application review process, and investigate way to share costs associated with the program.

18-24. CTE Technical Training Center. The Joint Committee on Career Connected Learning shall, no later than July 1, 2026, identify suitable CPS facilities to serve as training hubs for CPS teachers pursuing an initial or additional CTE Teaching endorsements and provide professional development for current CTE educators in collaboration with the Chicago Teachers Union Foundation.

18-25. CTE Program Expansion. The BOARD, in consultation with the Union through the Joint Career Connected Learning Committee shall continue to assess opportunities for expanded access to career connected learning opportunities, prioritizing neighborhood schools, in partnership with City Colleges, Unions, and Workforce Development partners.

18-26. Career Pathways Orientation. The Joint Committee on Career Connected Learning shall review existing career advising materials and Success Bound lessons available in SchooLinks, and currently available middle school work-based learning opportunities. The Joint Committee on Career Connected Learning shall collaborate to develop additional opportunities for Career Pathways experiences for middle schools, including middle school student visits to high school CTE programs and CPS-funded release for CTE educators to visit middle schools.

18-27. CTE Geographical Regions and Pathway Programs. The standing Career Connected Learning Joint Committee will explore the feasibility of implementing programs regionally in all CTE career pathways across the district. This evaluation will include identifying required structures, resources, and staffing, conducting a cost-benefit analysis, proposing a timeline for implementation. This evaluation shall culminate in a report by December 1st, 2025 with specific recommendations.

18-28. Materials, Course Description and Certification. CTE funds allocated by the BOARD shall be provided by the first day of instruction each school year. Each teacher workstation shall be equipped with electrical cords, connectors and mice that are compatible with the relevant technology issued to the CTE teacher. CTE courses offered to students shall have a clear course description and be taught by a certified CTE teacher.

18-29. Exploring Computer Science. The BOARD and the UNION shall collaborate to explore offering ECS as a CTE elective course, contingent on the availability of instructors with the required CTE licensure or IT endorsement.

ARTICLE 19
ACADEMIC CALENDAR

19-1. Professional Development Days. The BOARD shall provide bargaining unit employees with ten paid professional development days per year, which shall be scheduled during or contiguous with the school year. The BOARD may schedule professional development days in full or half-day increments. Principal-directed professional development days shall be aligned to the Learning Forward Professional Learning Standards (including time for active engagement, collaborative cultures, whole school team collaboration, and/or individual based learning, etc.). Teachers shall have a duty-free lunch period on professional development days.

19-2. Teacher-Directed Professional Development Days. Effective School Year 2026-2027, the following Professional Development days shall be designated as teacher-directed: the first Friday of Teacher Attendance, a day mutually agreed upon by the parties, and the professional development day following the last day of student attendance. One teacher-directed professional development day will be scheduled by mutual agreement of the parties prior to presenting the academic calendar to the Board of Education for approval. Except as provided in Articles 4 and 5, all other professional development days, including flex days, shall be fully principal-directed.

19-3. Work Days Before Start of School Year. Teachers and school clerks authorized by BOARD action to work before the start of a new school year shall be paid at the teacher's or school clerk's regular hourly rate of salary.

19-4. Regular Academic Calendar.

19-4.1. 208-Day Academic Calendar. Teachers and PSRPs on a 208 paid day academic calendar will be scheduled for 190 work days (including 10 professional development days if applicable), 10 paid vacation days and 8 paid holidays.

19-4.2. 228-Day Academic Calendar. Teachers and PSRPs on a 228 paid day academic calendar will be scheduled for 209 to 210 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

19-4.3. 248-Day Academic Calendar. Teachers and PSRPs on a 248 paid day academic calendar will be scheduled for 229 to 230 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

19-4.4. 52-Week Academic Calendar. Teachers and PSRPs on a 52-week paid day academic calendar will be provided the same professional development days if applicable and the same vacation benefit (commonly based on years of service) and paid holidays (commonly up to 11 paid holidays) as administrators.

ARTICLE 20
CLINICIANS

20-1. General Provisions.

20-1.1. Definitions.

20-1.1(a). *Teacher Clinicians Defined*. For the purposes of this Article, clinicians are defined as all full-time certified or licensed employees who hold School Service Personnel certifications under Article 21 of the *Illinois School Code* in the following titles: counselor, certified school nurse, school psychologist, school social worker, speech pathologist, occupational therapist, and physical therapist.

20-1.1(b). *PSRP clinicians defined*. For purposes of this Article, PSRP clinicians are defined as full-time certified or licensed employees who are employed in the following titles: PSRP case manager or PSRPs assigned case management responsibilities, licensed practical nurse, health service nurse, and health assistant.

20-1.2. Teacher clinician Regular School Day

20-1.2(a). *Elementary and Middle Schools*. The regular school day for clinicians assigned to any elementary or middle school (including schools operated by entities other than the BOARD) shall be seven hours with a continuous lunch period of forty-five minutes with no work responsibilities.

20-1.2(b). *High Schools*. The regular school day for clinicians assigned to any high school (including schools operated by entities other than the BOARD) shall be seven hours and fifteen minutes with a continuous lunch period of forty-five minutes with no work responsibilities.

20-1.3. Teacher Clinician Preparation Periods. Each clinician's school day shall include sixty minutes of continuous duty-free preparation time. Four days each week the clinician's preparation time shall be self-directed; one day each week a sixty minute period shall be directed by the principal or the clinician manager, as appropriate. Clinicians shall be released from two department-directed professional development days per school year, or, alternatively, the equivalent amount of time as determined by the clinician's discipline department head. This time may be scheduled as full days, partial days, or in smaller increments (e.g., manager-directed preparation periods). The release schedule will be shared with the clinician ahead of time. The purpose of this release time is to allow clinicians to work on IEPs, complete IEP report cards, or address documentation and medical compliance tasks.

20-1.4. Content of Professional Development. The BOARD shall provide relevant professional development to clinicians to promote positive student and school outcomes. Professional development shall include, but not be limited to, training on new BOARD-managed initiatives and changes to IMPACT and other BOARD hardware and software computer applications. The BOARD shall survey clinicians' professional development needs annually. All clinicians shall receive training for all computer programs required to complete their work.

20-1.4.(a). The BOARD will offer Professional Development sessions relevant to their assigned duties.

20-1.4(b). Telework on Professional Development Days. At the discretion of the Chief Officer of the Office for Students with Disabilities or their designee, clinicians may be permitted to telework on self-directed professional development day.

20–1.4(c). The UNION and BOARD PPC members shall jointly survey clinicians annually to determine professional development topics for the upcoming school year. The BOARD will consider this input when planning professional development for that year.

20-1.5. Receipt of Tentative Schedules. Clinicians shall receive their tentative schedules no later than May 15.

20-1.6. Teacher Clinician Responsibilities. In programming and directing the work of Office for Students with Disabilities and the Office of Student Health and Wellness (OSHW) clinicians, the BOARD and its administrators shall endeavor to assign duties consistent with the recommendations and guidelines developed by national and other recognized professional organizations, except when such recommendations are inconsistent with fair-share responsibilities or BOARD or local school level administrative and educational requirements.

20-1.7. Work Space and Equipment for Clinicians. Clinicians shall be provided with appropriate work space to include a desk, chair and testing tables; a computer; a locking file cabinet with a key; direct access to working copiers, printers and telephones for follow up calls; testing environments that are heated and well ventilated; and necessary supplies, including file folders, paper clips and envelopes to store professional protocols. Closets, boiler rooms, and bathrooms are not considered appropriate workspaces. Non-instructional spaces within schools such as hallways, auditoriums, playgrounds, staircases and other similar spaces should only be used as to provide therapeutic services when the alternative environment is not conducive to the services being provided. The Office for Students with Disabilities and the Office of Student Health and Wellness (OSHW) shall inform principals annually at the beginning of the year about clinician work space needs in writing. A copy of this written transmission shall be submitted to the City-Wide Professional Problems Committee at the first meeting. The Principal shall provide clinicians access to a designated space within the school building that is confidential, appropriate and private for the provision of therapeutic services and testing to students. The Principal or designee will provide clinicians a weekly schedule of the designated space. Work space allocated to clinicians shall provide appropriate privacy for the administration of tests (in accordance with CPS-allocated test requirements and state and national standards) and confidential discussions and shall be as free from noise and interruption as the educational program and the school facility permits. Principals shall provide all necessary materials and information to ensure access to the Clinicians' assigned school buildings Clinicians shall also be provided access to the rooms and spaces where they work and provide services to students. The Office for Students with Disabilities and the Office of Student Health

and Wellness (OSHW) shall conduct a survey to be distributed to clinicians before the end of September each school year to ascertain whether the work space conditions are adequate as defined in this article. A process to remediate complaints shall be determined by the Clinician Professional Problems Committee with the Office of Labor Relations, the administrators of Office for Students with Disabilities, and the Office of Student Health and Wellness (OSHW).

20-1.7(a). Parking Passes. CPS and CTU will explore partnerships with the City of Chicago to secure a citywide parking pass that allows parking for clinicians in permit-only zones in the city on Monday through Friday from 7:00am to 4:30 p.m.

20-1.7(b). Student Health Emergency. All Clinicians must be provided a method for immediately contacting school office staff in case of a student health emergency.

20-1.7(c). Future Remodels or Rebuilds. All future remodels or rebuilds of a school will include appropriate work space for clinicians as defined in Article 20-1.7.

20-1.8. Filling Vacancies. Vacancies in clinician positions shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those clinicians who have expressed a desire to transfer. Experience shall be a consideration. The final decision as to the transfer shall be made by the Office for Students with Disabilities and the Office of Student Health and Wellness (OSHW), unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

20-1.9. Travel Time. A clinician who must travel during the afternoon shall be given a daily uninterrupted lunch period of forty-five minutes with no work responsibilities exclusive of travel time.

20-1.10. Meetings Among Related Services Personnel**.** Related services personnel (e.g., school psychologists, school social workers, speech language pathologists, school nurses, physical therapists, occupational therapists and/or other district resource personnel) shall be provided time to meet periodically with special education teachers during the school day during their preparation periods to discuss matters of professional interest. Related services personnel shall arrange conferences periodically with the teachers of students with disabilities during the school day at times, if possible, when students are not scheduled for their classrooms.

20-1.11. Caseloads for City-Wide Itinerant Teachers and Service Providers**.** Caseloads for city-wide itinerant teachers and service providers shall be established by the Office for Students with Disabilities (OSD) and the Office of Student Health and Wellness (OSHW) on a yearly basis taking into consideration the suggestions of the City-Wide Professional

Problems Committee. The suggestions may include the number of schools per teacher, the number of students per teacher, travel times, direct and consultative minutes, the nature of cases and other relevant matters. Caseloads for city-wide itinerant teachers and service providers shall be assigned on as equitable a basis as possible. (See Article 21-13. Workload for Special Educators and PSRPs.)

20-1.12. Licensure Compliance. The Board and the Union recognize that clinicians are licensed by the state and must abide by state and federal laws and regulations. The Board will not take any action to jeopardize the professional licensure of clinicians.

20-1.13. Elimination of Subcontracting and Privatization of Clinicians, Teacher Assistants, Librarians, and Nurses. Beginning in the 2020-21 school year, the BOARD will not contract out or otherwise privatize teacher clinician positions (as defined in Article 20-1.1(a)), PSRP clinician positions (as defined in Article 20-1.1(b)), teacher assistants or librarians, except for short-term substitutes or to meet mandated services. The BOARD agrees that a nurse that meets the minimal requirements of a posted position has the right to apply to be a staff nurse for CPS and shall endeavor to hire former agency nurses and UAPs directly.

20-1.14. Workload for Clinicians.

20-1.14(a). *Development of Work Load Plan.* In accordance with Sections 226.730 and 226.735 of the *Illinois State Board of Education Rules and Regulations*, the BOARD shall develop, in cooperation with the UNION, a plan specifying limits on the work load of its clinicians (including OT/PTs) to ensure that all services required under the students' Individualized Educational Programs, as well as all needed ancillary and support services, will be provided at the requisite level of intensity. This plan shall include a procedure for clinicians to report when they believe their workloads do not comply with the plan and shall contain a method for expeditiously and efficiently resolving any non-compliance. The BOARD and the UNION will develop by mutual agreement a workload plan in accordance with Section 226.735 of the Illinois State Board of Education Rules and Regulations to be agreed upon by the BOARD and the UNION, by December 31, 2027.

20-1.14(b). *Team Day scheduling.* If a clinician is scheduled in two or fewer schools, the clinician shall not be assigned to schools with the same team days.

20-1.15. Clinician Assignment.

20-1.15(a). *Principal and Clinician Assignment Requests.* A Principal can request a clinician be reassigned. The Principal shall be required to hold at least one problem solving meeting with the clinician and the clinician's manager at least 90 days before the request out period. The principal shall clearly state the reason they believe the clinician

cannot appropriately service the school and should be reassigned. A Clinician can request to be reassigned from their work site by submitting a formal written request to their manager, including the rationale for the reassignment and any relevant supporting documentation. The manager will hold at least one problem solving meeting with the clinician at least 90 days before the request out period.

20-1.16. Materials. The BOARD shall provide clinical materials (e.g. test kits, equipment).

20-1.17. Stipends and Reimbursements. Clinicians shall be allowed to use the supply money (Article 7-6) to purchase therapeutic materials.

20-1.18. Flex Days. Effective SY25-26, Clinicians shall participate in flex professional development days. During SY24-25, the Office for Students with Disabilities, the Office of Student Health and Wellness (OSHW) and the City-Wide Clinicians PPC will collaborate to develop a process allowing clinicians to centrally determine and vote on options for flex professional development day options.

20-2. Counselors.

20-2.1. Testing. Counselors shall only contribute to test proctoring or test administration as part of a fair share duty where all staff share in the responsibility of test proctoring.

20-2.1(a). *Elementary and Middle Schools.* Wherever possible, no more than forty students shall be tested at any one time.

20-2.1(b). *High Schools.* Wherever possible, no more than eighty students shall be tested at any one time.

20-2.2. Professional Orientation and Staff Development. A professional orientation meeting for counselors shall be held once each year during the regular school day. The BOARD shall also conduct one annual staff development workshop for counselors to review the duties and responsibilities of counselors. School administrators shall schedule beginning of the year activities requiring counselor involvement so that said activities do not prevent counselors from attending beginning of the school year all staff orientation and professional development. The BOARD shall provide counselors with additional release time for professional development specific to counseling during the school day and year.

20-2.3. Staffing Formula.

20-2.3(a). *General Objective.* The recommendation of the 1960 White House Conference on Children and Youth of a counselee-counselor ratio of six hundred to one at the elementary level is accepted as a desirable goal.

20-2.3(b). *Allocation.* All elementary, middle, and high schools shall be allocated at least a 1.0 centrally-funded school counselor position. Effective SY2025-2026, the Board will centrally fund counselors according to the following formula:

- 1 per school
- One additional counselor for every 500 students at a HS
- One additional counselor for every 600 students at an ES
- Minimum of 2 counselors if Opportunity Index is 48+ and enrollment is 250+ students OR if Opportunity Index is 40-47 and enrollment is 350+ students.

20-2.4. New Buildings. New buildings shall include adequate space to conduct interviews and meetings and provide counseling for students.

20-2.5. Guidance Staff Lists. A list of schools with the names of principals and counselors shall be sent to each elementary and high school for the guidance staff.

20-2.6. Counselor Duties. In programming and directing the work of an Elementary, Middle, and High School counselor, a principal shall not assign duties to the counselor that are not consistent with the recommendations of the American School Counselor Association (ASCA). The School Counseling Handbook shall delineate for principals duties that are appropriate and inappropriate under the ASCA model. Principals will ensure that School Counselors are given adequate time during the school day to deliver Tier 1, 2, and 3 student supports and counseling activities. Counselors shall not be used as prep teachers, substitute teachers, or lead teachers when providing Tier 1 and Tier 2 instruction. Disagreements over this Section shall be resolved initially by the counselor, the principal and the Professional Problems Committee.

20-2.7. Reassignment. Centrally funded Counselors may be reassigned to teaching positions with the written agreement of the counselor.

20-2.8. Administrator Resources. All school and network administrators will be provided, including at the annual administrator CBA training under Article 1-23, with resources and information on the role of school counselors, including appropriate and inappropriate duties, and the REACH framework for school counselor evaluation.

20-2.9. Assignments and Paperwork. School counselors shall not be assigned as the lead on more than two initiatives (e.g., STLS, BHT, Climate and Culture, Wellness Champions, Dental/Vision Coordinators, Test Coordinators, etc.) without mutual written agreement between themself and their administrator. Paperwork assigned to counselors shall be kept to a minimum, including paperwork connected to EBIP/AMP, or other comprehensive plan programs, so as to allow counselors to focus on a school's vision, mission, goals, and outcomes and share them with their administrator through the Annual Administrator Conference.

20-2.10. Cluster Program Support. The BOARD shall offer counselors professional development on how to best support cluster programs.

20-2.11. SSM Access. Counselors shall be provided with school-wide access to SSM.

20-3. School Psychologists.

20-3.1. Work Year.

20-3.1(a). All school psychologists and all provisional and temporarily certificated school psychologists shall be employed on a ten-school-month (208-day) basis.

20-3.1(b). Pension contributions and sick leave shall be based on the 208-day year.

20-3.2. Supplies. Test kits and other school psychologist materials shall be made available to School Psychologists in a timely manner. School Psychologists shall be allowed to request test kits through the CPS mail run. The BOARD shall provide all school psychologists with access to cognitive, academic, research-based evaluations relevant to the population of students that they are assigned. The BOARD shall provide all school psychologists with access to assessments. The BOARD shall provide assessment protocols for every student on school psychologists' caseloads.

20-4 Social Workers

20-4.1. Work Year.

20-4.1(a). All school social workers and all provisional and temporarily certificated school social workers shall be employed on a ten-school-month (208-day) basis.

20-4.1(b). Employment of ten-school-month (208-day) school social workers beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on the 208-day-year.

20-4.2. School Social Worker Staffing.

20-4.2(a). By the end of this Agreement every school shall have at least one school social worker assigned per school per instructional day.

20-4.2(b). The BOARD, in consultation with the UNION, shall participate in the Illinois Department of Health and Family Services Healthy Schools Campaign Medicaid Expansion for School Health Learning Collaborative with the objective of maximizing Medicaid reimbursement for Medicaid-eligible services.

20-5. Speech Language Pathologists

20-5.1. Staff Development Workshop. The BOARD shall also conduct one annual staff development workshop for speech pathology teachers and speech language pathologists.

20-5.2. Protocols and Supplies. The BOARD shall provide to all clinicians the number of protocols in proportion to the number of students and schools that they are assigned to service. The BOARD shall make those protocols and supplies available for distribution to all clinicians on the first day of attendance for clinicians.

20-5.3. SLPAs. The BOARD and the UNION will discuss the updated SLP Practice Act (updated July 2023) to consider the possibility of hiring SLPAs.

20-5.4. Bilingual SLP Evaluations. SLPs conducting bilingual speech and language evaluations shall be provided with access to appropriate assessments materials to complete the assigned evaluation. The BOARD shall offer Bilingual SLPs professional development to support the diverse needs of the bilingual student population.

20-5.5. New Hire Supports. During the first year of employment, newly hired SLPs shall be assigned mentors by the Office for Students with Disabilities.

20-6. School Nurses.

20-6.1. Work Year. All newly appointed school nurses and all provisional and temporarily certificated school nurses shall be employed on a ten-school-month (208- day) basis. Employment of ten-school-month school nurses beyond ten school months shall be considered summer employment. Pension contributions and sick leave shall be based on the 208-day a ten-school-month year.

20-6.2. Supervision. The school nurse assigned to a school are under the supervision of the assigned nurse manager, as appropriate. The school nurse shall have direct supervision over health records as well as responsibility for assigning specific duties to unlicensed assistive personnel.

20-6.3. Professional Orientation. At least one professional orientation meeting shall be held during the regular school in-service meeting time for all school nurses. Said meeting may be held at the area or city-wide level. It is understood that area meetings may be on different dates in order to provide appropriate resource personnel, if such resource personnel are needed.

20-6.4. Salary Adjustments.

20-6.4(a). All newly appointed school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to receipt of a bachelor's degree in the manner provided under the provisions of Article 38-1 of this Agreement.

20-6.4(b). All newly appointed PATs and new TATs who are school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to their receipt of a bachelor's degree in accordance with section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1).

20-6.5. Internships for Health Service Nurses. Health service nurses (HSNs) shall be allowed to participate in an on-the-job internship for school nurse certification, under the supervision of a certificated school nurse or an instructor from the certification program. This internship shall be allowable during school hours as long as they are providing services to students and staff in the Chicago Public Schools.

20-6.6. Clerical Assistance. School nurses shall be provided with clerical assistance in consultation with and approval of the principal.

20-6.7. Missed Lunch. Licensed Practical Nurses and Health Service Nurses who work through their regularly scheduled lunch period shall be permitted to schedule it at another time during the day, including at the end of the day.

20-6.8. Nurse Educational Advancement. The BOARD, in consultation with the UNION, will develop and implement a program for LPNs interested in becoming HSNs and HSNs interested in becoming CSNs. The BOARD will devote no less than $2,000,000 during the term of this Agreement to support tuition assistance for nurses, employees and prospective employees toward mutually agreed upon universities between the BOARD and UNION, as well as other related program costs.

20-6.9. Nurse Job Classification Changes. Nurses who advance job classifications will be placed in the appropriate lane according to their level of education and job classification on the step in that lane closest to, but not less than, their salary prior to the change. From there, they shall advance steps and lanes as determined by Appendix A.

20-6.10. Delegation of Medication. The BOARD will establish a Medication Administration Workgroup within sixty (60) days of ratification of this agreement. The Workgroup will consist of two staff nurses from each region and three nurse leaders, appointed by CPS Nursing Leadership, to review and assess current medication administration practices and

create protocols for delegation, including training, documentation, and reconciliation procedures for all CPS nurses.

20-6.11. Nurse Staffing. The Board shall make all reasonable efforts to have at least one nurse assigned per school per instructional day by the last year of this Agreement. To support this goal, the Board and the Union will jointly advocate for legislative or regulatory changes that provide increased flexibility in licensure and credential requirements related to who may write and sign Individualized Education Programs (IEPs) for students requiring health-related services.

20-7. Counselors, Clinicians and Special Educators Case Management Responsibilities. The Board shall not require school counselors, clinicians and special educators to perform case management responsibilities. The Board and Union shall form a committee to recommend to the CEO how to implement this provision.

20-8. Physical Therapists.

20-8.1. SSM Updates. The BOARD shall accurately update SSM to reflect every school a Physical Therapist serves.

20-8.2. Required Assessment Materials. Physical Therapists will identify the required assessment materials via an online survey, and the Office for Students with Disabilities will distribute them accordingly.

20-8.3. Equipment List. The BOARD shall support the development of an inventory and tracking system to monitor equipment in the district as it relates to adaptive seating, positioning and mobility.

ARTICLE 21
SPECIAL EDUCATION TEACHERS

21-1. Definition of Special Education Teacher. The phrase "special education teacher" includes all teachers who are deemed highly qualified by the *Illinois State Board of Education Rules and Regulations* to teach students with disabilities and who are assigned or appointed by the BOARD as teachers of students with disabilities.

21-2. Temporarily Assigned Teachers. Temporarily assigned teachers with a minimum of eight semester hours of approved credit in special education may replace TATs with no training in special education.

21-3. Lane Advancement. Appointed teachers and temporarily assigned teachers who are deemed highly qualified by the *Illinois State Board of Education Rules and Regulations* to

teach students with disabilities, who are assigned or appointed by the BOARD as teachers of students with disabilities and who have completed thirty semester hours of approved graduate credit in the area of special education shall be permitted to advance to Lane ll of the salary schedule. Termination of service in the area of special education shall cause said appointed teacher or temporarily assigned teacher to revert to the appropriate lane of the salary schedule and, further, it shall be the responsibility of the teacher to notify the BOARD of such termination.

21-4. Submission of Applications. Teachers who possess the necessary qualifications for possible assignment in the area of special education are encouraged to submit applications for such assignment.

21-5. Development, Implementation and Progress Monitoring of Individualized Education Program. The educational and extracurricular program of a student with disabilities shall be developed by the student's Individualized Education Program team in accordance with the student's Individualized Education Program. The IEP team shall make least restrictive environment (LRE) decisions based on the students' strengths and needs as demonstrated through data. Decisions on the development of the IEP shall be made solely by the IEP team, pursuant to state and federal law, and reflective of the provision of a continuum of services. These decisions shall be made through consensus by the IEP team, pursuant to state and federal law and the CPS IDEA Procedural Manual.Consensus is defined as a general (not necessarily unanimous) agreement and is a decision arrived at by most of those involved versus one individual. The BOARD shall post on its website a list of specialized programs, including school names and grade-levels served not later than July 1 for the upcoming school year.

21-6. Meetings Among Clinicians. Clinicians (e.g., school psychologists, school social workers, speech language pathologists, school nurses, physical therapists, occupational therapists and/or other district resource personnel) shall be provided time to meet every other week with special education teachers during the school day during a principal-directed preparation period for consultation regarding their students. Clinicians shall arrange conferences periodically with the teachers of students with disabilities during the school day at times, if possible, when students are not scheduled for their classrooms.

21-7. In-Service Meetings. CPS shall provide a half day in-service meeting specific to special education during Week Zero during principal-directed time. Additional professional development opportunities will be provided on professional development days. Such meetings shall be held on an area, district, assignment or similar basis to discuss educational, medical and other topics related to their assignments. After consultation with and consent of the school principals, special education teachers may elect between district-wide or locally provided PD when they are offered on the same day.

21-8. New High School Special Education Teachers of Students with Cognitive Disabilities or Autism. New special education teachers of high school students with cognitive disabilities or autism shall be provided with appropriate in-service education during the school day to the extent possible with the supervisory staff and the substitute service available.

21-9. Student Referrals. A high school or elementary school special education teacher shall refer a student with cognitive disabilities or autism in that teacher's class at any time said teacher believes re-evaluation is desirable. Said teacher shall continue to be alert to students who appear in need of different special education placement.

21-10. Grants. The UNION shall have representation on city-, area- or school-level committees established to plan and develop proposals seeking government funding for programs in special education subject areas.

21-11. Duties Expected of Special Education Faculty. In directing the work of a special education teacher, a principal shall ensure that the special education teacher is not assigned any duties not related to school special education services. When assigned duties in co-taught classes where the General Education teacher is on an official Leave of Absence, the Principal or a designee shall collaborate with the special education teacher to create a support plan to ensure that the duties of the General Education Teacher are covered. Disagreements over this Section shall be resolved by the special education teacher, the principal and the Professional Problems Committee.

21-12. Faculty Meetings. The principal and special education teacher, including the department chair if any, shall adopt a reasonable schedule for department or grade level faculty meetings to ensure the special education teacher is able to maintain an equitable distribution of resources across such departments or grade levels and to minimize any undue burden on the special education teacher. After consultation with and with the consent of the school principal, special education teachers may elect to collaborate with other special education teachers or clinicians during weekly grade-level meetings.

21-13. Work Load for Special Educators and PSRPs.

21-13.1. Development of Work Load Plan. In accordance with Sections 226.730 and 226.735 of the *Illinois State Board of Education Rules and Regulations*, as they read on June 30, 2015, the BOARD shall develop, in cooperation with the UNION, a plan specifying limits on the work load of its special education teachers to ensure that all services required under the students' Individualized Educational Programs, as well as all needed ancillary and support services, will be provided at the requisite level of intensity. This plan shall include a procedure for special education teachers to report when they believe their workloads do not comply with the plan and shall contain a method for expeditiously and efficiently resolving any non-compliance. By January 1, 2013, through the parties' Special

Education and Case Management Committee, the parties shall review and assess the plan as required by this Section, and the plan shall be amended as necessary or appropriate based on the review and assessment of such committee. The BOARD and the UNION will develop by mutual agreement a workload plan in accordance with Section 226.735 of the Illinois State Board of Education Rules and Regulations to be agreed upon by the BOARD and the UNION, during the term of this Agreement.

21-13.2. Limitations on Work Load. Bargaining unit employees who work with students with disabilities shall not be required to exceed caseloads, class sizes, limits on ratios of students with disabilities to general education students and limits on ratios of students with disabilities to teachers and PSRPs as required under law.

21-13.3. IEP Support in Elective/Non-General Education Classes. Elective/Specials/ Enrichment/ Exploratory and non-general education teachers shall be afforded the opportunity to provide feedback for students they teach on appropriate accommodations and modifications needed in non-general education classes. Elective/Specials/ Enrichment/ Exploratory and non-general education teachers that are not permitted to attend a student's IEP meeting will be given an opportunity to provide feedback to the IEP team in alternative format decided upon by the IEP team members.

21-14. Individualized Education Program Meetings. Individualized Education Program meetings may be scheduled before, during or after the school day. Bargaining unit employees required to attend such meetings before or after the school day shall be paid their regular instructional hourly rates of pay. To the greatest extent possible, staff shall be provided coverage for IEP meetings scheduled during their self-directed preparation periods. A special education teacher may be required to attend two annual review, initial eligibility or triennial evaluation meetings per month during their self-directed preparation period. If a special education teacher is required to attend more than two annual review, initial eligibility or triennial evaluation meetings per month during their self-directed preparation period, those self-directed preparation periods shall be made up by the end of the quarter in which they were missed. Any self-directed preparation periods that are not made up by the end of the quarter, the special education teacher shall be paid at their hourly rate. All staff invited to an IEP meeting shall be considered part of the IEP Team. Principals are encouraged to use available Cadre substitutes and day-to-day substitutes to provide coverage for teachers participating in IEP meetings during instructional time when administratively possible.

21-15 Training and Resource Materials. The BOARD shall ensure that special education teachers have access to training and resource materials regarding the preparation of Individualized Education Programs. Such materials may be available online. At the beginning of each school year, the BOARD shall advise all special education teachers of the training and resource materials available and shall ensure such teachers are informed of how to access

such materials. Principals shall inform special education teachers at the start of the school year the amount of funds that have been allocated in the school budget for special education resources and materials and shall work with the special education teachers to identify which resources and materials will be purchased to best serve the needs of the students. Principals shall be encouraged to use Guidance, developed by the Joint Special Education Committee, on the allocation and the use of these funds the allocation and the use of these funds to meet the needs of the students' IEPs, including but not limited to modified curriculum, assistive technology, and classroom based evaluation tools.

21-16. Release Time to Complete Individualized Education Programs. Recognizing that some Individualized Education Programs require more time to develop and implement, Principals shall, to the extent possible, disperse IEP writing workload equitably among special education teachers. All schools shall provide collaboration time during week 0 equivalent to at least one principal-directed preparation period (e.g. 50-60 minutes) at the beginning of the school year for special education teachers, general education teachers, clinicians, and support staff as needed.

Special education teachers' job requirements shall prioritize the development and implementation of the Individualized Education Program. Special education teachers shall be released from one day per semester, with the specific date to be scheduled and approved by the principal and shared with the teachers at the beginning of each semester, to work on IEP's and the completion of IEP report cards. Additionally, Where possible, Principals shall use either substitutes or release time (from principal directed preps, lesson plans and/or other paperwork and workload requirements) as determined through the PPC to provide adequate time for special education teachers to complete these duties during the work day. The Joint Committee will discuss workload issues and relief. If workload issues cannot be solved by the principal and/or the PPC, then the issue may be brought to the Joint Committee.

The district agrees to not increase workload for bargaining unit members due to the Student Specific Corrective Action.

21-17. [RESERVED -- Was American Sign Language Interpreters Regular School Day. See Article 9-19.1.]

21-18. Case Load Development. During Week Zero, school principals, their designees, or Program Manager shall allocate time to consult with Special Education teachers on case load development.

21-18.1. Consultation on Special Education Programming. Before the end of the school year and after the submission and LSC approval of the school budget, the principal, programmer, and the special education team shall consult with each other about special education programming for the next school year.

21-19. Special Education Student Ratio. To the greatest extent possible, when a student's IEP calls for services in a general education classroom Kindergarten through 12th, the student must be served in a class that is composed of students of whom at least 70 percent are without IEPs, that utilizes the general curriculum, that is taught by an instructor certified for general education, and that is not designated as a general remedial classroom.

21-20. Special Education Position Funding. The Board shall provide centralized funding for special education teacher positions. The Board shall develop a process to evaluate and adjust funding allocations for special education teacher and paraprofessional positions. The Joint Committee will develop a timeline and provide input into the process to evaluate and adjust funding allocation for special education positions.

21-20.1. Data Access. A Special Education teacher shall have access to the assessment data, grade book, grades, student roster and attendance data for all students served by the Special Education teacher, including any general education students in that teacher's co-teaching classroom.

21-20.2. [Reserved]

21-20.3. Teaching Location Assignment Changes. When a Special Education Teacher is required to change teaching location and/or room assignment during the school year, the teacher may submit a request to the Principal to have specialized furniture, equipment, and specialized supplies to be moved. If such a request is made, the Principal shall arrange for the equipment and supplies to be moved.

21-20.4. Lesson Preparations. Special Education and general education teachers are encouraged to plan collaboratively, and when possible, Special Education teachers shall use the lesson plan already developed by the general education teacher in a co-taught setting. Every effort shall be made not to exceed three lesson preparations for elementary and high school Special Education teachers ~~-~~and to keep the number at two~~.~~ Every effort shall be made for elementary Special Education teachers not to exceed one grade band or three consecutive grade levels.

21-20.5. Common Preparation Periods. Principals shall make every effort to program special and general education teachers so that co-teachers have at least one common preparation period per month. In the event that common planning isn't administratively possible, co-teachers shall be given two (2) additional preparation periods per quarter to collaborate. Principals may also use Principal-directed preparation periods to provide for preparation time for co-teachers.

21-21. Non-Core Class Supports. The BOARD shall ensure that paraprofessional support is provided to students as written in the IEP or 504 plan.

21-22. Paraprofessional Assignments. If a teacher and paraprofessional working together in a classroom request at the end of the school year to remain assigned together they may be assigned to work together the following year, per the discretion of the principal or their designee.

ARTICLE 22

ITINERANT TEACHERS

22-1. Regular School Day. The regular school day for Deaf and Hard of Hearing Itinerants, Assistive Technology Itinerants, Augmentative Communication Itinerants, Early Childhood SPED Itinerant teachers, Home/Hospital Teacher, Orientation and Mobility Specialists, and itinerant teachers of the Visually Impaired shall be seven hours, with start and stop times aligned to the schools they are assigned to, with a continuous duty-free lunch period of 45 minutes and a 60 minute preparation period daily and four days of self-directed and one day of principal or clinician manager directed time per week.

22-2. Geographic Area. To the extent possible, the Board shall assign itinerant teachers within a designated geographic area.

22-3. Secure Storage. School administrators shall provide itinerant teachers working in their schools a secure location to store their belongings while they are in the building.

22-4. Travel Time. An itinerant or city-wide teacher who must travel during the afternoon shall be given a daily uninterrupted lunch period of forty-five minutes with no work responsibilities exclusive of travel time.

22-5. Work Space and Equipment for Itinerant Teachers. Itinerant Teachers shall be provided with appropriate work space to include a desk, chair and testing tables; a computer; a locking file cabinet with a key; direct access to working copiers, printers and telephones for follow up calls; testing environments that are heated and well ventilated; and necessary supplies, including file folders, paper clips and envelopes to store professional protocols. The Office of Diverse Learner Supports and Services shall inform principals annually at the beginning of the year about Itinerant Teacher work space needs in writing. A copy of this written transmission shall be submitted to the City-Wide Professional Problems Committee at the first meeting. The Principal shall provide Itinerant Teachers access to a designated space within the school building that is confidential and private for the provision of therapeutic services and testing to students. The Principal or designee will provide Itinerant Teachers a weekly schedule of the designated space. Work space allocated to Itinerant Teachers shall provide appropriate privacy for the administration of tests (in accordance with CPS-allocated test requirements and state and national standards) and confidential discussions and shall be

as free from noise and interruption as the educational program and the school facility permits. The Office of Diverse Learner Supports and Services shall conduct a survey to be distributed to Itinerant Teachers before the end of September each school year to ascertain whether the work space conditions are adequate as defined in this article. A process to remediate the situation shall be determined by the City-Wide Professional Problems Committee with the Office of Labor Relations and the administrators of Office of Diverse Learners Services and Supports.

22-6. Itinerant Teacher Workspace. By August 2026, the BOARD will establish 4 Itinerant Teacher Hubs geographically distributed throughout the city to provide Itinerant Teachers with access to workspace, desks, printing, WiFi, restrooms, and access to drinking water.

22-7. Workspace Assignments. When assigned to support at a school, Itinerant Teachers shall be provided a workspace at that school.

22-8. Travel Stipend. CPS and CTU will negotiate by the end of the 2025-2026 school year an Itinerant Teacher Travel Stipend based on a tiered system, taking into account the number of schools to which an Itinerant Teacher is assigned, the average distance traveled, the frequency of travel, current reimbursement levels, or any other factors agreed upon.

22-9. Joint Special Education Committee. The Union shall select an Itinerant Teacher to serve on the Joint BOARD-UNION Special Education Committee.

22-10. Laptops. The BOARD shall provide Itinerant Teachers with laptops for easy transport across the district.

22-11. Parking Passes. CPS and CTU will explore partnerships with the City of Chicago to secure a citywide parking pass that allows parking for itinerants in permit-only zones in the city on Monday through Friday from 7:00am to 4:30 p.m.

22-12. Flex Days. Effective SY25-26, Itinerant Teachers shall participate in flex professional development days. During SY24-25, the XXXXX will collaborate to develop a process allowing itinerant teachers to centrally determine and vote on options for flex professional development day options.

22-13. Telework on Professional Development Days. At the discretion of the Chief Officer of the Office for Students with Disabilities or their designee, Itinerant Teachers may be permitted to telework on self-directed professional development days.

22-14. Emergency Notifications. The BOARD, in consultation with the UNION, shall work towards developing an effective method by which to notify Itinerant Teachers of emergencies and safety concerns at the schools and other locations (e.g., day care centers) they serve.The

BOARD is committed to working on a process in partnership with all stakeholders involved in its development and will make all reasonable efforts to have a notification method available to clinicians and itinerant teachers by the end of SY2027-2028.

22-15. WiFi Access. Itinerant Teachers shall have WiFi access at all CPS work locations. If WiFi access is unavailable at an assigned work location, itinerant teachers should report the issue to their immediate supervisor to ensure it is resolved.

22-16. Start of Day. Itinerant Teachers shall be permitted to start their work day at an assigned CPS site or office with manager approval.

22-17. Software and Technology. The BOARD shall provide all Itinerant Teachers with access to software and hardware necessary to do their jobs.

22-18. Assistive Technology Resource Center.

22-18.1. Badges/Office Access. Central office badges with access to the Garfield Park, downtown, or Bridgeport offices shall be issued to Assistive Technology Itinerants if necessary to performing job responsibilities.

22-18.2. Professional Development. The BOARD shall allow Assistive Technology Itinerants to attend professional development. during the workday up to two times per semester, with manager approval. Attendance at these sessions will not require the use of paid time off, and to Assistive Technology Itinerants will receive their regular rate of pay for the release time.

22-18.3. Workspace. Assistive Technology Itinerants shall be provided a workspace at an assigned CPS site. These workspaces shall provide access to desks, printing, WiFi, restrooms, a secure space to store belongings, and drinking water.

22-18.4. Start of Day and End of Day. Assistive Technology Itinerants shall be permitted to start and end their work day at an assigned CPS site with manager approval.

22-18.5. Equipment. Assistive Technology Itinerants performing student evaluations shall have access to equipment with potentially needed features (e.g., eye gaze, head pointing, switch scanning).

22-19. Itinerant Teachers of the Visually Impaired.

22-19.1. Professional Development. The BOARD shall allow Itinerant Teachers of the Visually Impaired to attend professional development during the workday up to two times per semester, with manager approval. Attendance at these sessions will not require the use

of paid time off, and Itinerant Teachers of the Visually Impaired will be compensated at their regular rate of pay for the release time.

22-20. Itinerant Teachers of the Deaf and Hard of Hearing.

22-20.1. Materials. The BOARD shall provide a baseline collection of assessment and curricular materials for Itinerant Teachers of the Deaf and Hard of Hearing.

22-20.2. Networks Assignments. When administratively possible, Itinerant Teacher of the Deaf and Hard of Hearing positions shall be broken into network assignments to the greatest extent possible so as to limit travel times and aid in recruitment.

22-21. Itinerant Home Hospital Teachers

22-21.1. Assignments. The BOARD shall make citywide teacher hospital assignments on an as-needed basis or based upon hospital census and needs. When assignments occur, the BOARD shall consider citywide home hospital teachers' top three preferences for each rotation. Seniority and credentials shall be considered to determine placements where preference submissions conflict.

22-21.2. Professional Development. The BOARD shall allow Itinerant Home Hospital Teachers to attend professional development during the workday up to two times per semester, with manager approval. Attendance at these sessions will not require the use of paid time off, and Itinerant Home Hospital Teachers will be compensated at their regular rate of pay for the release time.

ARTICLE 23

CLASSIFICATIONS OF TEACHERS

23-1. Appointed Teachers. Appointed teachers are full-time teachers who are on a tenure track or who have attained tenure in accordance with Section 34-84 of the *Illinois School Code*.

23-2. Appointed Tenured Teacher. An appointed tenured teacher is a full-time certified teacher who has successfully completed the probationary period required by Section 34-84 of the *Illinois School Code* or who has been reappointed with tenure in accordance with BOARD policies and procedures.

23-2.1. Dismissal for Cause. The BOARD may dismiss appointed tenured teachers for cause in accordance with Section 34-85 of the *Illinois School Code* and BOARD policies and procedures, subject to the provisions of this Agreement.

23-2.2. Displacement, Lay Off or Honorable Termination. The BOARD may displace, lay off or honorably terminate appointed tenured teachers during or at the end of the school year in accordance with the law and BOARD policies and procedures, subject to the provisions of this Agreement.

23-2.3. Reappointment with Tenure. Formerly tenured teachers who lost tenure after resignation (excluding resignation in lieu of termination for cause) or honorable dismissal from their position shall be granted tenure upon reappointment to a teacher position under the following circumstances:

1. When the former tenured teacher is reappointed to a teacher position within one (1) calendar year from the effective date of their resignation (excluding resignation in lieu of termination for cause);
2. when the former tenured teacher lost tenure by accepting a position as an educational support personnel, a certificated administrator, an assistant principal or an interim or contract principal and they are reappointed to a teacher position without a break in service to the Board of Education; and
3. when the former tenured teacher is reappointed to a teacher position within two (2) calendar years of their honorable dismissal. Nothing in this Section shall be construed to guarantee reappointment to a teacher position or to alter the status of employees, including formerly tenured teachers, employed as an educational support personnel employee, a certificated administrator, an assistant principal or an interim or contract principal.

23-3. Probationary Appointed Teacher. A probationary appointed teacher ("PAT") is a full-time certified teacher who is in the process of completing the probationary period defined in Section 34-84 of the *Illinois School Code*.

23-3.1. Dismissal. The BOARD may dismiss PATs for misconduct during or at the end of the school year consistent with BOARD policies and procedures, subject to the provisions of this Agreement.

23-3.2. Displacement, Lay Off or Dismissal. The BOARD may displace, lay off or dismiss PATs during or at the end of the school year in accordance with the law and Board policies and procedures, subject to the provisions of this Agreement.

23-3.3. Renewal or Non-Renewal. The BOARD may non-renew a PAT for the following school year and dismiss the PAT at the end of the current school year as provided in this Section, Article 39 and the teacher evaluation plan. If a PAT's performance for the school year is rated as "excellent" or "proficient," the PAT shall be renewed for the following school year, but such renewal shall not be a guarantee of employment for the following school year. In the event a PAT's rating is projected to be less than "proficient" and the PAT is recommended for non-renewal for the following school year, the BOARD shall provide the PAT with written notice in private

by June 1 of the current school year. A PAT whose final rating is less than "proficient" shall be afforded the opportunity to submit a resignation within ten days of receipt of the rating or projected rating, and the resignation will be effective no earlier than the end of the school year. If the PAT resigns, the BOARD agrees to maintain the PAT's health insurance coverage through August. Any notice of non-renewal shall provide the reason(s) for the non-renewal. PATs who are non-renewed are eligible to apply for open teaching positions.

23-3.4. Reappointment within Ten Months. A probationary teacher who is reappointed within ten months of the probationary teacher's displacement shall not be considered as suffering a break in service for purposes of the consecutive years' requirement for achieving tenure.

23-4. Attainment of Tenure for PATs Appointed Before July 1, 2013.

23-4.1. Probation Period. PATs shall be appointed on a school-year basis in accordance with this Article. Notwithstanding the provisions of Section 34-84 of the *Illinois School Code* and Article 39, PATs who achieve three years of consecutive satisfactory service shall be afforded all rights received by tenured teachers under Section 34-85 of the *Illinois School Code* and Article 39. Effective July 1, 2013, for the purposes of this paragraph only, "satisfactory" service shall be defined as an annual summative rating other than "unsatisfactory."

23-4.2. Notice. A PAT who is completing his or her first or second year of probationary service shall receive written notice by May 10 as to whether the teacher will be non-renewed for the following school year. A PAT who does not receive such notice shall be deemed reappointed for the following school year.

23-4.3. Notice in Final Probationary Year. A PAT who is completing his or her final year of probationary service prior to earning tenure shall receive written notice by May 10 as to whether or not the teacher will be reappointed for the following school year. A PAT who does not receive such notice shall be deemed reappointed for the following school year and shall become a tenured teacher during the next school year on the anniversary date of his or her initial appointment as a teacher.

23-5. Attainment of Tenure for PATs Appointed On or After July 1, 2013, but before July 1, 2023.

23-5.1. Expedited Tenure Track. For a PAT in full-time service who is appointed on or after July 1, 2013, but before July 1, 2023, and who receives ratings of "excellent" during their first three school terms of full-time service, the probationary period shall be three school terms of full-time service.

23-5.2. Out of District Transfer Tenure Track. For a PAT in full-time service who is appointed on or after July 1, 2013, but before July 1, 2023, and who had previously attained tenure in another school district in this State or in a program of a special

education joint agreement in this State as defined in Section 24-11 of the *Illinois School Code*, the probationary period shall be two school terms of full-time service, provided as follows: the teacher voluntarily resigned or was honorably dismissed from the prior school district or program within the three-month period preceding their appointment date with the BOARD; the teacher's last two ratings in the prior school district or program were at least "proficient" and were issued after the prior school district's or program's implementation date under the *Performance Evaluation Reform Act*; and the teacher receives ratings of "excellent" during their first two school terms of full-time service with the BOARD.

23-5.3. Regular Tenure Track. For a PAT in full-time service who is appointed on or after July 1, 2013, but before July 1, 2023, and who has not attained tenure after two or three school terms of full-time service as provided in this subsection, the probationary period shall be four school terms of full-time service, provided that the teacher receives a rating of at least "proficient" in the last school term and a rating of at least "proficient" in either the second or third school term.

23-5.4. Effective Tenure Date. A PAT who receives the necessary ratings to attain tenure after two, three or four school terms of full-time service as provided in this subsection shall be appointed as a tenured teacher and be entitled to the rights afforded to tenured teachers effective the first day of the school term following the school term in which they received the final rating necessary to attain tenure. The attainment of tenure as provided in this paragraph shall not be a guarantee of employment for the school term following the school term in which they received the final rating necessary to attain tenure.

23-5.5. "School Term" Defined. As used in this subsection, "school term" means the academic calendar established by the BOARD pursuant to Section 10-19 of the *Illinois School Code* that specifies the opening and closing dates of the school year, and "full-time service" means the teacher has actually worked at least 150 days during the school term.

23-5.6. Reappointment to Tenure Track. PATs who become part-time will resume their position on the tenure track where they left off once reappointed to a full-time position if they have remained continuously employed by the District. PATs who are non-renewed shall not be considered as suffering a break in service for purposes of attaining tenure if they are reappointed within ten months of their non-renewal.

23-6. Assigned Teachers. Assigned teachers are certified teachers employed on a temporary or part-time basis and not on a tenure track.

23-6.1. Temporarily Assigned Teacher. A temporarily assigned teacher ("TAT") is a certified teacher who is employed on a full-time temporary basis to provide class coverage when the teacher appointed to a position is on a leave of absence. When a TAT is assigned to a position for a teacher on leave and that position becomes vacant, the TAT shall be appointed to such position within ten days of the date on which the position became a vacancy. A TAT who is rated and subsequently appointed to the position in which they were rated will have the rating count towards the purpose of attaining tenure, provided that he or she while serving as a TAT satisfied the requirement of working a school term of full-time service in such position.

23-6.2. Cadre Substitute. A Cadre substitute is a certified teacher who is employed on a school-year basis and who is assigned to work only on student attendance days. A principal may permit a Cadre substitute to work on professional development and report card pick-up days, provided that the local school pays for the cost of such service.

23-6.3. Day-to-Day Substitute. A day-to-day substitute is a teacher who is either a certified teacher or a teacher certified to substitute teach and who is employed in accordance with the *Illinois State Board of Education Rules and Regulations*. Day-to-day substitutes are employed on a temporary daily basis to provide class coverage when the teacher assigned or appointed to a position is absent. Day-to-day substitutes are employees who have no guarantee of continued employment.

23-6.4. Part-Time Teachers. A part-time teacher is a certified teacher who is assigned to work less than the full-time schedule worked by school-based appointed teachers. The BOARD may utilize part-time teachers, including teachers on leave. The salary and benefits of such teachers under this Agreement shall be prorated to correspond to the length of the part-time assignment (e.g., a teacher assigned to half-time shall have his or her salary and benefits prorated by .5). Such part-time teachers shall maintain benefits and seniority accrued through their assignment to a part-time position and shall continue to accrue benefits and seniority thereafter on a prorated basis. The BOARD agrees that the employment and assignment of part-time teachers shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that part-time teachers will not be used to supplant the assignment of appointed teachers.

23-6.5. Retired Teachers. The BOARD may employ and assign retired teachers as day-to-day substitutes for no more than one hundred and twenty school days during the school year and shall pay such teachers the rate paid to day-to-day substitutes. The BOARD shall compensate such retired teachers in accordance with Appendix A-1L. Such retired teachers shall not be eligible for any other benefits provided to bargaining unit employees under this Agreement. The BOARD agrees that the employment and assignment of retired teachers shall not result in the displacement of any appointed or assigned teacher.

23-6.6. Provisional Cadre Substitutes. A provisional cadre substitute is a teacher with day-to-day substitute teacher credentials who is employed on a school year basis and who is assigned to work only on student attendance days. A principal may permit a Provisional Cadre Substitute Teacher to work on professional development and report card pick-up days, provided that the local school pays for the cost of such services. A provisional cadre substitute who obtains a full teacher licensure shall be reclassified as a Cadre substitute teacher.

23-7. Attainment of Tenure for PATs Appointed On or After July 1, 2023.

23-7.1. Tenure Track for PATs. For a PAT in full-time service who is appointed on or after July 1, 2023, and who receives ratings of "proficient" or higher during their second and third school terms of full-time service, the probationary period shall be three school terms of full-time service. For the purposes of this Section, the teacher must hold a Professional Educator License.

23-7.2. Out of District Transfer Tenure Track. For a PAT in full-time service who is appointed on or after July 1, 2023, and who had previously attained tenure in another school district in this State or in a program of a special education joint agreement in this State as defined in Section 24-11 of the *Illinois School Code*, the probationary period shall be two school terms of full-time service, provided as follows: the teacher voluntarily resigned or was honorably dismissed from the prior school district or program within the three-month period preceding their appointment date with the BOARD; the teacher's last two ratings in the prior school district or program were at least "proficient" and were issued after the prior school district's or program's implementation date under the *Performance Evaluation Reform Act*; and the teacher receives ratings of "excellent" during their first two school terms of full-time service with the BOARD.

23-7.3. Effective Tenure Date. A PAT who receives the necessary ratings to attain tenure after two~~,~~ or three school terms of full-time service as provided in this subsection shall be appointed as a tenured teacher and be entitled to the rights afforded to tenured teachers effective the first day of the school term following the school term in which they received the final rating necessary to attain tenure. The attainment of tenure as provided in this paragraph shall not be a guarantee of employment for the school term following the school term in which he or she received the final rating necessary to attain tenure.

23-7.4. "School Term" Defined. As used in this subsection, "school term" means the academic calendar established by the BOARD pursuant to Section 10-19 of the *Illinois School Code* that specifies the opening and closing dates of the school year, and "full-time service" means the teacher has actually worked at least 150 days during the school term.

23-7.5. Reappointment to Tenure Track. PATs who become part-time will resume their position on the tenure track where they left off once reappointed to a full-time position if they have remained continuously employed by the District. PATs who are non-renewed shall not be considered as suffering a break in service for purposes of attaining tenure if they are reappointed within ten months of their non-renewal.

ARTICLE 24
SUMMER SCHOOL

24-1. Applications. Each year summer school employment applications (including for Drivers Education) shall be available on or before the Monday following spring recess. Nothing herein shall be construed to be applicable to any program which may be developed, funded, or implemented subsequent to the above-stated date.

24-2. Selection Process of Teachers.

24-2.1. Assignments to all summer schools shall be made in the following order: (A) appointed teachers certified in the subject matter or grade level within the school; (B) if certified teachers within the school are unavailable or insufficient, then preference will be given first to tenured teachers and then non-tenured teachers outside the school, but within the school district; (C) TATs; (D) Cadre substitutes; and (E) day-to-day substitutes.

24-2.2. In schools which have summer programs where there are more qualified teacher applicants for summer school positions than positions available, preference shall be given to teachers who have taught fewer than two summer sessions immediately preceding the current summer session. Summative ratings may be a consideration.

24-2.3. In the case of special education teachers, assignments to all summer schools shall be made in the following order: (A) appointed special education teachers working on their special education certificates; (B) tenured teachers with special education certificates or endorsements and then non-tenured teachers with special education certificates or endorsements within the school; and (C) certificated or endorsed tenured special education teachers and then non-tenured special education teachers outside the school, but employed by the BOARD.

24-3. Deadline for Assignments of Teachers. Assignments to regular summer school positions shall be made ten school days prior to the end of the school year.

24-4. Selection Process of PSRPs.

24-4.1. In schools which have summer programs, where there are more qualified PSRP applicants in a given job title for summer school positions than positions available, preference shall be given to PSRPs who have worked fewer than two summer sessions immediately preceding the current summer session. Summative

ratings may be a consideration. In order to provide continuity of service to students, a one-on-one Teacher Assistant assigned to the school during the regular school term in a special education program or classroom shall have first preference to work summer school if the student to whom the Teacher Assistant is assigned will attend summer school.

24-4.2. When summer school programs are so designated as on-going in accordance with Article 24-6, in order to provide continuity of service, a PSRP regularly assigned to said program shall be selected for that summer school program if a position in the PSRP's job title is necessary. Such service shall be considered as summer employment. Summative ratings may be a consideration.

24-4.3. In order to provide continuity of service, one of the regular school clerks regularly assigned to a school shall be retained for summer service, if a school clerk position is necessary for said program. Such service shall be considered as summer school employment.

If the regular school clerks assigned to the school during the regular school year waive this opportunity, the position shall be filled in accordance with Article 24-4.1.

24-4.4. Deadline for Assignments of PSRPs. To the extent possible, assignments for summer school employment for other bargaining unit employees shall be made by June 1.

24-5. Lists of Teachers and PSRPs Assigned to Summer School Positions. The BOARD shall establish and promptly provide to the UNION a list of teachers and other bargaining unit employees assigned to summer schools during the summer school sessions within ten days after the date summer school assignments are made under the provisions of Article 24.

24-6. Exceptions. Any exception to Articles 24-2.1, 24-2.2, 24-4.1, and 24-4.2 shall be discussed between a three-member committee of the UNION and a three-member committee of the BOARD, which shall include a representative of the Chief Executive Officer. Such discussion shall include all programs designated as on-going. Exceptions to the above-cited Articles shall not be implemented unless there is agreement between the BOARD and the UNION. Every effort will be made to conclude the discussions by March 1 of each year.

ARTICLE 25
HOLIDAYS

25-1. Holidays. During the term of this Agreement, the BOARD shall recognize eight paid holidays per academic year.

25-2. Holidays during Regular Academic Calendar.

25-2.1. 208-Day Academic Calendar. Teachers and PSRPs on a 208 paid day academic calendar will be scheduled for 190 work days (including 10 professional development days if applicable), 10 paid vacation days and 8 paid holidays.

25-2.2. 228-Day Academic Calendar. Teachers and PSRPs on a 228 paid day academic calendar will be scheduled for 209 to 210 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

25-2.3. 248-Day Academic Calendar. Teachers and PSRPs on a 248 paid day academic calendar will be scheduled for 229 to 230 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

25-2.4. 52-Week Academic Calendar. Teachers and PSRPs on a 52-week paid day academic calendar will be provided the same professional development days if applicable and the same vacation benefit (commonly based on years of service) and paid holidays (commonly up to 11 paid holidays) as administrators.

25-3. Religious Holidays. All bargaining unit members, other than day-to-day substitute teachers and part-time/seasonal employees, shall be granted up to three non-attendance days with pay in a school year for the observance of religious holidays, which shall not be considered an absence, provided that the employee gives written notice to the school principal or department head at least fourteen (14) calendar days in advance of non-attendance for the religious holiday. Approval for religious holiday benefit time requests will be based on operational needs such as staffing requirements, maintaining student coverage, critical school/department activities, availability of substitutes, and impact on services. Social, political, or economic philosophies, or personal ideological preferences, do not qualify as “religious” beliefs under this provision, provided, school administrators shall make best efforts to reasonably approve requests for religious holiday benefit time. If an administrator claims operational need prevents approval of a request, notice of the denial shall be provided in writing, no later than seven days before the holiday, specifying the reasons for the decision and any potential alternatives or options available to the employee, including the opportunity to secure their own substitute coverage.

ARTICLE 26
PERSONAL DAYS

26-1. Award of Personal Days to Active Employees. On July 1, 2012 and each July 1 thereafter, the BOARD shall award active full-time employees three paid personal days for use during the Fiscal Year to attend to the employee's personal business. Personal days unused upon separation from employment or on June 30 of each Fiscal Year shall be forfeited. Personal days awarded to employees on or after January 1, 2012 and before June 30, 2012 shall remain in the employee's personal day bank. If such personal days are unused by December 31, 2012, the unused days shall be rolled over into the employee's retained sick day bank defined in Article 37.

26-2. *Pro Rata* Award to New Hires. Full-time employees with fewer than twelve months of service with the BOARD shall be granted personal days as follows:

Appointment Date	Number of Personal Days
July 1 through September 30	3
October 1 through March 31	2
April 1 through May 31	1
June 1 through June 30	0

26-3. Consecutive Use of Personal Days. Employees may use personal days on three successive days.

ARTICLE 27
CLASS COVERAGE

27-1. Day-to-Day Substitutes.

27-1.1. Staffing. The BOARD shall hire and maintain sufficient day-to-day substitutes to cover the classes of absent teachers so that educational programs in elementary schools, middle schools, education and CTE guidance centers and high schools shall not be curtailed.

27-1.2. List of Day-to-Day Substitutes. The BOARD agrees to maintain a list of day-to-day substitutes who wish to make themselves available for work.

27-1.3. Day-to-Day Substitutes Availability to Work**.** Day-to-day substitutes shall indicate their availability for work on a given school day by contacting the substitute center prior to 5:00 p.m. on the preceding school day or between 6:00 a.m. and 7:00 a.m. on that given school day.

27-2. Cadre.

27-2.1. Establishment of Cadre and Assignments of Cadre Substitutes. Effective July 1 of each year, the BOARD shall establish a Cadre to which it will select and assign Cadre substitutes for each school year to cover the classes of absent teachers in the early childhood centers, elementary schools, middle schools, upper grade centers and high schools.

27-2.2. Employment Criteria. The Talent Office shall establish criteria to be used in the selection and retention of Provisional Cadre substitutes. The Cadre and Provisional Cadre substitutes selected by the BOARD shall be employed on all student attendance days during the time they are assigned to the Cadre other than on the final day of the school year. Said Cadre and Provisional Cadre substitutes shall be continuously available to perform substitute service at least three days per week, on average. Further, they shall accept all assignments in any and every school.

27-2.3. Eligibility to Become TATs. Cadre substitutes are eligible to become TATs. Whenever a Cadre substitute becomes a TAT, a replacement for the Cadre substitute shall be employed immediately. If a Cadre substitute who becomes a TAT is subsequently released as a TAT for reasons other than unsatisfactory service, said TAT shall be reassigned to the Cadre in accordance with Article 38-2.

27-2.4. Recruitment of Cadres and Provisional Cadre Substitutes. The Board shall recruit and maintain a pool of Cadre and Provisional Cadre Substitutes which, in combination with the Day-to-day Substitute Pool, is sufficient to cover the classes of absent teachers. These efforts shall include recruiting candidates for Cadre or Provisional Cadre Substitutes from:

1. the Teacher Quality Pool;
2. displaced, laid off, honorably terminated and non-renewed tenured and probationary teachers;
3. existing day-to-day substitutes;
4. student teachers; and
5. qualified external applicants.

27-2.5. Compensation and Benefits. Cadre substitutes shall be paid the daily rate set forth in Appendix A-1J. The provisions of Article 44-2 shall not apply to required in-service training for Cadre substitutes up to a limit of three such sessions of up to two hours per session. Except as provided in Appendix B, the BOARD agrees to pay the cost of individual health insurance for each Cadre substitute. A full-time Cadre substitute shall have the option of purchasing at the Cadre substitute's own expense family plan hospitalization and major medical insurance coverage at the group rate during the period said Cadre substitute is assigned to the Cadre. A Cadre substitute shall receive holiday pay provided he or she is present and serves as a teacher on the school day immediately before and after the holiday. Any and all

benefits associated with duty in the Cadre are limited to those enumerated in this Article.

27-2.6. Notice to Potential Cadre and Provisional Cadre Substitutes. If the BOARD does not have a sufficient number of Cadres and Provisional Cadres under Article 27-2.4, the BOARD will notify individuals of an opportunity to join the Cadre and Provisional Cadre as follows:

1. Individuals in the Teacher Quality Pool at least once prior to the start of each school year and once after 20th day staff reductions;
2. Day-to-Day Substitutes at least once prior to the start of each school year and again if they are still not employed after the 20th day staff reductions;
3. Individuals in the Cadre at or near the conclusion of their Cadre service;
4. Non-renewed PATs immediately upon or immediately after their non-renewal;
5. Displaced or honorably terminated teachers upon displacement or honorable termination.

27-3. Using Appointed Teachers or TATs to Provide Class Coverage. The BOARD agrees, in principle, that no teacher shall be requested to assume responsibility for students from classrooms of absent teachers when substitutes are unavailable. In elementary schools, middle schools, education and CTE guidance centers and high schools, at no time should special education classes nor special programs, such as library, physical education, shop, TESL, bilingual or special reading classes, be discontinued so that substitute service may be performed by teachers of these programs, except in the case of emergencies, in which case the above teachers shall be subject to last call, after available non-teaching certificated personnel have been assigned. Special education teachers should not be assigned to cover classes in the absence of a substitute teacher.

27-3.1. Substitute Teachers for High-needs Schools. CPS shall pay substitute teachers additional compensation when they agree to serve at high-needs schools, as identified by CPS.

27-3.2. Special Education Substitute Teachers. CPS will work with CTU to develop appropriate special education training for substitutes. CPS shall pay all ~~retiree~~ substitute teachers with special education licenses additional compensation at rates agreed upon with the Union when they serve as substitutes in a special education capacity.

27-3.3. Bilingual Guest Teachers. The BOARD will work with the UNION to develop appropriate bilingual/ESL training for guest teachers. The BOARD shall pay all bilingual guest teachers with bilingual endorsements additional compensation at rates agreed upon with the Union when they fill bilingual teaching vacancies.

27-4. Reporting Absences. Teachers shall report their anticipated absences to the substitute center as early as possible in order to enable substitute teachers to arrive in the school before the beginning time of the teachers' work day. Teachers shall also report their anticipated absences to the school no later than their reporting time. If the teachers cannot report because the telephone lines are busy or similar such occurrences, the teachers shall report as soon thereafter as possible.

27-5. Rescheduling of Preparation Periods Due to Class Coverage. The BOARD agrees, in principle, that teachers, during their duty-free professional preparation periods, shall not be requested to take the class of an absent teacher. Whenever a teacher's duty-free professional preparation period is canceled, the principal shall schedule a make-up duty-free professional preparation period for that teacher by the end of the next academic quarter following, or by the last day of teacher attendance that school year, whichever occurs first, to the extent practicable. Effective with the 2017-2018 school year and thereafter, if cancelled self-directed preparation periods are not made up in accordance with this Article, they shall be considered lost. The BOARD shall pay the teacher for the lost preparation period at their ~~his/her~~ regular hourly rate no later than the start of the next school year.

27-5.1. Annual Review, Initial Eligibility, and Triennial Evaluation Meetings During Special Education Teachers' Self-Directed Planning Time. Effective SY2025-2026, two annual review, initial eligibility, or triennial evaluations meetings per month may be scheduled during a special education teacher's self-directed planning time. If more than two annual review, initial eligibility, or triennial evaluations meetings are scheduled in a month during self-directed planning time, the additional annual review, initial eligibility, or triennial evaluations meetings may take place during a special education teacher's self-directed planning period; however, the principal shall schedule a make-up duty-free preparation period for that special education teacher by the end of the next academic quarter or by the last day of teacher attendance that school year, whichever occurs first. If the self-directed preparation periods are not made up in accordance with this article, they shall be considered lost, and the Board shall pay the special education teacher for the lost preparation period at their hourly rate no later than the start of the following school year.

27-6. Class Coverage During In-Service Meetings and Workshops. A substitute shall be provided to cover the classes of classroom teachers required by the BOARD to attend BOARD-sponsored workshops or BOARD in-service meetings when held during the regular school day.

27-7. Substitute Coverage for Teacher Assistants in Early Childhood Classrooms. The BOARD shall provide substitute coverage for teacher assistants in early childhood classrooms who are absent.

27-8. Bilingual Substitutes. The substitute center shall maintain a list of bilingual substitutes and shall make every effort to provide a bilingual day-to-day substitute in the case of the absence of the bilingual teacher.

27-9. **Substitute Coverage During Mandated Testing**. A principal shall provide substitute coverage for teachers engaged in one-on-one required testing and for teachers providing modifications or accommodations to students with disabilities during testing.

27-10. Class Coverage List. At the beginning of each school year, and as necessary thereafter, the school principal or their designee, in consultation with the PPC, shall create and post an ordered list of emergency class coverage for classroom and special program teachers, under which they shall be assigned coverage on a rotating basis. Special education teachers should not be included on the class coverage list.

27-11. Staffing System Errors. No substitute teacher shall be penalized for time errors generated by the BOARD's substitute staffing system (currently AESOP). The BOARD shall report school start times accurately on the substitute staffing system.

27-12. General Class Coverage Provision.

27-12.1. Lunch Period. Substitutes shall have a continuous duty-free lunch period with no work responsibilities.

27-12.2. Professional Development. Two city-wide or district cluster meetings shall be held annually, to provide professional development for substitute teachers, on topics including special education, English language learners, and technology.

27-12.3. Substitute Teacher Handbook. The BOARD shall abide by the provisions of the Substitute Teacher Handbook developed by the BOARD and the UNION during the 2016-17 school year, subject to the terms of this Agreement.

27-12.4. Geographic-area-specific Cadre Substitutes. The BOARD shall hire additional cadre substitutes who will agree to any school assigned within a particular geographic area, as defined by the BOARD prior to each school year.

27-12.5. Sick and Paid Leave. Consistent with the Board's Paid Time Off Policy, Guest teachers and guest PSRPs shall accrue sick leave and paid leave in the amount of one hour for every 35 hours worked (up to 40 hours in a 12-month period). Up to eighty (80) hours if accrued and unused sick time may be carried over into the next fiscal year. Paid leave hours that an employee does not use on or before June 30 of the fiscal year in which the paid leave days were earned will be carried over to the next fiscal year (up to 16 hours in a 12-month period).

27-12.6. Full-time Retiree Teachers. The BOARD-UNION May 24, 2023 Memorandum of Understanding concerning Full-time Retiree Teachers is hereby incorporated by reference, effective for the duration of all extensions of Public Act 102-1013, and the full text is included in the Addenda.

27-12.7. Guest Teacher Welcoming Protocols. Schools shall provide guest teachers with access to their respective classroom keys and ensure they are informed of the school's safety and lockdown procedures upon their arrival. Technology necessary for the completion of a guest teacher's assigned duties will be made available based on availability.

27-12.8. Schedules, Preparation Periods and Canceled Assignments. Effective SY2025-2026, if lesson plans or instructional materials are neither prepared nor provided, Guest teachers shall follow the schedule, including preparation periods, of the teacher for whom they are providing coverage.

27-12.9. Expedited Rehire Process for Retirees. The BOARD shall establish an expedited process consistent with applicable law and CPS policies to rehire retirees as guest teachers.

27-12.14. Professional Development for Guest Teachers and Guest PSRPs. The BOARD shall offer professional development opportunities for guest teachers and guest PSRPs.

27-12.15. Day-to-day and Cadre Substitute Teacher Parameters.

27-12.15(a). *Day to Day Substitute Teachers.* Day-to-day substitute teachers are employed on a day-to-day basis to fill temporary, day-to-day vacancies, as needed, with no guarantee of daily assignments. Day-to-day substitute teachers may not be assigned to fill the same position on a day-to-day basis for more than twenty (20) consecutive student attendance days. Day-to-day substitutes may be classified as regular day-to-day substitutes or provisional day-to-day substitutes, based upon their type of certification.

27-12.15(b). *CADRE Substitute Teachers.* CADRE substitute teachers are employed on a full-time and year-to-year basis. They are entitled to receive daily assignments for each student attendance day throughout a school year in which they are employed. CADRE substitutes may only be assigned to fill the same position for up to twenty (20) consecutive student attendance days. The employment of a CADRE substitute teacher terminates at the end of each school year and must be renewed by assignment annually, except that the employment of a CADRE substitute teacher who: 1) is a displaced temporarily assigned

teacher due to a position closing; and 2) has been a CADRE substitute teacher for less than twelve (12) continuous months since their displacement as a temporarily assigned teacher will terminate at the end of the school year following twelve (12) continuous calendar months from their assignment as a CADRE substitute teacher.

The priority will be to fill vacant positions available with a licensed teacher. However, in the absence of an available licensed teacher, cadre and day-to-day substitute teachers who work 5 days-per-week may be assigned to fill the same vacant position for more than twenty (20) consecutive student attendance days. If so assigned, the substitute teacher will be paid at the same rate as a temporary assigned teacher on the next payroll period following the twenty-first (21st) consecutive student attendance day for the duration of that same assignment. A break in teaching in the same position restarts the twenty (20) day period. Those assigned as described in this section shall be displaced once an endorsed candidate is hired for the temporary assigned teacher vacancy.

For the duration of this Agreement, the Board shall have 170 Core Cadre substitutes that will be assigned to geographic networks.

27-12.16. Notice of Blocking. Effective SY2025-2026, No guest teacher or PSRP shall be blocked from working at any school without notice of the reason for the block and an opportunity to respond.

27-12.17. Summer School and Night School Guest Teacher and PSRPs. The BOARD shall endeavor to have an adequate number of guest teachers and guest Teacher Assistants and Clerks available to provide class coverage for summer school and night school.

ARTICLE 28
CLASS SIZE

28-1. The BOARD of Education acknowledges and strives to maintain class sizes as established in Board Policy Section 301.2 (Class Size) and Board report: 10-0615-PO1 (adopted June 15, 2010) shall provide as follows:

ELEMENTARY SCHOOLS AND CTE GUIDANCE CENTERS (IF ANY)

A. Organization

1. Elementary Schools With Space Available

Effective July 1, 2025 and for the duration of this Agreement, in those elementary schools in which space is available, the maximum number of students in classes will generally be as follows:

25 at the kindergarten level
28 at the primary 1st - 3rd grade level
30 at the intermediate 4th - 8th grade level
20 in the education and CTE guidance centers (if any)

Implementation of these class sizes in specific schools may result in problems relating to class reorganization, single section classes, split grades, and installation of experimental programs. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular school.

2. Elementary Schools Without Space Available

In those elementary schools in which space is unavailable to organize classes as indicated above, the additional teachers provided under the staffing in (A) will share the curriculum planning, instructional responsibilities, and all other related duties of teachers. Said additional teachers will be programmed in such a way as to provide for maximum teacher-student contacts on a regularly scheduled basis to share the instructional load of the classroom teachers. Said additional teachers should not be used primarily for:

administrative assistance
building security purposes
clerical or office-type tasks
discipline purposes
substituting
lunchroom duty
playground duty
guidance purposes—adjustment and counseling

3. All schools will be designated as schools with space available or schools without space available. Five periodic reports will be prepared during the school year and will include the following:

a. a listing of the names of the schools where space is available;

b. a listing of the names of the schools where space is not available and where additional teachers have been assigned.

4. Elementary schools without space available and where additional teachers have been assigned will:

a. receive first priority in the assignment of Cadre and day-to-day substitute teachers;
b. have physical education teachers and teacher-librarians assigned based on the number of teaching positions, with each kindergarten class counted as one position.

II. HIGH SCHOOL STAFFING AND ORGANIZATION

A. The maximum number of students in the classes indicated below will generally be as follows:

English	28
Mathematics	28
Foreign Language	28
Social Studies	28
Business Education	28
General Science	28
Home Economics	28

Implementation of the policy on class sizes in specific schools may result in problems relating to individual class sizes, single section classes, installation of experimental programs, scheduling of special subject classes, and class organization and reorganization. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular schools. The total number of subject matter students assigned to each teacher should not exceed the number of subject classes multiplied by the maximum class size for the given subject indicated.

B. The number of students assigned to teachers indicated below will generally, if possible, be determined by multiplying the number indicated next to the subject by the number of classes in the given subject.

Art	31
General Music	31 (eff. 7/01/25)
Physical Education	31 (eff. 7/01/25)

Every effort will be made to keep the number of students in Fine Arts classes who utilize equipment stations necessary for the class, to the number of stations available in the room.

Music classes may exceed the limit noted above, subject to the music teacher making a request to the principal and the Union delegate to waive the class size.

III. ELEMENTARY SCHOOLS–ART & MUSIC

The BOARD will continue to assign art and music teachers to elementary schools in accordance with the following formula:

.5 position for schools whose enrollment is 750 or less;

1.0 position for schools whose enrollment is 751 or more.

Every effort will be made to keep the number of students in Fine Arts classes who utilize equipment stations necessary for the class to the number of stations available in the room.

Music classes may exceed the limit noted above, subject to the music teacher making a request to the principal and the Union delegate to waive the class size.

IV. SPECIAL EDUCATION

The class size in special education classes shall be in accordance with the guidelines established by the BOARD in “Guidelines for Special Education Programs” and the Rules and Regulations of the State Board of Education.

V. ADMINISTRATIVE DISCRETION IN EXCEPTIONAL CIRCUMSTANCES

The Chief Executive Officer or Chief Financial Officer is authorized to permit deviations from this policy where circumstances in the judgment of either of them require it.

VI. PROCEDURES FOR MODIFYING CLASS SIZE POLICY

Prior to BOARD adoption of any amendments to this policy altering the class size provisions contained herein, notice and an opportunity to meet and confer regarding the alterations will be provided to the UNION at least 45 calendar days prior to implementation.

The class size in bilingual classes shall be in accordance with the guidelines established by the BOARD in the BOARD policy for bilingual education and the Rules and Regulations of the State Board of Education.

28-2. Enforcement of BOARD Policy on Class Size. Section 301.2 of the Chicago Public Schools Policy Manual (Class Size) shall be enforced by the Board before the 20th day (see Article 28-3.1). After the 20th day, enforcement shall occur only through the joint BOARD-UNION Class Size Monitoring Process including decisions of the Joint Class Size Assessment Council established in Article 28-3, and are not subject to the grievance and arbitration procedure in Article 3, except that disputes over the compliance with the process set forth in Article 28-3 with respect to the Joint Class Size Assessment Council and enforcement of Joint Class Size Assessment Council decisions are subject to expedited grievance and arbitration in Article 3-8.3.

28-3 Class Size Monitoring Process.

28-3.1. Automatic Support. Any class whose size exceeds the limits provided under Article 28-4 shall be reviewed by the BOARD. Through the 20th day, the BOARD will evaluate classroom sizes and provide appropriate remedies, such as allocating teacher or teacher assistant positions to meet the class size requirements. The Joint Class Size Assessment Council will develop a rubric for position allocation by the end of SY25-26. The Council will be informed of any cases with deviations from the rubric prior to the 20th day and given an opportunity for input on those cases prior to the allocation being finalized. Positions allocated to address oversized classes will be deducted from the funding specified in Article 28-5. The BOARD will notify the Council of class size support allocations and an estimate of the allocated funds on a weekly basis through the 20th day. Upon request, the Council may convene to review class size data, assess the corresponding automatic support allocations and address any remaining oversize classes as outlined in Article 28-4.

28-3.2. Joint Class Size Assessment Council. The BOARD and the UNION shall staff a 12-member Joint Class Size Assessment Council (hereinafter within this Article referred to as “the Council”). Council members must include representation of former educators or school-level administrators. To avoid deadlocks, the parties shall mutually agree upon a neutral tiebreaker appointee who will be a current or former educator. The Council shall be provided with adequate administrative support to carry out its function, which will be paid by CPS and not taken out of class size enforcement funds. The BOARD

shall appoint six members, one of whom must be an educator, and the UNION shall appoint six members, one of whom must be an educator. The Council shall set standards and priorities for addressing oversized classrooms, including targeted relief to ensure equity in Priority Schools. Within the same time period, the Council shall also set standards for the functioning of the Council. The Council shall meet as needed, at the request of either party, beginning the 10th day of student attendance until December 1 of each school year. After December 1, the Council shall meet monthly.

> **28-3.2(a).** *Kindergarten Automatic Relief.* Starting in the 2025-2026 school year, if the average class size of all kindergarten classrooms in a school is 23 or more as of the 20th day each classroom will automatically be provided with a Teacher Assistant. In a scenario where two classes have 23 and 22 students respectively, the class with 23 students will receive a Teacher Assistant. However if the school has space to accommodate an additional classroom, the school may open an additional section, and be provided a teacher instead. After the 20th day, the class size committee will address kindergarten classes that exceed the class size limits.

28-3.3. Priority Schools. For the purpose of this Article, Priority Schools are defined as schools with higher indicators of need based on Opportunity Index scores. The BOARD and the UNION have the joint goal of addressing class size in schools where the student population has higher needs and may need more targeted resources in order to ensure equity.

28-3.4. Council Review of Class Size Data. The Council will be provided with schools' enrollment projections and budget reports following LSC/District approval in the spring, class size data by the 10th day of the school year, and class size data no later than 10 days after the end of each quarter. The Council will review projected school budgets, schedules, organization charts, space utilization, and school level staffing. The Council may request additional information from the Council administrator which shall be provided promptly in order to effectuate a timely decision. The Council shall review the class size data with a focus on oversized classrooms in Priority Schools as well as oversized classrooms in other schools as defined in 28-4. Upon review of the data or if notified of either oversized classrooms or oversized high school teaching loads, the Council shall identify which classrooms to investigate further.

28-3.5. Council Review Team Reports. The Council review teams shall begin their assessment no later than 3 days after notification. When conducting a review of an identified class size issue, the Council review team members shall meet with the principal and impacted teachers, who shall work collaboratively with the Council members to arrive at a solution. Based on its investigation, the review teams shall provide a report to the Council within five days. The report shall include a

recommendation as appropriate, inclusive of the input of the principal and impacted teachers, on how to remedy any identified class size issues. The recommendation must be shared simultaneously with the principal and the impacted teachers. The principal shall respond to the Council's final recommendation, if the principal chooses, within three days, or before the next Council meeting, whichever occurs later. These deadlines may be extended at the discretion of the Council for good cause.

28-3.6. Council Decisions. The Council shall issue a decision, either accepting or modifying the review team's recommendation, at the next Council meeting following receipt of the review team's report. The Council's decision may include: separating oversized classrooms; adding teacher assistants; reorganizing classes or class schedules (including possible prospective relief); and other remedies as determined by the Council. The Council will grant funds necessary for the implementation of its decision. The Council shall not impose a remedy that includes establishing multi-grade classrooms in elementary schools. Council decisions are final and binding.

28-3.7. Enforcement. The Joint Class Size Assessment Council shall be the sole and exclusive means of enforcing the commitments set forth in this Article. The Council structure shall be reviewed at the end of the 2020-2021 school year to determine effectiveness and to determine if changes to the Council or the process are necessary to improve the effectiveness of the Council.

28-4. Oversized Classrooms Entitled to Automatic Support.

The BOARD shall aspire to stay within the class size limits contained within Article 28-1. Effective for the 2025-2026 school year and for the duration of this Agreement, in the event that class sizes fall within the oversize class limits in the chart below, it shall trigger an automatic support in Article 28-3.1 and class size support from the Council. As set forth in Article 28-3, when setting standards and priorities, the Council may set lower limits in Priority Schools and give Priority Schools preference for remedies.

Grade Level	Article 28-1 Class Size Limits	Oversized Classes
K	25	26 +
1-3	28	29 +
4-8	30	31 +
9-12	28 and 31 *	29+ and 32 + **

*Varies by class

**Or where teacher average load is oversized by 14 students

Within the funding provided for in Article 28-5:

- Oversized classrooms in grades K-8 shall be addressed either by adding an instructor, or by adding a teacher assistant to each oversized class, or other remedies determined by the Council depending on space available and the number of students.
- Oversized classrooms (including oversized teacher loads) at the high school level shall be addressed by adding an additional instructor, additional class sections, or other remedies determined by the Council depending on space available and the number of students. Extended day buckets may be considered as the remedy to provide additional preparation and grading time for teachers with classes that exceed the class size limits. Buckets are paid at an extended day rate, with a maximum of one hour per school day per teacher.
- Kindergarten classrooms that average 23 or more students will be assigned a teacher assistant or other relief as set forth in Article 28-3.2a. A teacher assistant, instructor assistant, or additional teacher shall be assigned to first grade, second grade, and third grade classrooms that have 29 or more students enrolled. The teacher assistant or instructor assistant shall assist in core instruction and may be shared with more than one classroom. After the first quarter, the Class Size Council may consider allocating class size support to 4th-8th grade classrooms with 29 or more students that have not previously received such support. The Council shall prioritize 4th and 5th grade classrooms first, and then 6th through 8th grade classrooms. After these allocations, the Class Size Council may consider allocating class size supports to half-day, blended Pre-K classrooms averaging 19 or more students. When allocating funds for these purposes, the Council shall ensure that sufficient Article 28-5 funding remains to provide continued support as outlined in Article 28-4 through the end of the school year.

28-5. Funding. The BOARD shall provide $35 million in SY25 to fund the costs associated with providing class size relief to meet or exceed the class size limits in Article 28-4. Effective SY26, the BOARD shall provide $40 million each Fiscal Year for the duration of this Agreement to fund the cost associated with providing class size relief to meet or exceed the class size limits in Article 28-3 and 28-4.

28-6. Class Size Position Instructors. Teachers hired into class positions to address oversized classes pursuant to Article 28-4 above shall be considered for positions at the

school to which they are assigned that are or become vacant between the last day of the school year and the first day of the succeeding year for which they are qualified, if the projected REACH rating is proficient or above.

28-7. Multi-grade Classes. Multi-grade classes shall be subject to the class size limits of the lowest grade/youngest students in the class, where at least 50% of the class is made up of the lowest grade/youngest student.

28-8. Class Size Teacher Assistant Positions. By June 30th of each year, the Joint Class Size Assessment Council shall project the number of teacher assistant positions necessary to provide class size relief for the following school year. Utilizing Article 28-5 funding, CPS shall retain that projected number of teacher assistants through the end of the first quarter and centrally assign them through the Article 28-3 automatic support process. If the projected number of teacher assistant positions for the following school year is fewer than the number of teacher assistants currently employed, temporary teacher assistant positions in excess of the projected need will be laid off in seniority order, excepting Class Size teacher assistants assigned to schools with a continuing projected need for the next year, who will be retained at the same school. If the number of teacher assistant positions temporarily retained based on the projection exceeds what is required for automatic class size support, any temporary teacher assistant positions in excess of those assigned will be laid off after the end of the first quarter in seniority order, unless they are entitled to an extended retention period as set forth below.

CPS shall make best efforts to assign each teacher assistant to their prior-assigned school if such a position is projected to be available. Otherwise, Principals in schools receiving class size relief must interview three (3) teacher assistants from the remaining temporarily retained teacher assistants prior to considering other candidates. Class size teacher assistants' eligibility for temporary retention and assignment from one year to the next shall be contingent upon agreement to accept school assignments.

At the end of the first quarter, the BOARD shall provide the UNION with a list of class size teacher assistant vacancies filled by temporarily retained teacher assistants between the immediately preceding June 30 to the end of first quarter period. If fifty percent of those vacancies have not been filled by temporarily retained teacher assistants, the BOARD will extend the retention period for a number of temporarily retained teacher assistants until the end of the second quarter.

Assignments for extended central retention shall be based on seniority. The number of temporarily retained teacher assistants assigned for extended central retention shall equal the difference between the numerical value of fifty percent of the class size teacher assistant vacancies filled during the immediately preceding June 30 to end of first quarter period and the actual number of vacancies filled by temporarily retained teacher assistants. Temporarily

retained teacher assistants assigned for extended central teacher assistant retention and who are not hired by the end of the second quarter shall be laid off, but remain eligible for rehire.

Article 29
Employee Discipline

29-1. Employee Discipline. The BOARD, the Chief Executive Officer and their respective designees shall discipline employees only for just cause.

29-2. Discipline of and Disciplinary Procedures for Appointed Teachers, Temporarily Assigned Teachers and PSRPs.

29-2.1. Progressive Discipline Defined. The parties embrace the concept of progressive and corrective discipline for employees. Progressive discipline is a systematic approach to correct unwanted behavior and deter its occurrence by administering disciplinary actions based upon various factors, including but not limited to: (a) the seriousness of the misconduct; (b) the number of times it has occurred; (c) prior acts of misconduct; (d) the attitude and cooperation of the employee; (e) the employee's work history; and (f) the totality of the circumstances. Toward that end, the following disciplinary process and forms of discipline shall be used for appointed teachers, temporarily assigned teachers and PSRPs.

29-2.2. First Step – First Warning Notice (Corrective Action Notice). The principal or head administrator invites the employee to a private meeting in writing to have a formal conversation to discuss the particular discipline matter. The meeting is between the principal or head administrator and the employee. After the meeting, the principal or head administrator will serve the employee with a First Warning that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The First Warning shall be issued within ten school days of the meeting. If the employee disagrees with the First Warning, the employee may submit a written rebuttal, which shall be included in the employee's disciplinary file and copied to the UNION, and which will be reviewable should the discipline be escalated to a Final Warning in Lieu of Suspension or dismissal decision.

29-2.3. Second Step – Second Warning Notice. In the event that the employee commits the same unwanted behavior after being afforded a reasonable period of time for correcting the behavior but within twelve months of the delivery of a First Warning, the principal or head administrator shall serve the employee with the Pre-Meeting Second Warning notice and any supporting documents that evidence the misconduct. This notice also sets a date and time for a private meeting to occur between the principal or head administrator and the employee. After the meeting, if appropriate, the principal or head administrator will serve the employee with a Second Warning that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The Second Warning shall be issued within ten school days of the meeting. If the employee disagrees with the Second Warning, the employee may submit a written rebuttal, which shall be included in the employee's

disciplinary file and copied to the UNION. Second Warnings are not reviewable except in the context of a review of a Final Warning in Lieu of Suspension or dismissal decision.

29-2.4. Third Step – Final Warning in Lieu of Suspension. In the event that the employee commits the same unwanted behavior after being afforded a reasonable period of time for correcting the behavior but within twelve months of the delivery of a Second Warning Notice, the principal or head administrator shall serve the employee with the Pre-Meeting Final Warning in Lieu of Suspension notice and any supporting documents that evidence the misconduct. This notice also sets a date and time for a private meeting to occur between the principal or head administrator and the employee. After the meeting, if appropriate the principal or head administrator will serve the employee with a Final Warning in Lieu of Suspension that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The Final Warning in Lieu of Suspension will be issued within ten school days of the meeting.

29-2.5. Fourth Step – Dismissal. The Chief Executive Officer or the BOARD may dismiss an appointed teacher or a temporarily assigned teacher when they fail to adhere to a Final Warning In Lieu of Suspension or when they engage in misconduct for which dismissal is the appropriate discipline. When a principal, head administrator or Chief Executive Officer seeks dismissal of probationary appointed teachers or temporarily assigned teachers, the BOARD shall afford the employee with a pre-dismissal conference in the Talent Office of Administrative Hearings before making a final decision or recommendation to dismiss is made. If the Chief Executive Officer seeks discharge of a tenured teacher, the Chief Executive Officer shall follow the requirements of Section 34-85 of the Illinois School Code.

29-3. UNION Representation. In all steps of progressive discipline, if the employee chooses to have UNION representation at the meeting, it is the employee's responsibility to contact his or her UNION representative and secure his or her attendance at the meeting. An employee requesting UNION representation will be allowed a reasonable amount to time to secure representation before the disciplinary meeting begins. When a UNION representative is present at a disciplinary meeting, the principal or head administrator shall have the right to have an observer present as well.

29-4. Review of Discipline – Appointed Teachers and Temporarily Assigned Teachers. Within fifteen school days of its receipt by the employee, appointed teacher and temporarily assigned teacher Warnings in Lieu of Suspension shall be submitted to mediation under Article 3-9, if requested by the UNION. The mediation panel and procedures outlined in Article 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding decision resolving the dispute if the parties are not able to reach agreement on a resolution.

29-5. Review of Discipline and Dismissal for PSRPs. Non-probationary PSRP Warnings in Lieu of Suspension may be submitted to mediation under Article 3-9 exclusively upon request of the UNION. Non-probationary PSRP dismissals shall be

submitted to grievance arbitration under Article 3-10 if requested by the UNION, or alternatively, shall be submitted to mediation under Article 3-9, exclusively upon request of the UNION. The mediation panel and procedures outlined in Article 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding decision resolving the dispute if the parties are not able to reach agreement on a resolution.

29-6. Professional Administration of Disciplinary Policies and Procedures. In all steps of progressive discipline, all persons shall treat the others with dignity and respect. The principals or assistant principals shall not reprimand a teacher or other bargaining unit employee in the presence of his or her colleagues, other teachers and bargaining unit employees, students or parents. Reprimands and criticism shall be made only in a place ensuring privacy.

29-7. Notices to Employee and UNION. When a bargaining unit employee receives a pre-meeting notice or disciplinary action, a copy of the notice or principal's discipline summary shall be promptly provided to the bargaining unit employee and the UNION.

29-8. Anonymous Complaints. The BOARD shall not issue discipline to any bargaining unit employees based solely on an anonymous complaint.

29-9. Stale Discipline. The BOARD shall not rely on active employees' records of disciplinary action for any labor relations purposes, nor shall such records be shown or indicated to principals by the BOARD, three years after the issuance of the disciplinary action, provided that nothing in this Section shall be construed to prevent or limit a principal from relying on or viewing any disciplinary records of former employees seeking to be rehired as BOARD employees.

ARTICLE 30
STUDENT DISCIPLINE

30-1. Discipline Referrals.

30-1.1. Request for Exclusion from Class. A teacher may submit a written notice of student behavior to the principal or designee. Upon receipt of the written request, the principal or designee may exclude from class a student who seriously disrupts the orderly educational process as defined by and in alignment with the *Student Code of Conduct*. Anytime a student is removed from the classroom environment as a result of seriously disruptive behavior, all procedures of the Policy on Behavioral Interventions, Physical Restraints, Time Outs, and Momentary Physical Intervention must be followed at all times.

30-1.2. Completion of Uniform Student Discipline Referral Form for Referring Students. Whenever a student is excluded from class, the teacher will confer with the principal, or the principal's designee, to provide the necessary information

concerning the student and shall provide a complete written statement of the problem within twenty-four hours, which shall be via a secure uniform student discipline referral form approved by the district. Said written statement via the platform approved by the district for referring students shall include a summary of any informational background or prior action taken by the teacher relative to the student's alleged misconduct.

30-1.3. Reinstatement of Student into Class. For students who seriously disrupt the orderly educational process as defined by the Student Code of Conduct, a reinstatement plan should be made with the student and the principal or principal designee with input from the teacher before students are reinstated to the class. The reinstatement plan should be communicated to the involved teachers. The teacher may request a scheduled conference with the principal or the principal's designee and the student to discuss the behavior, interventions, and solutions identified in the plan that address identified needs and ensure safety in the learning environment. If requested, this conference must be scheduled as soon as possible on non-instructional time within a reasonable timeframe. The student may attend class prior to this conference taking place unless additional seriously disruptive behavior continues and is addressed in accordance with the SCC. Students If the student has an IEP, the case manager and appropriate special education providers should be notified and any plans created should be in alignment with the needs and program identified in the student's individualized education program (IEP).

30-2. Conference Following Three Written Referrals. After a total of three written referrals for a student causing serious disruption as defined by the *Student Code of Conduct*, the principal or the principal's designee shall convene a conference with the student, the teacher or teachers involved to discuss the student's behavior, its impact on the classroom environment, and a diagnostic review of the academic, social and emotional needs of the student. School rules and interventions will be discussed and a plan to identify the restorative, instructive, and corrective measures to be taken will be reviewed. The student's parent or legal guardian must be invited to attend. The school shall be represented at this conference by the principal or the principal's designee. If the teacher or teachers involved and the principal or the principal's designee agree that a procedure other than a parental conference would be most beneficial to the student or is required by law, that procedure may be substituted. If the student has an IEP, the case manager and appropriate special education providers should be notified and any plans created should be in alignment with the needs and program identified in the student's individualized education program (IEP).

30-3. Commencement of Disciplinary Procedures. If the student continues to cause serious disruption as defined by the *Student Code of Conduct*, the principal shall commence disciplinary procedures in accordance with the *Student Code of Conduct*. When a student has been suspended, the principal, or the principal's designee, and the teacher will take the necessary steps to continue the diagnostic review with the appropriate members of staff to attempt to determine the basic cause of the student's behavioral problem and the corrective measures to be taken.

30-4. Notification of Police. In consultation with the CPS Office of Student Safety & Security, principals, or their designees, shall notify the police in case of serious school-related offenses including, but not limited to, extortion, possession of controlled substances with the intent to sell or distribute, arson or attempted arson, serious theft, serious vandalism, false reports of fire or bombs, possession of any firearms, destructive devices, or the use of any weapons, assault or battery on an employee and reported instances of trespassing. Trespassing is defined as presence without invitation or consent of one in legal possession of the property. Nothing in this Section shall be construed to prohibit a teacher or PSRP who has been the victim of a school-related offense from independently notifying the police of the offense.

30-5. Student Disciplinary Records. A continuous record of student discipline cases shall be maintained by the principal or the principal's designee and shall be available in the school office for use by the assistant principal, the student's classroom teachers, counselor, truant officer, psychologist, social worker and school nurse when needed.

30-6. Improvement of Disciplinary Policies and Procedures. The BOARD, through its principals and other administrators, agrees to work with bargaining unit employees, parents and appropriate agencies in seeking solutions to school and classroom discipline problems within the applicable provisions of the *Illinois School Code*, the *Rules of the Board of Education* and the *Chicago Public Schools Policy Manual*.

30-7. Responsibility for Maintaining Student Discipline. All other bargaining unit employees shall continue to assist teachers in the maintenance of proper standards of student behavior on the school premises during recess, passing periods and at times of student entrance and dismissal.

30-8. Availability of Disciplinary Policies and Procedures. Each local school principal, or the principal's designee, shall have available for day-to-day substitutes local school discipline procedures to be followed by day-to-day substitutes. Day-to-day substitutes, upon reporting for duty, shall request this information from the principal or the principal's designee.

30-9. Restorative Justice Practices.

30-9.1. Climate and Culture. The BOARD and the UNION acknowledge the importance of creating a positive climate and culture in every school that is

conducive to learning. Staff, families, students and community members all play a role in creating this positive school climate. The BOARD and UNION are committed to creating safe, inclusive, and positive environments that support academic, behavioral, and social-emotional success for all students. Restorative Justice practices are ways for a school community to build relationships, problem solve, and learn.

30-9.2. School Climate Discipline Plan. The BOARD shall receive recommendations from the faculty and staff of each school to improve the culture and climate of the school in order to implement the BOARD's commitment to Restorative Justice practices, Social Emotional Learning, and Safety. Each school's Professional Problems Committee shall develop and annually review a school climate discipline plan.

30-9.3. Restorative Practices Curriculum and Training. The BOARD and the UNION shall work collaboratively with local restorative practice community experts to develop curriculum and training modules to train school communities, individual teachers, and parents on restorative practices.

ARTICLE 31
LABOR-MANAGEMENT COOPERATION COMMITTEE

31-1. Labor-Management Committee Meetings. For the purpose of maintaining communications between the parties, and to discuss any relevant subject of mutual concern, but excluding specific grievances, proposed changes to the Agreement, and specific matters covered by a different committee process, the parties will hold Labor Management Committee meetings on a quarterly basis. The Committee will consist of appropriate representatives of the UNION and appropriate representatives of the Board, including representatives from the Department of Human Resources/Labor Relations, the Law Department, the Office of Budget and Management, relevant operating departments, and other appropriate representatives, as needed. Relevant subjects of mutual concern to be discussed may include matters formerly handled by the Committee on Continuous Process Facilities, the Labor Management Training Committee, and the Emergency Call Out Plans Committee.

31-2. Health Care Plan. The BOARD and the UNION agree to direct the LMCC to evaluate and initiate changes to the current Health Care Plan (the "Plan") effective June 30, 2013 and thereafter in areas that will facilitate the shift to a preventive health care model and will result in design improvements, cost containment or savings, including but not limited to the following areas:

- Expanded Disease Management Program
- Bio-metric Screening
- Health Fairs
- Weight Management Program
- Utilization Management
- Subscriber Share for Hospital Bills and Co-insurance
- Open enrollment: Comprehensive Communication and Outreach Strategies.
- Prescription Coverage.
- Vendor Performance Management.

ARTICLE 32
HEALTH CARE BENEFITS PROGRAM

32-1. Health Benefits Provided. Except as provided for in Appendix B, the BOARD shall provide for each full-time teacher or other bargaining unit employee medical and health care benefits, including an indemnity/preferred provider option (PPO) plan and an alternative medical pre-paid group health plan.

32-1.1. Health Benefits During Leave. The BOARD shall provide the applicable coverage for teachers and other bargaining unit employees granted a leave for illness under the provisions of Board Rule 4-12 or 4-13 and other bargaining unit employees on leave for ordinary or duty disability. Continued coverage for appointed teachers and PSRPs shall not exceed twenty-five school months. Continued coverage for TATs shall not exceed five school months unless extended, provided, however, that all coverage shall terminate at the end of June with the close of school. Such continued coverage is subject to the provisions of Appendix B.

32-1.1(a). The BOARD shall provide the applicable coverage for teachers and other bargaining unit employees granted a leave for illness in the family under the applicable provisions of Board Rule 4-12 which restricts the duration of said leave to five school months without extension. Such continued coverage is subject to the provisions of Appendix B.

32-1.1(b). The BOARD shall provide the applicable coverage for teachers and other bargaining unit employees granted a Parental Leave of absence under Article 33-7.1 or Board Rule 4-12 for a maximum of five calendar months. Such continued coverage is subject to the provisions of Appendix B.

32-1.2. The BOARD shall provide medical, prescription drug, mental health, dental and vision benefits, flexible spending accounts, life and personal accident insurance and a savings and retirement program as set forth in the summary description attached hereto as Appendix E, subject to the terms of this Agreement.

32-1.3. Mammography Coverage. All employee medical plans shall include coverage for annual physicals and routine and diagnostic mammography in accordance with the Affordable Care Act. This coverage shall be detailed in the Summary Plan Description (SPD). This coverage shall not require payment of a copay or coinsurance. Preventive Mammography is covered at 100% of the allowable amount, with no-out of pocket cost to the member. Diagnostic Mammography: IL PA 101-0580 mandates that certain diagnostic mammography services, along with breast ultrasounds and breast MRI services, are also covered at 100% of the allowable amount, with no member cost share. This coverage shall be detailed in the Summary Plan Description (SPD).

32-1.4. Infertility Coverage. The Board shall provide covered services rendered in connection with the diagnosis and/or treatment of Infertility including, but not limited to, in vitro fertilization, uterine embryo lavage, embryo transfer, artificial insemination, gamete intrafallopian tube transfer, zygote intrafallopian tube transfer, low tubal ovum transfer and intracytoplasmic sperm injection. The plan does not cover storage of embryos outside of the Fertility Preservation Mandate. Additionally, CPS will offer enhanced fertility coverage to CTU members on the PPO plan to increase IVF from 4 cycles per lifetime to 4 cycles annually.

32-1.5. Gender-Affirming Care Coverage. The BOARD shall provide gender-affirming healthcare coverage, including for dependents. Gender affirming care coverage shall be clearly communicated to staff and included in the Summary Plan Description (SPD).

32-1.6. Abortion Care Coverage. The BOARD shall provide 100% coverage benefits after program deductible, for abortion care. The Board and Union shall explore adding 100% coverage benefits after program deductible, for abortion care of up to $1,000 for out-of-state-in the event Illinois law is amended to restrict access to such care.

32-1.7. Hearing Aid Coverage. The BOARD shall provide 100% of Provider's Charge after the program deductible for hearing aid coverage on all health insurance plans offered to bargaining unit members.

32-2. Change of Insurance Carriers. In consultation with the LMCC, the BOARD has conducted an RFP process for Insurance Carriers for the Benefit Plans Described herein and in Appendixes B and E for implementation on January 1, 2017. the BOARD may change insurance carriers, Health Maintenance Organizations or administrators or self-insure all or any part of the coverage provided for herein if such change does not reduce the level of benefits, and provided any such change is in conformity with the following:

The following provisions shall facilitate the BOARD's responsibility to administer the plan of benefits which is collectively bargained. The purpose is to maximize the

strength of the BOARD on behalf of the employees to purchase aggressively health care under the plan of benefits in the marketplace.

32-2.1. No standing commitment to any carriers, administrator(s), providers or vendors shall be named within the Agreement.

32.2.2. All commercial relationships can be competitively evaluated, which may include either being competitively bid formally or rigorously evaluated and negotiated without formal bidding, if administratively and/or economically advantageous, and prudent for the BOARD as fiduciary, subject to all applicable law. The UNION shall be advised of such problems that may be addressed in this manner.

32-2.3. The PPO networks can be altered if necessary should the BOARD re-evaluate the administrative, vendor or provider relationships, should the full responsibilities of the carrier(s) or administrator(s) be bid or should the current responsibilities be unbundled and competitively evaluated and subsequently awarded.

32-2.4. Current HMO configurations may be altered to take advantage of administrative prerogatives and fiscal requirements, and characteristics of the marketplace.

32-2.5. Reconfigurations of either the PPO institutions or the number of HMOs under either sections C and D above shall be explicable to the UNION and shall be supported by analyses and not be arbitrary.

32-2.6. No reconfiguration of PPO institutions or change in the number or identity of HMOs shall be made except in compliance with the following:

32-2.6(a). The UNION shall be notified in writing of the intent to change at least ninety calendar days prior to the proposed change where circumstances are within the BOARD's control. In all other cases, the BOARD will provide the maximum notice as is practicable under the circumstances.

32-2.6(b). The UNION and the BOARD shall meet within five school days of receipt of the notice by the UNION or at such other mutually agreeable date consistent with the parties' desire to expedite such meeting.

32-2.6(c) The notice referred to shall, at the time the notice is given, provide sufficient information to explain the contemplated action and shall include, at a minimum, but shall not be limited to, the following:

1. the affected PPO institutions or HMOs.
2. the precise reason(s) the action is being contemplated.

3. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs at the time the notice is given.
4. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs during the preceding twelve months.

32-2.6(d). The BOARD shall provide to the UNION all additional relevant information which is reasonably available and shall be responsible for notices to participants.

32-2.6(e). In the event the parties are unable to resolve a dispute within five school days of the first meeting or such other time as may be mutually agreed upon, the dispute shall be submitted to arbitration pursuant to the provisions of Article 3-10 of the Agreement on an expedited basis.

32-3. Group Life Insurance. Effective July 1, 2004 and thereafter, the BOARD will provide group basic life insurance in the amount of $25,000.00 for each bargaining unit employee, including teachers granted a leave for illness, illness in the family, child-rearing or FMLA leave, and other bargaining unit employees on leave for ordinary or duty disability, illness in the family, child-rearing, parental leave. Payment of premium for bargaining unit employees on any such leave shall not exceed twenty-five school months.

32-4. Job-Related Accidents or Injuries. The BOARD shall provide payment for all medical treatment arising out of job-related accidents or injuries covered under the Illinois Workers' Compensation Act and Occupational Disease Act.

32-5. Civil Unions. Partners in a civil union or qualified domestic partners of bargaining unit employees who were designated as qualified domestic partners prior to February 1, 2016 are entitled to the same benefits as are available to the spouses of bargaining unit employees.

32-6. Health Care Reopener. This Agreement shall be reopened to further discuss the health plan for the following reasons:

A. Any change(s) in the applicable law(s), including, but not limited to, a universal, national or state health care program mandating significant changes in health insurance benefits that becomes law and is effective during the term of this Agreement and that directly affects the benefits/coverage of BOARD employees and dependents;
B. The lack of achievement of health care cost containment as anticipated by the parties pursuant to the establishment and administration of the Labor-Management Cooperation Committee on health care, as defined as follows:

i. where health insurance related costs exceed six percent over the prior benefit (calendar) year for any individual plan (i.e., HMOI, UHC HMO, BCBS PPO, UHC PPO or UHC PPO with HRA); or

ii. where the recommendations of the Labor-Management Cooperation Committee on health care are implemented as recommended and fail to result in cost containment or savings as measured by an increase in health insurance related costs over the prior benefit (calendar) year.

If any one of the foregoing events or conditions occurs, either party to this Agreement has thirty days to notify the other party of its intent to reopen this Agreement in order to negotiate the health plan. Should either party elect to reopen negotiations pursuant to this provision, it shall submit written notice to the other party. The *status quo* shall remain in effect unless otherwise agreed to.

32-7. Wellness Program.

32-7.1. Creation of Program and Employee Benefits Handbook. The BOARD shall create a Wellness Program as a feature of its health care plan ("Plan") for employees and their covered spouses, civil union partners or domestic partners (collectively referred to as "covered individuals"). The Wellness Program shall be set forth in the Employee Benefits Handbook ("Handbook"), which shall govern its operations, the terms and conditions of enrollment, opt-out elections and involuntary exclusions from the program. The Handbook shall govern the terms and conditions of the program exclusively, and its dispute resolution procedures shall be used exclusively to resolve disputes between the BOARD and covered individuals. The Wellness Program and Handbook shall be reviewed by the LMCC and shall not be modified without approval from the LMCC.

32-7.2. Enrollment. Effective January 1, 2013, all covered individuals who enroll in the Plan will either opt-in or opt-out of the Wellness Program; an employee who fails either to opt-in or opt-out or fails to participate in the Wellness Program to reduce health risk factors as provided in this Article will pay the contribution differential described in Article 32-7.5. The BOARD shall develop procedures for individuals to opt-out of the Wellness Program, and opt-out decisions will be made at the time of enrollment or at the BOARD's annual Benefits Open Enrollment.

32-7.3. Elements of Wellness Program. The Wellness Program will be designed as follows: (a) provide annual and periodic health risk questionnaires and biometric assessments for covered individuals by a medical professional; (b) create a wellness plan for covered individuals; (c) require that covered individuals participate in wellness activities to the extent required by the Wellness Program; and (d) create incentives and disincentives for behaviors that are inconsistent with good health and wellness.

32-8. Maternal Health and Racial Healthcare Disparities. The LMCC shall continue to discuss and plan use of the district and Trust's resources to initiate pilot programs and

initiatives to address maternal care needs (including fertility care and embryo storage) and racial healthcare disparities, including but not limited to:

1. Reduction of copays/out of pocket maximums/ annual contributions/adjusting the annual benefits base rate (ABBR) salary cap or renegotiating a new employee contribution model all together.
2. Automatic access to higher quality care, therapeutic supports
3. No restriction or additional costs associated with accessing abortion or related health services while in the State of Illinois.
4. Weight loss drug access beyond those approved for diabetes diagnosis to include additional conditions and seek ways to extend the 6 month override for GLP-1 medications.
5. Efforts to revise health plans to improve women's healthcare and close racial gaps.

Article 33
LEAVES OF ABSENCE

33-1. Leave Policies and Procedures. The BOARD's policies and procedures governing paid and unpaid leaves of absence are set forth in the *Rules of the Board of Education* and the *Chicago Public Schools Policy Manual*, except as may be modified by this Agreement.

33-2. Leaves for TATs. In case of absence exceeding ten consecutive school days due to personal illness, a TAT may apply for and secure a leave of absence without pay, except as provided in the sick pay rule. Such leave shall not exceed five school months unless extended, provided, however, all leaves granted such teachers shall expire at the end of June with the close of the school term.

33-2.1. In the event that a TAT receives another certificate, said teacher will be eligible to apply for and secure another leave of absence upon presentation of proof establishing continued serious personal illness. Said extension will be limited to five school months, and the teacher must pass a health examination by a medical examiner of the BOARD before returning to teaching.

33-2.2. The replacement of a TAT by a certified teacher or by another temporarily certified teacher in the position occupied by said teacher shall not affect the leave as far as eligibility for sick leave pay is concerned.

33-2.3. Leaves of absence may also be granted, without pay, except as provided in the sick pay rule, to any TAT who shall file a written request for leave with the Talent Office because of the serious illness of a member of the immediate family, that is, one who resides with or is supported by such teacher. Such leaves may not exceed five school months within two consecutive school years, provided, further, that such

leaves shall automatically expire with the expiration of their temporary certificates at the end of June with the close of the school term.

33-3. Personal Illness Leaves for Appointed Teachers. Personal illness leaves may be extended to a maximum of twenty-five school months for appointed teachers and non-probationary PSRPs.

33-4. Bereavement Leave. In addition to the provisions of Board Rule 4-14(b), whenever the absence of a bargaining unit employee is caused by the death of the employee's parent, spouse, spouse's parent, domestic partner, domestic partner's parent, child, brother, sister or grandparent, or due to a stillbirth, such employee shall be paid the basic salary for the number of days absent provided that the number of days shall not exceed ten days with the last five being applied against accumulated allowable sick leave. The BOARD shall allow bereavement days to be taken non-consecutively provided that they are taken in no more than two installments within one month of the date of death.

Additionally per Board Rule 4-15 - Other Leaves Without Pay - bargaining unit employees, other than substitute teachers, and part-time/seasonal employees, may be absent from work for up to 10 days of unpaid leave due to: a miscarriage; unsuccessful round of intrauterine insemination or assisted reproductive technology procedure (e.g. artificial insemination or embryo transfer); failed adoption match or an adoption that is not finalized because it is contested by another party, failed surrogacy agreement; or a diagnosis that negatively impacts pregnancy or fertility.

33-5. Travel or Study Leave. When a leave has been granted for an appointed teacher or non-probationary PSRP who has been in their position for at least three years for travel or study, the absence shall not be construed as a break in service so far as seniority is concerned, and the position shall be held open as provided by Board Rule 4-15 (c).

33-6. Conference Leave. Bargaining unit employees, including any selected by the UNION, may be granted leave with the approval of the Chief Executive Officer and with authorization from the BOARD to attend, without loss of salary, conferences, meetings, workshops or conventions of professional organizations which in the judgment of the Chief Executive Officer are beneficial or related to the work of the schools, or a commencement exercise at which a degree is being conferred on the employee. Such leave to attend a commencement exercise shall be limited to one day.

33-6.1. When a bargaining unit employee applies for a leave under the provisions of **Board Rule 4-14(e)**, pertaining to leave to attend conferences, the application shall be accompanied by a self-addressed, stamped envelope. The Talent Office shall provide written notification of the approval or disapproval of said leave to the applicant within twenty-five school days after the receipt of the application by the Talent Office.

33-6.2. Bargaining unit employees requesting paid leave to attend professional conferences, meetings, workshops or conventions, or to receive university degrees, must submit a form containing complete documentation to his or her principal or supervisor at least four weeks prior to the requested leave date. Within two weeks of receiving complete documentation from the employee, the principal or supervisor shall notify the employee whether the request has been granted or denied.

33-7. FMLA Leave. Bargaining unit employees who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act (FMLA) as set forth in Appendix G.

33-7.1. Parental and Supplemental Leave. (900 Hours for 10 month employees) (1250 Hours for 52 week employees)

The Parental and Supplemental Leave Policy, Section 513.3, Board Report 23-0928-PO4 adopted September 28, 2023 is hereby incorporated into the Agreement by reference. Full-time PSRPs are provided with the same supplemental parental leave rights as full-time appointed teachers.

33-7.1(a). An eligible full-time appointed teacher or full-time PSRP who is the birth or non-birth parent of a newborn, newly adopted, or newly fostered child may request parental and supplemental leave. The paid parental leave must be taken within one (1) year of the child's birth, adoption, or foster care placement. Birth parents who are ineligible for FMLA/Parental Leave may use benefits through the short-term disability plan. The full-time appointed teacher and full-time PSRP positions shall be job protected during the first period of ten successive school months of parental leave or to the end of the semester immediately following said ten months upon the written request of the full-time appointed teacher or full-time PSRP for such extension, subject to the approval of the BOARD. Parental leave may be terminated before the expiration of ten successive school months upon the written request of the full-time appointed teacher or full-time PSRP.

33-7.1(b). Supplemental parental leave taken subsequent to the effective date of this Agreement shall be for a period of not more than four years from the date on which such leave becomes effective. Continuous supplemental parental leaves shall not exceed eight years. Consistent with the BOARD Parental and Supplemental Leave Policy, Section 513.3, upon the conclusion of the supplemental leave, if the appointed tenured teacher thereafter does not return, the position shall be declared vacant, provided however, that upon reporting for duty at the expiration of the parental and supplemental leave, the teacher shall

be eligible for immediate assignment. Non-tenured teachers and full-time PSRPs who plan to return after losing job protection will be required to actively search and apply for vacant positions they are qualified for. If the non-tenured teacher or full-time PSRP is unable to obtain a new position, they will be separated from service at the conclusion of the supplemental leave duration, not to exceed eight (8) years. Benefits shall be maintained in accordance with Board Rule 4-12.

33-7.1(c). Surrogacy Leave. The BOARD shall provide bargaining unit employees who are acting as gestational surrogates up to eight (8) work weeks of paid leave for their own recovery from routine childbirth. If postpartum complications arise that require additional leave beyond the routine recovery period, the employee may receive up to a maximum total of twelve (12) work weeks of paid leave. Sufficient medical certification must be provided in order to approve the additional leave time. Such paid leave may only be taken once per birth event and must be taken within twelve (12) weeks following the event. Any unused paid leave will be forfeited.

33-7.2. The provisions of **Board Rule 4-12** pertaining to adoption shall be amended to provide that teachers shall be eligible to apply for parental leave if they accept for adoption a child less than five years of age.

33-7.3. A teacher on parental leave may be permitted to serve as a day-to-day substitute at the daily rate paid such a teacher, except when a teacher granted such a leave shall be eligible for sick pay. A teacher so employed as a day-to-day substitute will not be permitted to count such employment to extend the leave nor for purposes of salary adjustment.

33-8. Extended Day Programs. Teachers on extended-day programs, including eight-hour-day positions and regularly scheduled classes authorized on an overtime basis (but not including classes established after regular school hours to supplement the regular program, such as after-school classes in reading and arithmetic, driver training programs, evening school programs and social center programs), will be entitled to extended-day pay when absent if entitled to sick pay for the normal school day under the provisions of **Board Rule 4-11**.

33-9. Notification to Principal of Return. Except in circumstances beyond the teacher's control, each teacher who has been absent, or the teacher's designee, shall notify the principal of his or her return by 2:00 p.m. of the day prior to said return.

33-10. Workers' Compensation Act. Appointed teachers and PSRPs who are on a personal illness leave due to an injury that is covered by the *Workers' Compensation Act* shall not have their service interrupted for salary purposes, nor shall their absence be construed as a break in service.

33-11. Personal Illness Leave. In a case of absence exceeding ten consecutive school days due to personal illness, a full-time appointed teacher shall apply for and secure a personal illness leave of absence. Such leave shall not exceed ten school months nor be in excess of a total of ten school months in any two consecutive school years. The teacher's position shall be held open for ten school months or to the end of the semester immediately following said ten school months upon the written request of the teacher for such extension at least two weeks before the leave expires. Thereafter, the position shall be declared vacant, but the teacher, upon reporting for duty at the expiration of such extended leave, shall be eligible for immediate assignment, and, if not placed in an assignment, shall be placed in the reassigned teacher pool.

A teacher who uses his or her accumulated sick leave for the entire period of personal illness leave shall have his or her position held open.

33-12. Sabbatical Leave. There shall be no moratorium on sabbatical leaves of absence during the term of this Agreement.

33-13. Extended Leave. In the case of a bargaining unit employee whose continued illness extends beyond the amount of sick leave earned and accumulated, the Talent Office may authorize extended leave with pay.

A request for extended sick leave must be directed to the Director of Absence & Disability who shall develop standards to ensure that a fair and equitable treatment of all employees is maintained with respect to extended sick leave.

Extended sick leave shall be granted at the discretion of the Chief Talent Officer whose decision shall not be subject to further review.

33-14. Student Teaching. Bargaining unit employees, who do not have teaching credentials shall be permitted to take leaves of absence and maintain health insurance coverage, provided they pay their portion of the benefit premium through benefit billing while on a student teaching leave.

33-15. Leaves of Absence for Fulbright Teacher Exchange Program, Peace Corps Response Program, or Albert Einstein Distinguished Educator Fellowship. The BOARD will provide paid leave with benefits to any member who receives a teaching award, fellowship, or scholarship through the Fulbright Teacher Award or any other competitive fellowship that the CEO's delegate approves for a minimum of one school year through which their participation would benefit the member's school and the district.

ARTICLE 34
PERSONNEL FILES

34-1. Examination of File. Upon written request by the bargaining unit employee, the employee shall be permitted to examine or to make a copy of his or her personnel file in the presence of a BOARD representative. Additionally, upon request, the BOARD shall provide bargaining unit employees with a printout of electronic personnel information in accordance with applicable law. Such requests shall not be honored during the two weeks prior to the opening of the school term in September nor during the first two weeks of the school term, due to the work load of the Talent Office at these particular times.

34-2. Grievance Matters. No matters pertaining to the grievance procedure shall be included in the bargaining unit employee's personnel file, unless so requested by the employee. All matters pertaining to a grievance shall be treated as confidential material by the BOARD and shall not be consulted in decisions regarding re-employment, promotion, assignment or transfer.

34-3. Derogatory Statements. No derogatory statement about a bargaining unit employee originating outside of the Chicago public school system shall be placed in the employee's personnel file, provided, further, that any official report or statement originating within the Chicago public school system may be placed in the employee's personnel file only if the employee is sent a dated copy thereof at the same time. The employee may respond and such response shall be attached to the filed copy.

34-4. Exchange of Documents Prior to Conferences. No material shall be used in any formal action against any bargaining unit employee, when summoned to a conference in the Office of Employee Engagement, which has not been made available to the bargaining unit employee in advance of said conference. Any material to be used by the UNION or bargaining unit employee shall be presented to the Office of Employee Engagement in the same manner.

34-5. Inclusion of Materials Submitted by Teachers. In accordance with present practice, a teacher shall be permitted to submit materials which relate to the teacher's service in the Chicago public school system for inclusion in the teacher's personnel file.

34-6. Advance Notification of Subject of Conferences. Bargaining unit employees summoned by the BOARD or Chief Executive Officer or his or her designee for formal action which could be adverse shall be given advance notification as to the subject of the conference and shall have the option of having a UNION representative present and representing the employee. The employee shall be responsible for notifying the UNION. This procedure shall not apply to unsatisfactory evaluation conferences which are covered under Article 39.

34-7. Conferences with Parents and Community Representatives. Bargaining unit employees who are requested to attend a conference with a parent who is accompanied by a representative of a community organization shall be given advance notification as to the subject of the conference and may have the option to have a UNION field representative present. The employee shall be responsible for notifying the UNION. Nothing herein shall preclude a parent's being accompanied to a school conference by a person who will serve as an interpreter if a language barrier exists, and nothing herein shall preclude a parent's being

accompanied by another member of the family. In such situations the option to have a UNION field representative present shall not apply.

ARTICLE 35
FILLING VACANT POSITIONS

35-1. Vacant Position Defined. A vacant position is defined as a budgeted position to which no employee is appointed or assigned and for which an educational program exists.

35-2. Posting of Vacant Positions. The BOARD shall post vacant positions in the bargaining unit in accordance with a regular schedule adopted by the BOARD, and the UNION shall have online access to all such postings. The posting shall at a minimum include a description of the duties of the position, the qualifications required for the position, the location of the position if available and the salary range for the position. New and vacant positions shall be posted in a prominent place in the school for ten school days prior to the application deadline.

35-3. Selection Criteria. Unless otherwise required by law or this Agreement, a principal or head administrator shall select candidates to fill vacant positions based on qualifications, certifications, performance ratings if any, relevant experience, merit and ability and without consideration of seniority or length of service.

35-4. Teacher Transfer Periods. Teachers may transfer effective the second semester of the school year without the consent of their current principal only when the Talent Office receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the first semester of the school year. Teachers may transfer effective the end of the school year without the consent of their current principal only when the Talent Office receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the school year.

35-5. The principal shall notify teachers in encumbered and interim positions, in writing, prior to posting or advertising said positions. This procedure shall also apply to new and vacant positions in the school.

35-6. Any otherwise qualified PSRP shall be eligible to apply for any advertised position.

ARTICLE 36
SALARIES AND OTHER COMPENSATION

36-1. Salaries, Compensation and Remuneration Provisions. The annual salaries of all bargaining unit employees and all other provisions governing compensation and remuneration are set forth in the salary schedules and provisions attached hereto as Appendix A. Such salary schedules and provisions contained in Appendix A are hereby made a part of this Agreement. Salary schedules will receive a cost of living adjustment in the following percentages on July 1st of the corresponding fiscal year:

Fiscal Year	COLA
2025	4%
2026	4% to 5%*
2027	4% to 5%*
2028	4% to 5%*

*If CPI-U is less than 4%, then the percentage increase is 4%. If CPI-U is 5% or more, then the percentage increase is 5%. If CPI-U is between 4% and 5%, then the percentage increase will be equal to CPI, rounded to the nearest tenth. The US City Average June CPI-U released in July of the preceding year will be used to determine the percentage increase.

All bargaining unit employees hired on or before December 31, 2016 shall maintain the pension pick-up without change per the predecessor agreement.

36-2. Conversion of Salary to Hourly Rate. For the purpose of prorating an employee's salary to an hourly rate, no distinction shall be made between elementary, middle and high school teachers or clinicians. Hourly rates shall be determined by using 7 hours as the base length of the day and 6.25 hours as the base duty day, regardless of the fact that high school teachers have a 7.25-hour base length of the day and a 6.42-hour base duty day.

36-3. Payroll Procedures.

36-3.1. Payroll Cycle. All bargaining unit employees shall be on the same payroll cycle.

36-3.2. Payroll Periods. A payroll period is a fourteen-calendar-day period commencing on a Sunday and ending on the second Saturday following such Sunday. Bargaining unit employees shall be paid for each payroll period on the Friday that follows thirteen days after the end of such payroll period.

36-3.3. Pay Plan. The BOARD and the UNION shall jointly select a bank or financial institute that can assist employees who plan to establish personalized deferred pay accounts that will allow them to direct a portion of their compensation into a savings or other account to be available during unpaid break periods. The BOARD shall work to make establishing such deferred pay accounts with the selected bank or financial institution as simple and efficient for employees as possible.

36-3.4. Payroll Schedule. For each Fiscal Year, the BOARD shall publish a payroll schedule that will reflect the pay dates for each payroll period and a concomitant schedule for deductions.

36-3.5. Payroll Corrections. Principals and head administrators shall submit payroll corrections immediately upon verification of a payroll error. Salary adjustments shall be remitted to the teacher as soon as practicable and no later than the next payroll period.

36-4. Pension Pick Up.

36-4.1. Amount of Pick Up. The BOARD shall pick up for each teacher and other bargaining unit employee a sum equal to seven percent of the amount due each such employee as set forth in this Article and in the annual salary schedules set forth in Appendix A-1A through A-1D and A-1F through A-1H (except for Appendix A-1K(i) and A-3E) for the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund to be applied to the retirement account of each such employee (not the survivors' annuity account).

36-4.2. Claim to Funds Picked Up. The employee shall have no right or claim to the funds so picked up, except as they may subsequently become available upon retirement or resignation from the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund, or as provided under the laws governing the above two pension funds.

36-4.3. Indemnification. The BOARD does not warrant that the payments made by the BOARD for the employees as set forth above are permissible prior to January 1, 1982, or that any of such payments are excludable from the employees' gross wages, and as such, the UNION and each individual bargaining unit employee shall and does hereby agree to indemnify and hold harmless the BOARD and its members, officers, agents and employees from and against any and all claims, or liability by reason of payments of said contributions to the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund made pursuant to the provisions of this Article.

36-5. 2.2% Pension Legislation. Commencing with Fiscal Year 2000, the additional pension contributions of teachers as a result of the "2.2% legislation" shall be made on a pre-tax basis pursuant to Section 414(h) of the *Internal Revenue Code*. For the purposes of Section 414(h) of the *Internal Revenue Code*, such contributions will be treated as employer contributions, and it is recognized that employees do not have the option to receive such contributions in cash. This agreement is for the purpose of making such additional pension contribution pre-tax for the employee. Contributions will be deducted from employees' salaries and do not constitute an additional "pick up" under Article 36-4.1.

36-6. Step and Lane Adjustments.

36-6.1. Prior Teaching Experience Within CPS. Salary step adjustments based on previous teaching experience in the Chicago public schools shall be made no later than forty-five days from the date proper claim is received in the Talent Office.

36-6.2. Prior Teaching Experience Outside CPS. Salary step adjustments based on previous teaching experience outside the Chicago public schools shall be made no later

than forty-five days from the date proper claim and documentary proof verifying employment are received in the Talent Office.

36-6.3. Lane Placement Following Receipt of Degree. Salary lane placement adjustments for Lane II (master's degree) and Lane VI (doctoral degree) shall be made no later than forty-five days from the date proper claim and official transcript certifying completion of all degree requirements are received in the Talent Office. Salary lane placement adjustments for Lane III (fifteen hours of graduate study beyond the master's degree), Lane IV (thirty hours of graduate study beyond the master's degree) and Lane V (forty-five hours of graduate study beyond the master's degree) shall be made no later than forty-five days from the date proper claim and official transcripts verifying successful completion of all course work for the fifteen, thirty or forty-five hours beyond the master's degree are received in the Talent Office. The completion date for the fifteen, thirty or forty-five semester hours of approved graduate credit beyond the master's degree shall be determined by the regionally accredited college or university or the Talent Office.

The annual increment for National Board Certified Teachers set forth in Appendix A-2A shall be paid at the end of the semester following the teacher's submission of proof of such certification to the Talent Office. The annual increment will be paid in two installments. The annual increment will be prorated to reflect either (i) a shortened work year if the teacher begins working after the start of the school year or resigns prior to the end of the school year or (ii) the teacher's receipt of NBCT certification after the start of the school year.

36-6.4. Responsibility for Submitting Claims and Documentation. In accordance with established policy and procedures, the full burden of responsibility for applying for and submitting claims for adjustment and for filing the necessary documentary proof with the Talent Office to substantiate such claims for adjustment of teacher salaries as provided in Section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1) shall rest with the teacher.

36-6.5. Acknowledgement of Receipt of Claim. The BOARD shall acknowledge, in writing, the receipt of each claim within twenty-five days and shall note any deficiency in said claim if, at the time the claim is made, the teacher has provided the BOARD with a stamped, self-addressed envelope.

36-6.6. Lane Placement**.** Credit for purposes of lane placement shall be granted to teachers for participation in subject-related workshops or training sessions which are conducted by industry and other approved organizations and which have been approved in advance by the BOARD. Requests for such approval shall be given in writing to the Department of Instruction Services and submitted sufficiently far in advance to permit appropriate investigations by the BOARD. A reviewing committee set up by the BOARD shall approve or disapprove promotional credits for particular training sessions or educational programs which do not bear university credit and shall determine credit hour equivalencies of such attendance. (This applies to all teachers.)

36-7. PSRP Bonus. Effective February 1, 2016, the PSRP bonus shall be eliminated and effective July 1, 2016, $200 shall be added to PSRPs' base salary.

36-8. Bonus for PSRPs Who Become Highly Qualified Under *No Child Left Behind Act*. The BOARD shall pay a one-time non-pensionable $1,000.00 bonus to PSRPs who become highly qualified within the meaning of the *No Child Left Behind Act* and applicable state and federal regulations and who present an Illinois State Board of Education certification of highly qualified status to the Talent Office.

36-9. Direct Deposit. All employees are required to utilize direct deposit for the payment of their salaries and other compensation. The BOARD shall provide a written explanation of a payroll adjustment or change on the direct deposit advice where such adjustment or change occurred. The direct deposit advice shall identify the employee's lane or grade and step placement and the employee's total number of unused sick days.

36-10. Transportation Allowance Payments. Transportation allowance payments shall be received no later than the twenty-first day of each month.

36-11. After-School Rate of Pay.

36-11.1. Non-Instructional Rate of Pay**.** Except as provided in Appendix A-3F, any bargaining unit employee employed in an after-school program in a non-instructional capacity shall be compensated at the rate of $49.80 effective July 1, 2024, $51.79 effective July 1, 2025, $53.86* effective July 1, 2026, $56.01* effective July 1, 2027, as set forth in Appendix A-3H. Such compensation shall not be subject to pension pick up.

*See Note Concerning COLAs at the top of Appendix A.

36-11.2. Instructional Rate of Pay**.** Any bargaining unit employee employed in an after-school program in an instructional capacity shall be compensated at the rate of $57.97 effective July 1, 2024, $60.29 effective July 1, 2025, $62.70* effective July 1, 2026, $65.21* effective July 1, 2027, as set forth in Appendix A-3H. Such compensation shall not be subject to pension pick up. For purposes of this Section, the term "instructional" shall be defined as teaching activities in a core content area, which requires certification in the content area to conduct required assessments and instruction. Core content area means mathematics, reading/literacy and science. Examples of instructional activities include enrichment academies, AIM High Tutoring and Step Up to K and 3rd Grade.

*See Note Concerning COLAs at the top of Appendix A.

36-12. Teacher Retirement Program. Article 36 shall be amended as follows: CPS will offer an early retirement incentive to teachers who are eligible to retire and who submit their retirement notice on or before March 31, 2017 with an effective retirement date of June 30, 2017 provided that a minimum of 1500 teachers who are currently eligible to retire participate. The incentive program will be a one-time non-pensionable lump sum bonus payment equal to the teacher's years of CPS service (not including fractions of years), times $1500, payable by December 31, 2017. If the minimum isn't met, the teacher will be allowed to rescind the retirement notice.

36-13. PSRP Voluntary Separation Program. Article 36 shall be amended as follows: CPS will offer a voluntary separation incentive to PSRPs who have 10 years of CPS service and who submit their resignation notice on or before March 31, 2017 with an effective retirement date of June 30, 2017 provided that a minimum of 600 PSRPs who are currently eligible to participate. The incentive program will be a one-time non-pensionable lump sum bonus payment equal to the PSRP's years of CPS service (not including fractions of years), times $750, payable by December 31, 2017. If the minimum isn't met, the PSRP will be allowed to rescind the retirement notice.

36-14. Central Funding for Foundational Core and Holistic Teacher Salaries. Effective for the 2025-26 school year and for the duration of this Agreement, the BOARD will centrally fund core content classroom teachers and holistic teachers allocated through the District's foundational teacher formula while maintaining discretionary funding for schools. The budget formula will be updated by the District annually in Spring to determine central funding staffing levels.

36-15. Step Credit for Outside Teaching Experience. Effective July 1, 2024, teachers hired on or after this date, including those who have previously left the district and returned, shall receive salary schedule step credit for up to 7 years (up to Step 8) of outside teaching experience.

36-16. Equal Paycheck Smoothing MOU. The August 14, 2024 Memorandum of Understanding Concerning The Payroll Calendar for Full-Time, Non-52 Week CTU Bargaining Unit Employees is hereby incorporated into the Agreement by reference and the full text is included in the Addenda.

36-17. Wage Floor. No CTU bargaining unit employee salary rate shall be less than $40,000.

ARTICLE 37
SICK DAYS AND SHORT-TERM DISABILITY LEAVE

37-1. Sick Days Granted On and After July 1, 2012. On July 1, 2012, and each July 1 thereafter, the BOARD shall grant eligible employees one sick day per month, up to twelve sick days per year, based on their anticipated active employment for the next school year. Sick days granted on and after July 1, 2012 that are unused at the end of the Fiscal Year will not be carried over to the next Fiscal Year, except as provided in Article 37-3. The BOARD shall not pay out to any employee the value or any part of the value of any sick days granted on and after July 1, 2012 that are unused at the time the employee separates from employment for any reason.

37-1.1. Sick Day Pay. The pay for one sick day shall be calculated by multiplying the number of hours the employee is assigned per day by their regular hourly rate of pay.

37-1.2. New Employee Eligibility. New employees are not eligible for sick days during the first thirty (30) calendar days of their employment. For new employees hired after the start of the fiscal year, a prorated number of sick days will be granted in an employee's sick day bank, following a thirty (30) calendar day waiting period that begins on that date of hire.

37-1.3. Sick Day Use. Employees may use sick days for personal or family illness, personal or family medical appointments, and/or childcare or family care emergencies consistent with the Board's Paid Time Off Policy.

37-2. Longevity.

37-2.1. Teachers. The BOARD shall credit teachers who are at Step 13 on the salary schedule and who have at least thirteen years of experience with one additional sick day per year. The BOARD shall credit teachers who are at Step 13, or effective July 1, 2008 and thereafter, Step 14, on the salary schedule and who have at least eighteen years of experience with two additional sick days per year.

37-2.2. PSRPs. Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 6 on the PSRP salary schedule and who have at least thirteen years of experience with one additional sick day per year. Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 7 of the PSRP salary schedule and who have at least eighteen years of experience with two additional sick days per year.

37-3. Roll Over of Sick Days Granted On and After July 1, 2012. Sick days awarded on and after July 1, 2012 that remain unused at the end of the Fiscal Year may be rolled over for future use up to a maximum of two hundred forty-four (244) days and may be used for the following purposes: (a) as sick days or for purposes of leave under the Family and Medical Leave Act; (b) to supplement the short-term disability pay in days 31 through 90 to reach 100% income during such period or (c) for pension service credit upon retirement. Sick days accumulated under this Section shall be utilized prior to sick days in the "retained sick day bank" as defined in Article 37-4.

37-4. Unused Sick Day Banks Earned Prior to July 1, 2012. Bargaining unit employees shall retain any bank of unused sick days that the bargaining unit employee accumulated prior to July 1, 2012 in a "retained sick day bank." Employees may use days from their retained sick day bank for the purposes set forth in Article 37-3. Up to 325 retained sick days earned from BOARD employment prior to July 1, 2012 and left unused in the retained sick day bank at the employee's resignation, retirement or death shall be paid out at the employee's rate of pay at the time of the employee's separation based on the following qualifying events and in the following percentages:

Qualifying Event	Percentage of Accumulated Sick Leave To Be Paid Out
Resignation or retirement with 33.95 or more years of service	100%
Resignation or retirement with at least 20 but less than 33.95 years of service	90%
Resignation or retirement at age 65 with less than 20 years of service	85%
Employee's Death	100%

An employee who qualifies for a payout pursuant to this Article based upon his/her age and/or years of service and who is laid off shall be afforded a period of twelve (12) months from the date of his/her layoff, or last day in the Reassigned Teacher Pool (whichever is later) to a resignation or retirement in order to qualify for a payout.

37-5. Short-Term Disability Leave. The BOARD shall provide short-term disability leave benefits at no cost to employees who are eligible for health care benefits.

37-5.1. Benefits. The short-term disability policy shall provide disability benefits for employee illness in excess of ten consecutive days as follows: (a) one hundred percent of the employee's regular full-time pay for the first thirty calendar days of the employee's disability leave; (b) eighty percent of the employee's regular full-time pay for calendar days thirty-one through sixty of the employee's disability leave; and, (c) sixty percent of the employee's regular full-time pay for calendar days sixty-one through ninety of the employee's disability leave. Employees on approved short-term disability leave shall not be required to have any number of sick days deducted from any sick day bank for any days during the leave, provided that such employees may elect to supplement their STD benefit to reach 100% of their regular pay by using sick days.

37-5.2. Eligibility for Short-Term Disability Benefits. Employees are eligible for short-term disability if they satisfy the following requirements: (a) they have been employed for at least sixty calendar days; (b) they have not exhausted ninety paid calendar days of short-term disability leave in the preceding twelve-month period; (c) they have submitted a qualifying medical certification of their disability status; (d) they are not receiving worker's compensation, victims of violence leave or long-term disability benefits for the disability; and (e) they satisfy any other eligibility requirements to qualify for the benefit approved by the LMCC, which approval shall not be unreasonably withheld.

37-5.3. Employee Benefits During Paid Short-Term Disability Leave. Employees on short-term disability leave may continue their employee benefits [e.g., health, dental, life, or 403(b)] on the same terms as if they were actively employed. Deductions shall be made from short-term disability payments for those benefits.

37-5.4. Coordination with FMLA and Supplemental FMLA Leaves of Absence. Short-term disability leaves and any period of sick leave used immediately preceding the short-term disability leave period run in parallel with qualifying FMLA leaves of absence. Time spent on a short-term disability leave of absence shall count towards the maximum number of days or weeks of FMLA or Supplemental FMLA leaves of absence.

37-6. Transfer of Sick Days. Employees may donate up to ten (10) sick days from their Grandfathered or CTU sick day banks to another employee who is suffering from a serious medical condition and who is on an approved leave of absence. An employee receiving a donation of sick days may not receive more than forty-five (45) days of sick leave in the aggregate from donor-employees and may only receive a donation once during their employment with the BOARD. Recipients of donated sick days are eligible to apply and receive the donated days while on a Board-approved medical leave of absence for a serious illness or leave of absence to care for a child or family member with a serious illness, however employees are not eligible to use them until they exhaust their benefit day–banks. Recipient employees must be on a Board-approved leave of absence for a serious medical condition or a leave of absence to care for a child or family member experiencing a serious health condition.

ARTICLE 38
TAT SALARY ADJUSTMENT & DISPLACEMENT

38-1. Salary Adjustments for TATs.

38-1.1. TATs with Temporary Certificates. Teachers who hold temporary teaching certificates (other than provisional certificates) and who are employed as TATs shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane to allow credit for prior service as a full-time teacher in the Chicago Public Schools or in schools outside the Chicago public school system provided, however, that the provisions of Section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Talent Office. The Talent Office shall acknowledge within twenty-five days, in writing, the receipt of such application and shall indicate any deficiency in the application. At the time application is made, the teacher shall furnish the Talent Office with a stamped, self-addressed envelope.

38-1.1(a). *Submission of Claim for Experience Within CPS*. To be eligible for a salary adjustment based on teaching experience in the Chicago Public Schools effective on the date of employment, TATs must make proper claim to the Talent Office within sixty days of the date of employment. After sixty days the effective date for a salary adjustment based on teaching experience in the Chicago Public Schools shall be the date proper claim is received in the Talent Office.

38-1.1(b). *Submission of Claim for Experience Outside CPS*. Salary step adjustments for outside teaching experience for TATs shall be made effective from the date of employment provided that proper claim and documentary proof are on file within ninety days of employment. After ninety days of employment, the effective date for salary adjustments becomes the date on which the application and affidavit are received in the Talent Office. No salary adjustment claim or verification of employment outside of the Chicago Public Schools will be considered if filed after one year of original placement as a TAT.

38-1.2. **TATs with Regular Teaching Certificates. TATs who agree to obtain a regular** teaching certificate shall be eligible for an additional salary adjustment up to and including the third step of the appropriate lane provided, however, that they have not had such a salary lane adjustment at a previous time and that the provisions of Section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) is filed with the Talent Office. Any TAT who has had the above-mentioned salary adjustment and who fails to obtain a regular teaching certificate within one year shall revert to the appropriate step and lane, but no higher than step two. Whenever a TAT obtains a regular teaching certificate, said TAT shall not be subject to the salary step limitations outlined in this Section.

38-1.3. Responsibility for Submitting Claim and Documentation. The full burden of responsibility for submitting claim and proof thereof of all salary and/or lane advancements rests with the teacher. Experience outside of Chicago must be documented.

38-2. When TATs are released due to the return from a leave of an appointed teacher to the school, such TATs shall be permitted the following benefits:

38-2.1. TATs so released shall be reassigned, effective the first day of student attendance of the school year, or thereafter, by the Talent Office to the Cadre and shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school. Displaced TATs who become members of the Cadre shall continue to be eligible for all medical and dental benefits granted to TATs for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced TATs assigned to the Cadre shall be paid

the daily rate set forth in Appendix A-1J(i) or A-1J(ii). Released TATs serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Talent Office shall maintain a list of released TATs in order to assist principals in filling vacancies. A TAT released from a school will not be reassigned to a vacancy temporarily filled by another TAT.

38-2.2. A displaced TAT who becomes a member of the Cadre may be selected at any time by a principal to fill an existing vacancy provided that this reassignment is consistent with the area of certification required for said vacancy. If reinstated as a TAT, said teacher shall be placed on the appropriate lane and step of the salary schedule and shall receive all benefits herein provided to TATs. If the displaced TAT is assigned to the position of an appointed teacher on leave, the TAT shall remain as a TAT as defined in Article 23-6.1. Otherwise, if the displaced TAT is assigned to a vacancy consistent with the TAT's area of certification, the TAT shall become a probationary teacher as defined in Article 23-3.

38-2.3. The BOARD and the UNION agree that said displaced TATs shall be included in the number of Cadre substitutes maintained by the BOARD under the provisions of Article 27-2. If the number of released TATs causes the size of the Cadre to exceed the specified three hundred members from September to November 1 or nine hundred members from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released TATs.

ARTICLE 39
TEACHER EVALUATION

39-1. Evaluation Plan and Procedures.

A. The BOARD and the UNION agree with the following goals and purposes for teacher evaluation:

1. To build principals' and/or teachers leaders' expertise in observing and analyzing instruction and supporting teacher development.
2. To engage teachers in reflection and self-assessment regarding their own performance.
3. To provide teachers with information and guidance to inform their development.

B. The BOARD adopted an evaluation plan and procedures ("the evaluation plan") on March 29, 2012. That plan was implemented effective with the start of the 2012-2013 school year, and has remained in place since, with year-to-year amendments through the Joint Teacher Evaluation Committee not inconsistent

with the collective bargaining agreement. The BOARD shall share with the UNION members of the Joint Committee a draft of the REACH handbook no later than July 15th of each year and the BOARD and UNION members of the Joint Committee shall try to reach consensus on the language before the BOARD publishes the handbook on or about August 15th.

C. The Joint Teacher Evaluation Committee ("Joint Committee") shall continue its collaboration. The Joint Committee shall consist of five members selected by the UNION and five members selected by the BOARD. The Joint Committee shall meet at least one day per month during the regular school year. The Joint Committee shall produce joint recommendations to the Chief Talent Officer and Union President by the end of each school year regarding possible improvements to the implementation of Teacher Evaluations, including efforts to mitigate or eliminate any disproportionate impacts of observations or student growth measures. Student growth scores shall be 30% of the summative rating for the duration of this Agreement, unless before the Agreement's expiration, there is a change in applicable state law, in which case student growth scores shall be the statutory minimum. Joint Committee meetings shall occur where possible during the regular school day. Where necessary, members of the committee who are classroom teachers shall be provided with substitute teachers on meeting days.

   The Board shall provide REACH performance tasks in English and Spanish as appropriate. The Joint Evaluation Committee will explore the recommendation for expanding the REACH performance tasks in other native languages.

   The Joint Evaluation Committee, in partnership with the Office of Students with Disabilities, shall develop by mutual agreement supporting documents for cluster and other types of special education classes.

D. The BOARD and the UNION shall conduct a new joint study of evaluation implementation, to be renewed and updated annually, for as long as there remains a disproportionate impact of observation or student growth measures of the implementation of the teacher evaluation plan, as determined by the Joint Committee. The Joint Committee shall determine what changes, if any, are necessary to improve the content and procedures of the teacher evaluation plan. Any changes to the teacher evaluation plan shall be communicated to all teachers within ten school days of adoption.

E. The BOARD shall provide the UNION with a calendar prior to each school year setting forth the relevant dates in connection with the Evaluation Plan.

F. The BOARD shall not use school-wide value-added growth measures as a component of student growth in an individual teacher's evaluation.

39-1.1. Orientation.

New teachers to a school and all teachers at a school with a new principal at the start of the school year shall be provided with an orientation session on the teacher evaluation plan during the first week of the school year prior to student attendance, but not later than the 20th day of student attendance, unless they are hired or transferred to the school after the 20th day. In such cases, teachers shall be provided copies, which may be in electronic form, of the teacher evaluation plan. Teachers hired after the first week of the school year shall be provided with said orientation within the first week after their hiring.

Returning teachers in schools with a returning principal at the start of the school year shall have access to all orientation materials and the teacher evaluation plan on the CPS Knowledge Center. The Joint Committee shall review and determine orientation materials and programs for the 2013-14 school year and thereafter.

39-1.2. REACH Teacher Evaluation. The Joint Evaluation Committee shall retain a mutually agreed expert, no later than April 1, 2017, to assist it in studying the REACH evaluation system and to provide recommendations to mitigate or eliminate any disproportionate impacts of the observation or student growth measures.

39-2. Evaluation Plan and Procedures.

39-2.1. Evaluation Plan. Each teacher shall be evaluated annually, biennially, or once every three school years as "excellent," "proficient," "developing" (state law equivalent is "need improvement") or "unsatisfactory" by a qualified evaluator in accordance with this Article and the teacher evaluation plan. Effective upon ratification, tenured teachers who are rated in the lower half of developing (a score of 210 to 250) in two consecutive ratings periods shall be rated unsatisfactory, unless in the second year the teacher's professional practice score is proficient or better.

Beginning in the 2025-2026 school year, tenured teachers with a most recent summative rating of "Excellent" earned, or who hold National Board Certification (NBCT), shall be

evaluated once every three (3) school years, provided they maintain a rating of "Excellent", or “Proficient’ and retain their National Board Certification. Additionally, a tenured teacher with 19 years of teaching service at CPS, who has earned consecutive biannual summative scores of 320 or above, including at least one rating in SY23 or later, will be evaluated once every three (3) school years, provided they maintain a minimum summative score of 320.Tenured teachers currently on a biannual evaluation cycle will remain on that schedule until their next summative evaluation, after which they will transition to the three-year evaluation cycle if they meet the eligibility criteria. If any teacher that is on a three-year evaluation cycle transfers to another school, the receiving principal may elect to move the eligible teacher to a bi-annual evaluation cycle until they have had an opportunity to provide a summative evaluation.

Tenured Teachers who are due to be evaluated in the last year before they are set to retire and have submitted their retirement paperwork to CPS shall have the option to opt-out from the REACH process and retain their most recent summative rating, unless the teacher was last rated as “developing” or “unsatisfactory.” Notwithstanding, principals may evaluate such teachers subject to the terms of this Article provided they gives notice to the teacher at least fourteen (14) days before the first pre-observation conference and a reason for evaluating the teacher.

39-2.2. Qualified Evaluators. Qualified evaluators are those who have successfully completed evaluation training and prequalification under Section 24A-3 of the *Performance Evaluation Reform Act* and as thereafter required. Additionally, the Board shall provide training on REACH to qualified evaluators, including training on bias and culturally responsive practices. Observations may only be conducted and evaluations may only be given by qualified evaluators. The BOARD shall provide the UNION a list of qualified evaluators on a quarterly basis. The Board and Union shall provide professional development to all new teachers with the goal of building their understanding of the REACH process, including how to prepare for pre/post conferences and how to successfully submit evidence for REACH components.

> **39-2.2(a)**. Additional classroom visits by by school colleagues, network teams, school leadership teams, and/or individuals (e.g. peer observations, walkthroughs, snapshots) are non-evaluative classroom visits and do not count as formal or informal observations and will not contribute towards an educator’s REACH Summative Rating.

39-2.3. Teacher Practice Observations.

A. Formal and Informal

1. Formal observations shall be preceded by a pre-conference. All formal observations shall be forty-five minutes in duration, the length of the class period or the length of the lesson. Formal observations shall be followed by a post-conference.

2. Informal observations shall be at least fifteen minutes in duration.

B. Timing and Number

1. Timing and Number. The first observation shall take place no sooner than the fifth week of the school year. During the 5th through 8th week of the school year, observations are permitted but all reasonable care shall be taken by evaluators to avoid performing observations of Kindergarten teachers during class periods when the KIDS Assessment is being conducted.

2. Each subsequent observation shall be separated by at least one month, or three months for teachers evaluated biennially or on a three-year evaluation cycle, and be completed no later than the thirty-fifth-week of the school year. Observations shall not occur on the two student attendance days preceding or immediately following Thanksgiving, Winter and Spring breaks.

3. Teachers shall have three observations by qualified evaluators during their evaluation cycles, at least two of which shall be formal observations in order to receive a summative evaluation. The same evaluator shall conduct the pre-conference, observation and post-conference for each observation.

4. Evaluators shall consider teachers' preferences when scheduling times and dates (and specific classes and subjects) for formal observations. Principals are encouraged to share a proposed calendar of REACH observations with each individual teacher and will make a good faith effort to complete 50% of observations required in a school year by the end of the first semester.

C. Observations and Conferences.

1. Pre-observation conferences shall be scheduled with three school days' notification to the teacher.

2. Pre-observation conferences between the teacher and the evaluator shall take place no later than one week prior to the formal observation. Teachers are encouraged to complete the Pre-Conference Protocol prior to the

Pre-Conference. Pre- observation conferences prior to a formal observation shall be private interactive discussions between the evaluator-observer and the teacher at which lesson and unit plans, portfolios of student work, student issues, resource needs, the teacher's identification of areas in which they wish to have focused feedback from the evaluator-observer and other professional practice issues identified by the teacher or evaluator-observer shall be discussed.

3. Evidence collected during formal or informal observations shall be aligned to the CPS Framework for Teaching. In the case of observations of educators where CPS Addendums exist, no evidence shall contradict such an Addendum.

4. Each formal observation shall take place within five school days of the pre-conference and during the time that the instructional module discussed at the pre-conference is to be taught.

5. Post-conferences between the teacher and evaluator-observer shall take place within three to ten school days following the formal observation and shall be private. Feedback after an informal observation may be provided in person or electronically. The teacher may request in person feedback after an informal observation.

6. The evaluator shall provide the teacher with all the evidence, observation scoring and reflections via the BOARD'S on-line teacher evaluation data system, to which the BOARD will provide teachers unlimited access.

7. The evaluator will reschedule observations if classroom activity has been disrupted at the time of the scheduled observation (e.g., when a co-teacher is absent, if the building loses electricity, when the teacher is conducting a test, etc.)

D. Summative Evaluation

There will be only one summative evaluation rating at the end of each teacher's evaluation cycle. The BOARD shall attempt to provide summative ratings no later than September 15, and the Joint Committee will review its progress toward that goal.

39-2.4. Inability to Rate or to Provide Rating. In the event that a tenured teacher does not receive an annual summative rating, the previous rating shall be established as the

current rating. If the tenured teacher does not receive a summative rating for two consecutive cycles, the teacher will have the option of having their previous rating as the current rating or receiving a Proficient rating. In the event a probationary appointed teacher does not receive an annual summative rating the parties will attempt to agree on a rating or re-rating during the same year, and, if no agreement is reached, the teacher will have the option of having their previous rating as the current rating or receiving a Proficient rating.

39-2.4(a). *Best Practices.* The Joint Committee has developed a set of "best practices" around teacher evaluation. They are included in the REACH Handbook and shared with teachers at the start of each school year. Observers shall make all reasonable efforts to abide by the best practice guidance. If a teacher rating is adversely affected by an observer's failure to follow best practices, the observation rating shall be voided. In the case where an observation is voided and there are insufficient remaining observations to support a summative rating the teacher will be rated inability to rate.

39-2.5. Summative Ratings and Forms**.** On or before seven days prior to the last day of student attendance, an evaluator shall provide each teacher with all available components of their summative rating. The summative rating shall include observation scores, student growth scores if available and all other evidence used to determine the summative rating, along with the formula used to calculate the summative rating, provided that the rating shall not include scores from student surveys in school year 2012-2013 or 2013-2014 and shall only include student survey scores in school year 2014-2015 and thereafter if agreed by the Joint Committee. The Joint Committee will determine the timing of end of year (annual or biennial) summative evaluations for the 2013-2014 school year and beyond.

Summative ratings shall be based on the following scale in which points are earned in accordance with the plan.

Level	Minimum	Maximum
Unsatisfactory	100	209
Developing (Needs Improvement)	210	284
Proficient	285	339
Excellent	340	400

For purposes of layoff, the developing rating will be divided into two sublevels—"emerging" with a rating score of between 210 and 250 and "developing" with a rating score of between 251 and 284.

39-2.6. Professional Development. The Joint Committee shall determine the professional development needed to support teachers in becoming proficient teachers as defined in the evaluation plan.

39-2.7. Clinician Evaluation Plan. Clinicians shall be evaluated in accordance with the Clinician Evaluation Plan in effect during the 2015-16 school year, and the BOARD shall abide by the Case Review process established in that plan.

Clinicians who are PATs hired and assigned by the Office Students with Disabilities (OSD) and whose REACH ratings are projected to be 250 or below may be non-renewed by OSD. Clinicians in their PAT1 or PAT2 year whose REACH ratings are projected between 251 and 284 will be renewed by ODLSS and provided support for the following school year. Such support may include from a cooperating senior clinician in the same field and professional development in the areas that they were rated lowest. Clinicians in their PAT3 year or later will continue to be subject to the non-renewal standards and procedures for all other non-tenured teachers.

39-3. Probationary Appointed Teachers.

Observations and Evaluation. Probationary teachers shall be observed and evaluated each school year by a qualified evaluator in accordance with the procedures of Article 39-2.3. A minimum of three observations shall occur each school year, at least two of which shall be formal.

39-4. Tenured Teachers.

Observations and Evaluation. Tenured teachers shall be observed and evaluated each school year by a qualified evaluator in accordance with the procedures of Article 39-2.3 and as follows:

A. Tenured teachers shall receive a Summative Rating annually, biennially, or once every three school years by a qualified evaluator in accordance with the teacher evaluation plan. The Joint Committee shall determine the biennial cycle and three year cycle (e.g., alphabetically by even or odd years).

B. Observers shall observe tenured teachers on a biennial cycle a minimum of 3 times during a rating cycle (with no more than 2 observations in one year) and may conduct a 4th observation if the observer and the teacher agree to do a 4th observation. Observers shall observe tenured teachers on three-year cycles a minimum of 3 times during a rating cycle (with no more than 1 observation in a year) and may conduct a 4th observation at the evaluator's discretion.

39-5. Post-Observation Conferences and Practice Scoring. Post-observation conferences are opportunities for the teacher and evaluator-observer to review the teacher's performance under the appropriate *CPS Framework for Teaching*. During that conference, the evaluator-observer and the teacher should discuss opportunities and means to improve teaching performance. Teachers shall also have five school days to submit a rebuttal in Reflect and Learn after final observation scores are made available. After the observation, the evaluator-observer shall issue *CPS Framework for Teaching* component level scores to the teacher that shall be made available to the teacher on the online data sharing system, together with, among other things, (1) comments about the teacher's pre-observation preparation, the observation itself and the teacher's post-observation reflection, (2) identification of specific opportunities for growth, (3) ways and means by which the teacher should pursue opportunities and achieve growth, (4) the resources to be made available to assist the teacher and (5) the evaluator's follow-up. The Board and Union will work together through the Joint Evaluation Committee to define and pilot an alternative approach to 4b-4e evidence and ratings during SY27.

39-6. Unsatisfactory Substitutes. The Board, in consultation with the Substitute Professional Problems Committee, will establish a performance improvement process for day-to-day substitutes to be implemented at the start of the 2020-2021 school year. For day-to-day substitutes performing unsatisfactorily, the Talent Office shall schedule a conference with the day-to-day substitute and the UNION to give the day-to-day substitute a written statement of the performance deficiencies, to discuss the performance deficiencies, and to give positive suggestions for performance improvement. The services with the school system of day-to-day substitutes shall be terminated as provided for in the performance improvement process or if there is evidence of moral laxity or serious misconduct.

39-7. Consulting Teachers.

39-7.1. The BOARD, in consultation with the UNION, shall appoint a body of part-time consulting teachers who meet the statutory minimum criteria, after an application process determined by the Joint Committee, giving preference to teachers with two consecutive ratings of excellent or who are National Board Certified, who may be called to assist tenured teachers under remediation, in their subject area and/or grade band level. The consulting teacher must have five-years of teaching experience, have a most recent summative rating of excellent and have reasonable familiarity with the teacher's content area. The Joint Committee may establish additional criteria for appointment as a consulting teacher.

39-7.2. Consulting teachers shall be released from their teaching duties a minimum of 3 hours a week, based on the remediation plan of the receiving teacher. They shall be paid a pro rata stipend for time spent assisting the teacher, and an additional hour of planning each week of support.

39-7.3. The consulting teacher's role is to help teachers improve their practice to proficient in the *CPS Framework for Teaching* components identified in the remediation plan, by providing or recommending mentoring, professional learning experiences, instructional support, modeling and coaching.

39-7.4. Consulting teachers shall not assist colleagues with whom they are personally acquainted.

39-8. Remediation of Tenured Teachers Rated Unsatisfactory.

A. As soon as practicable, but no later than thirty school days after the issuance of an unsatisfactory summative evaluation to a tenured teacher, the evaluator shall appoint a consulting teacher to assist the teacher in improving their performance to proficiency over a ninety-school-day remediation period.

B. Within thirty school days after the issuance of an unsatisfactory summative rating, the qualified evaluator shall conduct a meeting with the teacher under remediation and assigned a consulting teacher. At this meeting, a remediation plan developed by the qualified evaluator, with input from the consulting teacher and the teacher under remediation, shall be distributed to the parties and shall become effective immediately.

C. During the ninety-school-day remediation period, the teacher and the consulting teacher shall work together to improve the teacher's performance on components of the *CPS Framework for Teaching* identified in the remediation plan. The teacher and the consulting teacher shall determine a schedule by which the consulting teacher shall observe the teacher's performance during the remediation period and engage in other activities that may be helpful to the teacher in improving their performance to proficiency.

D. During the remediation period, an evaluator will conduct a mid-point and final evaluation of the teacher's performance, using the CPS Framework for Teaching as the sole measure of performance during the remediation period. If the teacher is rated "proficient" or better at the conclusion of the remediation period, they shall have successfully completed the remediation period. Following successful completion of the remediation plan, the teacher shall be placed on an annual evaluation cycle.

E. The Joint Committee shall discuss and agree upon issues related to remediation design and implementation.

39-9. Appeals Process.

A teacher appeals process shall be established to contest certain summative ratings given by a qualified evaluator. It shall be comprised of a committee of four active or retired educators, two of whom shall be selected by agreement of the UNION President and Chief Executive Officer, one of whom shall be selected by the UNION and one of whom shall be selected by the BOARD. All members of the committee shall be qualified evaluators. Both the BOARD and the UNION shall select qualified alternate committee members who may substitute for their regularly appointed members. Individual members of the committee must recuse themselves from cases where they have personal familiarity with the teacher appealing a summative rating and will be replaced by the same appointing entity.

The following teachers will have a right to appeal their ratings according to the timelines outlined in Article 39-9.A:

- Teachers rated unsatisfactory
- Tenured teachers receiving ratings in the lower half of developing

The following teachers will have right to appeal their ratings if they are laid off out of order of seniority.

- Teachers rated unsatisfactory
- Teachers rated developing

The time for appeal shall as set forth in Article 39-9A and shall commence when the teacher receives a notice of layoff/displacement. The notice shall advise the teacher of their right to appeal their rating.

A. A teacher receiving an unsatisfactory rating, and a second consecutive developing rating that results in an unsatisfactory rating, shall be eligible to use the appeals process by filing a notice of intent to appeal with the appeals committee within ten days of receipt of the rating and then the appeal within thirty calendar days after receipt of the rating. The teacher must also submit a copy of the appeal to the teacher's principal or head administrator. In the appeal, the teacher must state the factual basis for the appeal and identify the evidence that supports the appeal. An appeal may be based on student growth ratings in whole or part only if the teacher identifies a data integrity or data analysis error.

B. Upon receiving an appeal, the appeals committee shall review the written record of the rating. The "written record of the rating" includes (1) the documents and materials submitted by the teacher to the evaluators during pre-conferences and post-conferences or at other times as evidence of the teacher's practice and (2) the evaluator's observations, comments and feedback. The written record of the rating shall not include materials and evidence that the teacher or evaluator was not privy to during the rating process.

C. If the committee determines the written record of the rating to be insufficient to make a ruling, it shall schedule a meeting with the teacher at which the teacher shall be represented by the UNION and with at least one of the qualified evaluator-observers who contributed observation ratings to the teacher's rating. The meeting shall take place within ten school days of receipt of the appeal.

D. The BOARD shall provide the teacher and the UNION with all evidence used by the qualified evaluator to determine the summative rating under appeal five days prior to the meeting.

E. After reviewing the written record of the rating, the appeals committee shall have the right to meet with the teacher and to determine if a formal observation of the teacher appealing the rating shall take place to assist it in its determination. If an observation does take place, the two jointly appointed appeals committee members must conduct the pre-observation conference in accordance with Article 39-2.3(C)(2), and the observation shall take place within five school days of the pre-observation conference.

F. After a review of the written record of the rating and any interview with the teacher and evaluator, and any observation, and following deliberation, the appeals committee may overturn the rating if three of its members conclude that the rating under review is erroneous. If the appeals committee determines by majority vote that the teacher's appeal is to be granted, the BOARD shall revoke the summative rating under appeal and issue the teacher a 250 if an unsatisfactory rating was revoked, a 284 if an emerging rating (210-250) was revoked, or a 285 if a developing rating (251-284) was revoked. A different qualified evaluator shall be assigned to the teacher during the next school year who shall follow all applicable provisions of this Article. No developing rating that results from a sustained appeal of an unsatisfactory rating shall count towards the two- developing rule.

39-10. Do Not Hire. No teacher's name shall be placed on a "do not hire" list unless the teacher has been removed for cause in accordance with the appropriate provision of the *Illinois School Code* or the teacher has received an unsatisfactory rating and failed remediation.

39-11. Effective Date. The changes made in this Agreement to the Evaluation Procedure in place under the 2012-2015 Agreement shall be effective for the 2016-2017 school year and thereafter.

39-12. No Virtual Observations. The Board will not conduct formal or informal observations during temporary periods of virtual instruction, such as those lasting one week or less. (See also Article 44-48.)

39-13. Evaluation Equity.

The Joint Evaluation Committee will develop best practices and recommendations for the evaluation process in high needs schools, with a goal of completing the recommendations by the end of the first semester of the 25-26 school year. The Joint Committee's best practices and recommendations shall include mechanisms by which to address, inter alia, issues noted in the Illinois State Board of Education Teacher Evaluation Research Project, including racial and geographic disparate impact. The BOARD will provide differentiation to the existing annual training to Principals and Teachers on implementation of the said recommendations.

Teachers in the top two deciles of the highest needs schools under CPS Opportunity Index as formulated in SY2024 who trend towards a developing rating after their first formal observation, shall be offered the option to access the We Care program or the district funded mentor program, to be provided a mentor and a coach. Upon the successful completion of weekly mentorship meetings over a three month period, a process and program to be defined and determined by CPS and the CTU, the member can appeal the developing rating if it stands at the end of the evaluation cycle or if they are selected for non-renewal.

ARTICLE 40
TEACHER PROGRAMMING

40-1. Programming Considerations. The principal, in programming a teacher, shall (1) keep the number of preparations to a minimum; (2) ability and qualifications being equal, follow the policy of rotation among qualified personnel in the matters of sessions, teaching, building assignments, special classes, honors and other modified classes and division rooms; (3) consider the teacher's professional background and preparation; and (4) in elementary schools, ability and qualifications being equal, program teachers for the grade level and/or departmentalized content area with which they have the most experience, except that any teacher may request a change in grade level and/or departmentalized content area assignment.

40-2. Preference Sheets. No later than May 1 of each year, preference sheets shall be distributed to all teachers. A teacher's preference will be honored, to the extent possible, consistent with Article 40-1 above.

40-3. Distribution of Tentative Teaching Program. A tentative teaching program for the next school year shall be presented to each teacher by June 1 of the current school year. Teachers will be notified of any changes to the aforementioned teaching program, in writing, as soon as possible.

40-4. Consecutive Teaching Assignments. Where administratively possible, no teacher shall have more than three consecutive teaching assignments. Exceptions shall be allowed for

teachers teaching double-period classes or completing part of their teaching assignment outside of the school building.

40-5. Room Assignments. Where administratively possible, the number of different rooms to which a teacher is assigned shall be held to the absolute minimum.

40-6. Lesson Preparations. Where administratively possible, the number of lesson preparations shall not exceed three, and every effort shall be made to keep the number at two. Honors and other modified classes shall be considered as separate preparations. Teachers with a full teaching program shall be given preference in the assignment of the number of preparations. (See Article 21-20.4 regarding Lesson Preparations for Special Education and General Education Teachers.)

40-7. Rotation of Ability Grouping Assignments. In elementary schools with ability grouping within a single grade level, ability and qualifications being equal, the principal in programming the teacher shall follow the policy of rotation of teacher assignments within the grade level.

40-8. Justification for Pedagogic Change. In the event a teacher is programmed to teach a grade level (e.g., early childhood, primary, middle or upper elementary grades) or content area that he or she has not taught in the last four school years, upon request of the teacher, the principal shall explain why the change was made and, upon the request of the teacher, work with the teacher to develop a relevant professional development plan for the teacher.

40-9. Course or Grade Band Change after First Day of Classes. If a teacher's course or elementary grade band assignment for the subsequent year is changed after the first day of classes, the teacher will be excused from Principal-directed preparations for the first quarter of the year to enable him/her to prepare for to deliver instruction in the new course or grade band assignment. For these purposes, "grade band" means either

- K to Grade 2
- Grades 3 to 5 or
- Grades 6 to 8.

40-10. Assignment Changes for National Board Certification Candidates. In making any assignment changes, principals shall take into account whether the teacher is a candidate for National Board Certification and whether the new assignment will negatively impact the teacher's ability to complete the candidacy. Absent exigent circumstances, the principal will strive to avoid any negative impact on the NBC candidacy.

ARTICLE 41
[RESERVED]

(Formerly TEACHING LOAD. See Articles 6 and 18.)

ARTICLE 42
APPOINTMENT AND ASSIGNMENT OF TEACHERS

42-1. BOARD Policy. The policy and procedure governing appointments and assignments for teachers is set forth in the applicable provisions of the *Rules of the Board of Education* and *Chicago Public Schools Policy Manual* as modified by Appendix H.

42-2. Teacher Layoffs. The layoff of teachers is governed by the policy set forth in Appendix H. The BOARD shall not change said policy during the term of this Agreement.

42-3. Head Teacher Positions. All newly created or vacant head teacher positions shall be filled by contract principals in compliance with the applicable provisions of Article 35. Head teachers so selected shall have terms that are co-terminus with the principals who select them, unless removed for unsatisfactory performance. If their terms of office are not extended, they shall be granted all rights and privileges of appointed teachers.

ARTICLE 43
VACATIONS

43-1. Vacation Benefit for Full-Time Employees Working Fewer Than Fifty-Two Weeks.

43-1.1. Maximum Benefit. Except for full-time bargaining unit employees who work a fifty-two-week schedule, full-time employees, excluding day-to-day substitutes, not already covered by Board Rule 4-11, shall receive a maximum of ten days' paid vacation at their current rates of salary, it being further provided that those regularly and currently employed on extended day programs, including eight-hour day positions and regularly scheduled overtime classes, shall be paid at the rate of salary prescribed for such programs and classes in accordance with the provisions and subject to the exceptions listed in Article 33-8. A maximum of five days shall be granted when the schools are closed during spring recess and a maximum of five days shall be granted for winter recess.

43-1.2. Eligibility. Only bargaining unit employees who are full-time employees of the BOARD at the time of a vacation period shall be eligible for vacation with pay with a further proviso, however, that such full-time employees of the BOARD who are absent on a leave of absence permitted by the Rules of the Board of Education shall be eligible for vacation pay earned prior to said leave and during accumulated sick leave days used while on a sick leave.

Effective July 1, 2004, TATs who are eligible for vacation pay under this Article and who are absent on the day vacation checks are issued shall be permitted to receive

vacation pay by proxy, provided, however, that said TAT has returned to his or her work assignment following the vacation period prior to the date the checks are issued.

Effective July 1, 2004, TATs absent on an approved illness leave of absence who have completed five or more years of full-time consecutive service immediately preceding the commencement of said leave shall receive vacation pay upon written application filed with the Office of Employee Engagement within ninety days after the vacation period ends.

Effective July 1, 2004, TATs with less than five years of consecutive service immediately preceding the commencement of the vacation period must return to their work assignment following the vacation period in order to receive vacation pay.

43-1.3. Calculation of Vacation Benefit. Bargaining unit employees who satisfy the following criteria shall be eligible for the corresponding number of vacation days:

43-1.3(a). *Winter Recess*. For winter recess vacation pay, employees must work the following number of days between April 19 of the prior school year and November 22 of the current school year in which the winter recess vacation is to be taken to be eligible for the corresponding number of paid vacation days:

1-10 days	0 days of vacation pay
11-20 days	1 day of vacation pay
21-40 days	2 days of vacation pay
41-60 days	3 days of vacation pay
61-80 days	4 days of vacation pay
81 days or more	5 days of vacation pay

43-1.3(b). *Spring Recess.* For spring recess vacation pay, employees must work the following number of days between November 5 and March 25 of the school year in which spring recess is to be taken to be eligible for the corresponding number of paid vacation days:

1-10 days	0 days of vacation pay
11-20 days	1 day of vacation pay
21-40 days	2 days of vacation pay
41-60 days	3 days of vacation pay
61-80 days	4 days of vacation pay
81 days or more	5 days of vacation pay

43-1.3(c). *Carryover for Months of May and June.* Vacation credits earned for the school months of May and June shall be carried over to the ensuing school year.

43-1.4. Scheduling. Employees who are scheduled to work when the schools are closed for spring and winter recess shall arrange time off with their department head.

Seniority shall be the determining factor to the extent permitted by the needs of the department. Vacations shall be on a consecutive-week basis unless otherwise requested by the employee to the extent permitted by the needs of the department.

43-2. Vacation Pay Upon Death of Employee. In the event a bargaining unit employee, who is eligible for vacation pay under this Article, has not received pay due to death which occurred preceding, during or within sixty days after said vacation period, the estate or appropriate legal beneficiary shall be entitled to apply for said vacation pay.

43-3. Vacation Pay for Displaced TATs. Effective July 1, 2004, TATs and appointed teachers displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a TAT or appointed teacher up to the maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible teacher has been paid as a day-to-day substitute or Cadre substitute during the payroll period immediately preceding the vacation period.

43-4. Vacation Pay for Displaced PSRPs. Effective September 15, 1983, PSRPs displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a PSRP up to a maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible PSRP has been paid as a BOARD employee during the payroll period immediately preceding the vacation period.

Eligible day-to-day substitutes, Cadre substitutes or eligible PSRPs shall make written application for vacation pay to the Office of Employee Engagement within ninety days after said vacation period. Said application shall be reviewed in accordance with established policy and the provisions of Article 43. Vacation pay shall be paid to eligible applicants at the rate of pay the teacher or PSRP was receiving on the last day of full-time service. In no case shall any such claim for vacation pay be considered if filed more than ninety days after the end of the vacation period.

ARTICLE 44
GENERAL PROVISIONS

44-1. Grants. Proposals seeking federal and state funds for specific programs shall be written in compliance with the applicable provisions of this Agreement. Prior to the submission of any application for federal and state funds by the BOARD's central administration that relates to the provisions of this Agreement, the BOARD shall consult with the UNION regarding the application and shall thereafter provide the UNION with a copy of the final application.

44-2. Programs Outside Work Day. Bargaining unit employees required to attend in-service training programs outside their regularly scheduled hours shall be paid at their regular rates of salary.

44-3. Custodial Duties. No teacher shall be required to perform such custodial duties as emptying trash, dusting erasers, washing boards, dusting, placing chairs on desks or returning furniture to its proper place.

44-4. Washrooms and Rest Areas. The BOARD shall ensure that all schools are provided with washrooms and rest areas for all bargaining unit members that are accessible to all bargaining unit members during all workdays, private, clean and comfortable. By the end of this Agreement, consistent with Illinois Public Act 102-0340, all bathrooms except those in pre-K and Kindergarten classrooms regardless of designated gender identity, will contain free menstrual hygiene products and stall-based trash receptacles for menstrual products.

44-5. Daily Cleaning. Hallways, classrooms, washrooms, entrance areas, lounge areas, lunchrooms, teachers' rooms and playgrounds shall be cleaned daily.

44-6. Faculty Meeting Reports. Final action or decisions made at faculty meetings shall be posted on school bulletin boards or published in the school's daily or weekly bulletin.

44-7. Duties Outside Bargaining Unit. Bargaining unit employees shall not be required to perform the duties of a child welfare attendant, a special education classroom assistant or other job titles required to provide hygienic care to students and shall not be required to perform other duties outside the bargaining unit on a regular basis.

44-8. Off-Street Parking. The BOARD's objective is that bargaining unit employees should be provided with off-street parking areas for their automobiles and that this area shall, to the extent possible, be secure and adjacent to the school. In the event bargaining unit employees must park on the street in permit-only parking neighborhoods, the Board and the Union will work with the City of Chicago to issue to schools parking permit for use by members during school hours.

44-9. Lunch Areas. The BOARD's objective is that bargaining unit employees assigned to a permanent work station should be provided a special lunch area and, when this area is not a regular lunchroom, facilities for warming, refrigerating and storing food shall be provided, to the extent that these items are provided for in the annual budget adopted by the BOARD.

44-10. Intercom Signals. In all schools where an intercom is used, an oral signal shall be given to indicate the intercom is beginning to be put into operation, or a light shall be installed on each outlet to indicate when the intercom is in operation.

44-11. Classroom Space for Bilingual and Special Education Teachers. Principals and head administrators shall provide physical facilities for bilingual and special education teachers who have classroom divisions to teach their classes on a comparable basis with other classroom teachers in the same building.

44-12. Work Opportunities. Unless precluded by the specific needs of an educational program, the BOARD shall offer to qualified bargaining unit employees the opportunity to work

beyond their regular work day or work year prior to seeking the services of outside vendors to perform said work.

44-13. Participation in Strike. The BOARD and the UNION agree that no employee of the BOARD shall be punished or rewarded, harassed or discriminated against in any manner because of participation or lack of participation in activities relating to work stoppage (strike). Nothing herein shall preclude the right of the UNION from implementing UNION policy as to its members.

44-14. Selection of Materials by High School Music Teachers. High school music teachers, with prior approval of the principal, shall be permitted to select sheet music, records, tapes, DVDs and CDs that are not on the approved list.

44-15. Notice of Changes in Contact Information. Immediately upon changing residence or telephone numbers, each bargaining unit employee shall give written notice to the employee's immediate supervisor and also submit a notice of change card to the BOARD through the office of the school or work location.

44-16. Employee Visits to School Premises. All BOARD employees who wish to confer with a teacher or teachers shall report to the principal, or the principal's designee, immediately upon arrival and shall sign the official register.

44-17. Notice of Resignation or Retirement. All bargaining unit employees shall give written notice of intention to resign or retire at least ten school days prior to the effective date thereof. Such notice shall be filed with the administrator of the work location and a copy shall be filed with the BOARD. No employee who on or after February 1 of a school year submits a notice of resignation or retirement that is effective at the end of that school year shall be laid off or honorably terminated prior to the effective date of his or her resignation or retirement.

44-18. Employee Identification Numbers and Use of Social Security Numbers. The BOARD shall assign to each bargaining unit employee an employee identification number separate and distinct from his or her Social Security number. The BOARD shall only use an employee's Social Security number for identification purposes when such use is required or permitted by law. The BOARD shall exercise its best efforts to prevent the unauthorized disclosure or publication of employees' Social Security numbers.

44-19. Software Applications. The BOARD agrees that all application software utilized by UNION-represented employees in the normal course of their duties shall be tested, prior to installation and roll out, for proper functionality. The BOARD further agrees that the Chief Information Officer or his or her appropriate designee shall meet, upon request, on a monthly basis with representatives of the UNION to discuss matters of mutual concern. During such meetings, the UNION shall be permitted the opportunity to raise any information technology related issues or problems and to provide the BOARD representative with potential solutions. All matters requiring additional action shall be addressed as expeditiously as possible, taking

into consideration the UNION's proposed solutions, with an estimated timeline to completion and updates at reasonable intervals provided to the appropriate UNION representatives.

44-20. Teacher Access to Technology. Every teacher shall have access during the school day to a functioning computer with internet access, software, photocopier, facsimile machine and a printer. The BOARD and the UNION share the goal that every teacher shall have a functioning computer with internet access and software at his or her desk. In order to achieve that objective, the BOARD will conduct a survey to determine how many teachers do not have a functioning computer on their desks and work with the UNION to develop a plan to ensure that teacher have such equipment at their desks. The BOARD's survey of the schools shall be completed no later than January 31, 2013 and the plan developed no later than June 30, 2013.

44-21. Limitations on Paperwork. If the BOARD, principals or other administrators require bargaining unit employees to complete any additional paperwork on a regular basis that is not required by law, whether the work is by paper or electronic, the goal of the BOARD shall be to mitigate the additional paperwork increase by eliminating a commensurate amount of other clerical work or paperwork for bargaining unit employees. In the event that the school PPC and Principal cannot resolve said matter, it shall be referred to strategic bargaining for consideration and resolution.

At the end of each quarter, the Union will identify up to 30 items of paperwork that teachers are currently mandated to complete that they believe are redundant, obsolete or better (more efficiently and effectively) accomplished by other means. The Board will discuss those items with CTU and on those paperwork requirements on which there is agreement that the items are redundant, obsolete or better accomplished by other means, the Board shall eliminate that requirement promptly.

44-22. Confidential Computerized Information. Computer systems used to store confidential information shall be designed and maintained to ensure the security of such information.

44-23. Professional Development Certifications. The BOARD shall provide bargaining unit employees with written certification as proof of their completion of CPDUs or CEUs at the end of professional development sessions.

44-24. Interpreters During Report Card Pick-Up. The principal or head administrator shall provide interpreters for teachers to talk to parents at report card pick-up at the teacher's request.

44-25. Respectful Working Environment. The following behaviors are inconsistent with a respectful working environment and are impermissible: (a) verbal abuse, which includes, but is not limited to, obscene, threatening, humiliating or intimidating language; and (b) non-verbal abuse, which includes acts that are threatening, humiliating or intimidating. Individual, group or school-wide meetings shall not be utilized to threaten, humiliate or intimidate bargaining unit employees. Employees shall suffer no retaliation for reporting, grieving or protesting workplace bullying. The BOARD shall designate its Equal Employment Compliance Office to investigate allegations that employees, vendors or staff are creating undignified or

disrespectful working environments or conditions. Such remedies and corrective actions may include, but are not limited to, reversing adverse actions, directing the training of an employee regarding proper professional conduct toward all employees and vendors, discipline and debarment to the extent permitted by law and/or other corrective actions.

44-26. Lactation Breaks. Each principal or head administrator shall provide reasonable daily break time to an employee who needs to express breast milk. The break time shall, if possible, run concurrently with any break time already provided to the employee. Each principal or head administrator shall provide employees with a private and clean space (other than a restroom) with the capability to lock the door, in close proximity to their work area where they may express their milk in privacy.

44-27. National Board Certification. Commencing July 1, 2024, the BOARD will pay the UNION up to a maximum of $975,000.00 per year, approximately $11,000.00 per candidate, for the purposes of candidate recruitment and support, professional development, NBCT renewal, and program management. The program shall be open to all BOARD teachers, counselors, and librarians.

44-28. Availability of BOARD Policies and Procedures. The BOARD shall post online all policies and procedures, including any changes thereto promptly upon approval by the BOARD, and shall endeavor to implement a more user-friendly online access process.

44-29. Distribution of BOARD Publications. Prior to the start of each school year and promptly as changes are made, the BOARD shall distribute Sections 605.7 (Grade Change) and 705.5 (Student Code of Conduct) of the *Chicago Public Schools Policy Manual* and the "Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools" to all bargaining unit employees electronically. The BOARD will also provide bargaining unit employees with electronic notice of links to other BOARD policies, publications and resources identified by the UNION that are available on the BOARD's website.

44-30. Lesson Planning. The development of instructional plans, including both unit and lesson plans, is a professional responsibility vital to effective teaching. Principals and/or network administrators shall not require that teachers submit separate unit and lesson plans. Special Education teachers who are working in a co-teaching setting or not providing direct instruction shall supplement the general education teacher's unit or lesson plan, and shall not be required to submit a separate unit or lesson plan. The organization, format, notation and other physical aspects of and the instructional strategies to be used for the lesson plan are within the teacher's discretion. Principals or supervisors may require that teachers include certain categories in instructional plans (i.e., content standards, student learning outcomes, methods of assessment, learning tasks and materials, grade-appropriate levels of texts, differentiated instructional strategies that meet the needs of the individual students in the class) but may not require a particular format or organization, except when required by accrediting agencies of particular programs that schools are implementing (e.g., International Baccalaureate). Common instructional plans for courses or subjects may be developed and used by grade_bands or subject departments. Teachers shall have reasonable time to submit lesson plans or supplements.

44-31. Ad Hoc Professional Problems Committees.

The Board and the Union will create ad hoc professional problems committees (PPC) to address concerns within administrative units other than schools on an as needed basis and upon request of the Union. The unit PPC will be formed to share information relevant to the entire unit and to discuss and resolve unit-wide problems, including but not limited to issues of excessive paperwork. The unit chief shall be a member of an ad hoc unit PPC. The Union shall have five members on a unit PPC. The Union shall designate a Union chair, who shall be responsible for developing agendas and communicating with the unit chief. When a unit PPC is created, the PPC shall meet monthly or more often if the Union chair and the unit chief agree until the issues that led to its creation are resolved. The unit chief may have the assistance of principals and network staff in conducting the meeting.

44-32. Assessments.

44-32.1. Required Assessments. No later than June 30th of each year (or as soon as practicable after ISBE has published the state assessment calendar), the Board shall publish an assessment calendar for the subsequent school year, which shall consist of curriculum embedded classroom assessments across all content areas and grade levels (provided that teacher-created assessments shall be considered acceptable curriculum embedded assessments, and there shall be no quota requirements for such assessments), assessments mandated by the district for REACH, required to meet the mandates of state or federal laws and regulations, and mandated by a program (i.e., IB or any program that requires a test for student credit or program accreditation). At least one screening/benchmark~~–~~assessment~~,~~ selected by teachers through majority vote, shall be administered for students in K-9 in reading and math as part of the schools balanced assessment plan:

- K-2: BOY, MOY and EOY for all students;
- 3-9: BOY for all students, MOY and EOY for students on intervention plans

Administration of the selected screening/benchmark assessments in reading and math for grades K-9 at a frequency different from the required schedule whether more or less frequent shall be subject to the adoption of the plan provisions of 44-32.2.

Up to ten (10) sustainable community schools will pilot a new approach to assessment in the 2026-2027 school year. The Sustainable Community Schools Joint Task Force, in collaboration with the Academic Office, will develop and pilot innovative, authentic, rigorous, and relevant assessments to provide meaningful information to teachers, students, and parents about students' strengths and areas for growth. The Task Force and Academic Office will establish criteria for selecting participating schools, determining their readiness to ensure successful implementation, and evaluating the effectiveness of the pilot. Once selected, these ten (10) sustainable community schools will be exempt from the centrally provided diagnostic options, except for assessments mandated by the district for

REACH, those required by state or federal laws and regulations, and those required by specific programs (e.g., IB or any program that mandates a test for student credit or accreditation).

44-32.2. Additional Assessments. Schools shall determine additional assessments to be administered and modifications to the frequency of administration of screening/benchmark assessments per Article 44-32.1, in conjunction with the development of the School Improvement Plan for Advancing Academic Achievement (SIPAA) which is currently known as the Continuous Improvement Work Plan (CIWP) through a vote. Each year in the spring, Teachers and the Principal, including through the PPC, will collaborate to develop a recommended plan for additional assessments, and/or adjustments to screening/benchmark assessments, if any, per grade band or content area/department. If the PPC wishes to decrease the frequency of screening/benchmark assessment per Article 44-32.1, that option shall be included in the assessment vote ballot. Prior to voting, the CEO or designee may review and revise the proposed assessment plan, which shall be presented to and discussed with the school faculty. Teachers and the principal will then vote on the adoption of the plan, which shall be adopted by majority vote. If the plan is not adopted, and the faculty, and/or the CEO or designee cannot agree on an alternative plan, the school's assessment plan will consist of only the required assessments referenced in Article 44-32.1. The BOARD, by mutual agreement with the UNION, shall adopt assessment vote voting procedures by December 31, 2025. The status quo 2019-24 CBA provisions of Article 44-32 and assessment voting procedures shall govern assessment votes taken in spring of 2025 for the 2025-26 school year. The new provisions of Article 44-32 shall go into effect starting with assessments votes taken in the spring of 2026 for the 2026-27 school year.

44-32.3. Submission of Concerns. The District shall provide a way that staff can submit any issues and/or concerns (e.g. dedicated assessment email box) to Central Office in a confidential manner. CPS and CTU will meet quarterly to review their concerns and/or issues that are submitted.

44-32.4. Testing Equity. Whenever possible, and only if testing materials in the students' home language are available by the test provider (ISBE, College Board, etc), the Board will ensure testing equity for English language learners by providing all sections of mandated test and assessments (except for the English Language proficiency test) in the language of preference for the student and/or the parent.

44-33. Grading Practices.

44-33.1. Teachers Grading Responsibilities. Teachers are responsible for regularly assessing student progress, notifying students and parents of student progress, and determining students' grades in the subject area or activity for which the teacher is

responsible. Teachers shall exercise their independent professional judgment in developing their grading practices. When developing individual teachers' practices, teachers shall follow the Professional Grading Standards and Grading Practices Guidelines ("Guidelines") established by Joint Board and CTU Task Force. Grade level and content teams shall align grading practices to achieve coherence across similar courses in the same grade level. Teachers' grading practices must be published at the beginning of the course and must be clear to students, parents, administration and staff.

44-33.2. Grading Practice Guidelines. CPS and CTU shall form a joint task force of 10 educators (five appointed by CPS and five appointed by CTU) to develop CPS professional standards and guidelines for teacher grading practices, *e.g.,* recommended frequency and sequencing of assessment, number of assessments per quarter etc. These grading practice guidelines shall require a coherent researched based approach to grading practices within schools, grade bands and content teams, the use of CPS electronic parent portal "Gradebook" or other electronic system for housing student grades and notifying students and parents of assignments, assessment and grades. Effective School Year 2025-2026, the taskforce shall review the Professional Grading Standards and Grading Practices Guidelines adopted on August 15, 2017 and update them by consensus to the extent possible and, where not possible, by majority vote of the taskforce members. Thereafter, the Joint CTU/CPS task force shall review the guidelines every two years. During each review period, the task force shall consider input from students and parents when proposing changes.

44-34. Subcontracting of Certified Nursing Services. In the event that the BOARD decides to contract for certified nursing services, the BOARD shall meet and confer with the UNION prior to contracting to discuss whether there are alternatives to contracting. If the BOARD contracts, it will bargain with the UNION over the impacts and effects of the contract on the bargaining unit.

44-35. Records time. At the end of each semester, teachers shall be provided a sufficient amount of nonteaching time during the school day to complete cumulative record cards, registration cards, emergency information cards and transfer records for students.

44-36. IEP Interpreter Stipend. The BOARD will provide employees a $500 stipend for each semester that the employee who regularly serves as an interpreter at IEP meetings until such time as the BOARD establishes an internal certification process. Once the internal certification process is established, any employee who obtains the certification will receive the stipend so long as the employee agrees to interpret at IEP meetings.

44-37. Student Debt Information and Training. The BOARD and the UNION shall cooperatively plan and shall jointly fund annual information and training sessions on student loans, loan forgiveness, and debt reduction for all interested CPS staff, students and families.

44-38. Academic Freedom. Bargaining unit members shall have the right to choose to supplement school curriculum with lessons, units and learning activities that according to their professional judgment will meet the needs of their students as long as the supplemental materials meet the policies and parameters established by the Board of Education and school administration. Inclusive, but not limited to, Illinois Learning Standards, the Next Generation Science Standards, state mandates on Black history, genocide and Holocaust study, Disability Rights Movement, LGBTQ contributions, culturally responsive teaching and learning standards, Reparations Won, CPS on interdisciplinary Latin American studies, TEAACH ACT, Native American history, and antiracist curriculum, etc.

CPS Curriculum Policies require that all students must be engaged in a curriculum that is standards-aligned, horizontally and vertically aligned, inclusive of Social Emotional Learning, designed for meeting the needs of English learners and students with disabilities, and culturally responsive.

44-38.1. If a student, parent, administrator, or other individual challenges or complains about lesson content, the teacher shall be given notice and an opportunity to respond in a private conference between the teacher and a school administrator. If the lesson content is restricted by a school or District administrator, the reasons for this decision shall be provided to the teacher in writing. The teacher shall have the right to raise any concerns regarding such determinations at a school PPC meeting for resolution by consensus between the PPC and the Principal, which will serve as the process for resolving these concerns. In the event that the school PPC and the Principal cannot resolve said matter, it shall be referred to the district level Union and CPS Text Committee for consideration and resolution.

44-38.1(a). The evaluation of teaching should not be influenced or impacted by differences of opinion and disagreements among the faculty or between the faculty and the Administration as long as it is aligned with the District's curriculum policies. Teachers shall be entitled to the freedom of discussion, within the classroom on all matters relevant to the subject matter under study, provided that there is a reasonable effort to ensure that all the facts concerning controversial issues are presented in a scholarly and objective manner and are appropriate for the age and maturity level of the students.

44-38.1(b). School curriculum adoption and implementation shall be consistent across grade-level bands (K–2, 3–5, 6–8) and content areas to ensure a coherent student learning experience. Grade bands or content teams with curricula that meet the expectations, policies, and parameters established by the Board of Education and school administration are not required to adopt a different curriculum.

44-38.2. The BOARD and the UNION, through the district level Union and CPS Text Committee, will meet quarterly to review and discuss concerns regarding Skyline, the district-provided digital curriculum, and its content, adoption and implementation, making every effort to address these concerns.

44-39. Virtual Academy. The BOARD and the UNION shall bargain terms regarding working conditions specific to Virtual Academy by December 31, 2025, including any provisions related to whether and under what circumstances that Virtual Academy teachers are required to record their classes.

ARTICLE 45
COMMITTEES

45-1. Types of Committees. The BOARD and the UNION agree that standing committees shall be established as set forth in this Article. The parties also agree to establish joint BOARD-UNION study committees on an ad hoc basis.

45-2. Committee Reports. All joint BOARD-UNION committees established through the provisions of this Agreement shall submit their reports to the Chief Executive Officer. After submission to the Chief Executive Officer, a copy of the committee's report shall be provided to the UNION and to the appointed committee members. The Chief Executive Officer will provide to the UNION and to each appointed committee member the Chief Executive Officer's recommendations pertaining to the committee's report before it is discharged.

45-3. Committee Membership. Unless otherwise agreed, committees created pursuant this Article shall have ten members with five individuals designated by the Chief Executive Officer and five individuals designated by the UNION President.

45-4. Standing Committees.

45-4.1. Career and Technical Education. A standing Career and Technical Education Committee is established to study and make recommendations with respect to Career and Technical Education programs and issues. The committee will study CTE programs and career academy curricula, funding and other issues related to the operations of CTE programs and career academies. Annually in March the committee shall submit recommendations to the CEO for implementation in July.

45-4.2. Early Childhood Education. A standing Early Childhood Education Committee is established to study and make recommendations with respect to Early Childhood Education programs and issues.

45-4.3. Student Discipline, Violence Prevention, Truancy and School Safety. A standing Student Discipline, Violence Prevention, Truancy and School Safety Committee is established to study and make recommendations with respect to student discipline, truancy and school safety issues. The BOARD will receive

recommendations from the Student Discipline, Truancy and School Safety Committee to improve the culture and climate of the schools in order to implement the BOARD's commitment to Restorative Justice practices, Social Emotional Learning, Safety, Security and fidelity in student attendance reporting.

45-4.4. Special Education. A standing Special Education Committee is established to study and make recommendations with special education, students with disabilities, the unique concerns of cluster programs, special education teacher workload, and related issues. The Committee shall investigate workload complaints from bargaining unit employees working with students with disabilities, including special education teachers, clinicians and counselors. The Committee shall make recommendations to the Chief Executive Officer, with a copy to the UNION President.

45-4.5. Counselor and Case Management. A standing Case Management Committee is established to study and make recommendations with case management and related issues.

45-4.6. Clinician Work Load. A work committee shall investigate workload complaints from clinicians working with students. The committee shall investigate and make recommendations about hiring additional clinicians to reduce current workload, as well as pipeline programs for hard to staff clinician disciplines. The Committee shall submit recommendations to the Chief Executive Officer, with a copy to the Union President.

45-4.7. Workload Reduction Funding. The BOARD agrees to commit $2,500,000 per year during this Agreement to fund costs associated with workload reduction as jointly recommended by the Special Education Committee, the Counselor and Case Management Committee, and the Clinician Work Load Committee.

45-4.8. Teacher Evaluation. A standing Joint Committee on Teacher Evaluation is created under Article 39 and shall have the authority and purposes set forth in Article 39.

45-4.9. Employee Discipline. A standing Employee Discipline Committee is established to study and make recommendations with respect to employee discipline.

45-4.10. Information Technology. A standing Information Technology Committee is established to study and make recommendations with respect to information technology and BOARD employee access to technological resources.

45-4.11. Budget. The parties shall establish an Advisory Committee on Budget, consisting of two (2) elected representatives of the Chicago Teachers Union, two (2) members of the Chicago Board of Education, and the Chief Financial Officer of the Chicago Board of Education (or the equivalent position), whose purpose is to

conduct monthly meetings upon the request of either party for the purpose of making a recommendation to the BOARD for its annual budget. The committee shall be allowed access to all relevant information pertaining to the BOARD's budget, and its meetings may include invited guests as agreed by the committee.

45-4.12. Air Conditioning and Temperature Control. A standing Air Conditioning and Temperature Control Committee is established to investigate, study and determine a timetable for air conditioning or other temperature controls for classrooms in use during July or August.

45-4.13. Physical Education. A standing Physical Education Committee is established to study and make recommendations with respect to physical education and sports programs.

45-4.14. Pay. A standing Pay Committee is established to study and make recommendations with respect to career ladders, the BOARD's policies with respect to lane movement, and differentiated compensation.

45-4.15. Academic Calendar. A standing Academic Calendar Committee is established to study and make recommendations with respect to a unified calendar for the 2013-2014 school year. The committee's recommendations will comport with Article 19.

45-4.16. Diversity. A standing diversity committee is added to monitor and make recommendations to improve teacher and other staff racial diversity to better reflect student population, including university partnerships for the purpose of increasing the number of teachers of color.

45-4.17. Bilingual Education. A standing Bilingual Education committee is added to monitor progress on recommendations to increase EL students' access to quality instruction and services.

45-4.18. PSRP. A standing PSRP committee is added to determine changes, if any, to the PSRP evaluation plan and other PSRP issues.

45-4.19. Sports. A 10-member Sports Committee is established, with 5 members appointed by the Board and 5 members appointed by the Union. The Joint Sports Committee shall have the following responsibilities:

- Review the allocation of resources including, but not limited to, transportation, equipment, uniforms, and necessary supplies to ensure that schools in need of greater support for athletics receive priority in distribution of available funds, including securing corporate sponsorships, donations and grant dollars

- Create a model for greater equity in compensation for coaches across all sports categories

45-4.20. Joint Educator Recruitment and Retention Committee. A standing committee on educator recruitment and retention is established to further develop and maintain educator pipeline programs and programs to support educators and promote retention. The committee will create streamlined guidance between colleges and universities, CPS, and the CTU Foundation for pathways to teaching careers for CPS students and non-teaching CPS staff.

The committee will focus on the following initiatives; this list is not exhaustive:

- Recruitment of Guest Teachers and PSRPS: Prioritize recruitment of guest teachers and PSRPs to become regular licensed teachers through the Teacher Residency Program.
- Recruitment and Hiring: Increase the recruitment and hiring of ESL & Bilingual endorsed candidates for all positions, with a specific emphasis on hiring more bilingual clinicians and educators in high-needs content areas. Recruitment strategies shall prioritize matching candidates with schools that have seen an increase of 10% or more in their EL student population in any year. (See Article 46-4.1)
- School Social Worker Pipeline: Create and implement a pipeline that includes, at a minimum, information on education and internship requirements for candidates to earn an Illinois State Board of Education license endorsed in School Social Work. The BOARD and the UNION shall partner with local colleges and universities, which may include the City Colleges of Chicago, to recruit CPS employees, including educational support personnel, and students to participate.
- Clinician Recruitment and Retention Plan: Develop and adopt a plan for all clinician positions, which may include, but is not limited to, the following:
    - Immediate posting of vacancies on the Board's job posting site.
    - Streamlined and efficient hiring and onboarding practices to reduce delays.
    - Utilizing school-based administration and discipline managers in recruitment and retention efforts.
    - Allowing part-time employment for clinician positions.
    - Conducting a Community Partner Audit to evaluate effective partnerships and services and creating a plan to hire directly for similar roles within CPS at each school.
    - Targeted recruitment and retention incentives

- Pipeline Program for Health Service Nurses: Build upon the existing pipeline program that supports Health Service Nurses in earning licensure as School Nurses. In partnership with local colleges and universities, which may include the City Colleges of Chicago, the Board will support CPS Nursing and Education CTE program students in enrolling in degree programs that may lead to employment with the Board.
- CTE Teacher Recruitment and Retention: Develop and implement a plan to recruit and retain CTE teachers and teachers eligible to teacher early college in specialized areas based on projected school hiring needs (see Article 18-2.1 and 18-26)
- Resident Teacher Cohort for Fine Arts: Continue to support a resident teacher cohort for fine arts disciplines based on projected staffing needs. This cohort will be part of a teacher certification program for individuals with a bachelor's degree in Fine Arts who seek to become certified teachers. Participants will be compensated during their training and must commit to teaching in Chicago Public Schools for a period aligned with other residency programs.

The Committee will strive to make decisions by consensus. Consensus is defined as either a unanimous decision or a majority decision that all Committee members, including those with dissenting views, are willing to support. If consensus cannot be reached, the matter will be referred to the Chief Talent Officer, who will consult with the UNION President before making a final decision.

45-4.21. Joint Green Schools & Climate Change Preparedness Committee. A standing committee is established to sustain and improve the Board's existing district-wide environmentally focused capital improvements and GHG emissions reduction efforts. The Committee will consist of five bargaining unit members appointed by the Union, and five members appointed by the Board. Meetings will be held quarterly. The Committee may seek input from the Student Advisory Council as they identify and develop initiatives. The primary objectives include identifying initiatives to reduce the District's carbon footprint, environmentally focused capital improvement efforts, and collaboration on securing qualifying federal grant funding. To achieve these objectives, the committee will explore initiatives around green spaces, renewable energy projects, energy efficiency upgrades, sustainable green transportation initiatives and recycling programs. The BOARD in collaboration with the UNION, will update its Climate Action Plan by the end of the 2025-2026 school year, establishing new goals in key areas such as energy and water, facilities, renewable energy, waste management and recycling, and transportation. The revised Plan will outline initiatives aimed at minimizing the BOARD's environmental impact across capital projects and facility operations.

45-4.22. Emergency District-level Joint Safety Committee. Upon the declaration of a public health emergency or state of emergency by local or state authorities, a standing

district-level joint committee is established for the purpose of identifying and providing recommendations for addressing issues that directly affect the safety of students and staff as a result of the declared emergency. The Safety committee shall review safe practices, encourage and monitor compliance with the BOARD's health and safety protocols. The safety committee shall have access to relevant and necessary information related to the public health emergency or state of emergency, not exempt from disclosure by law, pertaining to enforcement of this Agreement. The committee will meet at least once per month and shall remain in effect for the duration of the declared public health emergency or state of emergency.

45-4.23. Joint School Counseling Committee. A standing committee on School Counseling is established to address issues facing CPS school counseling programs.

45-4.24. Joint Housing Committee. The BOARD will participate in the City of Chicago's CHI Collaborative Task Force, which aims to coordinate city services and remove obstacles to achieving stable housing. A standing committee on Housing is established to advise on how the BOARD can align its internal policies and procedures with those of city departments and sister agencies. This alignment is intended to address issues that affect unhoused students and their families, with the goal of reducing the number of students and families who are unhoused or unstably housed. CPS will solicit feedback from CTU in the development of these initiatives.

45-4.25. School Meals and Nutrition Committee. The CTU and the Board shall convene a School Meals and Nutrition Committee to explore initiatives aimed at providing healthy, high-quality food to all students.The Committee will comprise five bargaining unit members appointed by the Union and five members appointed by the Board. Meetings will be held quarterly. The primary objectives of the Committee include understanding the district's nutrition operations, menus, sourcing challenges, Farm to School program, Vending program and relevant regulations; identifying initiatives to enhance nutritionally balanced menus. Additionally, the Committee will collaborate with a Youth Advisory Council made up of students who will provide input on the Board's decisions regarding school dining options.

ARTICLE 46
INTEGRATION – QUALITY EDUCATION

46-1. General Provision. In order to implement the joint policy of the BOARD and the UNION to work affirmatively to give each student the advantage of an integrated school and a comprehensive world view, the BOARD agrees as follows: (a) in concert with the UNION, to encourage appointed teachers to apply for transfers under the provisions of this Agreement; (b) in concert with the UNION, to encourage the extensive use of curriculum, texts and supplementary materials that represent contributions made to civilization by all elements of our population; and (c) as funds are available, to develop programs and select schools to receive

the services and personnel required to deal comprehensively and effectively with the total needs of a student in a school so that all elements of a sound educational structure are present, such as drastically reduced class size, additional teachers, additional counselors, reading specialists, clinicians and teacher assistants.

46-1.1. School Community Representatives. The BOARD shall fund a School Community Representative at each school with 75 to 139 students in temporary living situations (STLS). The BOARD shall fund two School Community Representatives in schools with 140 or more students in temporary living situations. Student numbers to be measured on the last day of the 1st semester of the prior school year with any adjustments to be made on the 10th day of school of the current school year. The School Community Representative will be responsible for STLS coordination and actively work to remove barriers to enrollment, healthcare intervention, provide support and resources for families to access to housing, early intervention, attendance and success, and all other responsibilities per federal guidelines for students with the STLS designation.

46-1.2. STLS Liaison Stipends. The BOARD shall also provide paid stipends to schools for STLS Liaisons, according to the following schedule:

- 1 stipend for each school with 20 to 25 students in temporary living situations
- 2 stipends for each school with 26 to 40 students in temporary living situations
- 3 stipends for each school with 41 to 74 students in temporary living situations

46-1.3. School Community Representatives and STLS Liaison Responsibilities. The primary responsibilities for the School Community Representatives and the STLS Liaisons include working with families to determine STLS status, enrolling students in school and in the STLS program, and distributing bus cards to students. These employees are also responsible for maintaining on-going communications with STLS students and families and providing these families with referrals to District and community resources that may address barriers to enrollment, attendance, and success in school. Principals shall invite staff to express interest in serving as STLS Liaisons prior to the end of each school year. Counselors and social workers who timely express interest in serving as an STLS Liaison shall be selected over other job classifications. If no counselors or social workers timely express interest, bargaining unit employees shall have right of first refusal to serve as STLS Liaisons. If no bargaining unit employee is available to serve, any member of a school community shall be permitted to serve as a school's STLS Liaison. If there are no volunteers to serve as STLS Liaison, the principal shall make an assignment.

46-1.4. Review of Services to Homeless Students. The Board shall establish a quarterly meeting with the CTU that enables the parties to evaluate the efficacy of services to homeless students alongside leaders in CPS' STLS Department.

46-1.5. STLS Enrollment Counts. For the purposes of awarding stipends and liaisons under the article, the BOARD shall annually use a school's STLS enrollment counts at the 20th day of the school year and quarterly thereafter, provided no school shall experience a mid-year reduction in STLS stipends or liaison positions.

46-1.6. City Housing Policy. The BOARD and the UNION will advocate for affordable, accessible, and safe housing through identified City initiatives (e.g., Chi Collaborative) and City-led legislative efforts during the term of this agreement to provide housing and rental assistance for 20,000 unhoused and housing insecure CPS students. The advocacy may include initiatives such as the development of new affordable housing units, housing subsidy programs that prioritize CPS families, and coordinated participation in programs such as The Chicago Low-Income Housing Trust Fund. These efforts will work in tandem with the City of Chicago's five year plan to end homelessness.

46-1.7. Revenue to Support Affordable Housing. The BOARD and the UNION shall collaborate to jointly advocate for the support of social housing units and rental assistance for unhoused students.

46-1.8. Transit Assistance. The BOARD shall make all reasonable efforts to partner with the Chicago Transit Authority to pilot a student bus program, starting with all STLS students.

46-1.9. Vacant School Buildings. The BOARD will identify vacant and unused Board land parcels or properties for the potential development of affordable housing for low-income students and families and/or non-congregate temporary sheltering places for CPS families experiencing homelessness. The BOARD and the UNION will then explore potential partnerships with the City of Chicago and local community organizations to develop a plan to assess the feasibility of using these parcels or properties for these purposes. Any recommendations made are subject to approval by the BOARD. The BOARD~~,~~ and the UNION shall meet no less than twice per year for the term of this Agreement to review informal property proposals from community based organizations, and assess feasibility. The Joint Housing Committee shall make recommendations pursuant to this paragraph to the Board if a proposal requires a Board vote.

46-1.20. Promoting Awareness of the STLS Program. CPS and CTU recognize the importance of informing students and parents about the STLS Program to increase the self-identification of students in temporary living situations. To support this effort, the

BOARD shall distribute "Rights of Homeless Students" handouts to all students at least twice a year. These distributions will occur during key times such as enrollment, the beginning of the school year, report card pick-up days, and other parent events. The BOARD shall explore potential partnerships with the City of Chicago in an effort of promoting awareness of the STLS Program. The BOARD will collaborate with the UNION to update and provide STLS trainings no less than twice per year and to improve the connections between STLS advocates and STLS liaisons throughout the school year.

46-2. Publishers of Standardized Tests. The BOARD and the UNION agree to urge the publishers of standardized tests for students to include questions as appropriate on the contributions of African-Americans, Latinos, Asian-Americans and other minority groups and women to world and United States history; labor history; and the struggle for human rights and gender equality in the world and United States past and present.

46-3. Quality Bilingual Education/Professional Development

46-3.1. Needs Assessment. The BOARD and the UNION shall work collaboratively in a CTU/CPS Joint Standing Bilingual Education Committee to assess the bilingual education programs across the district to identify and to assist in planning on how to address areas of need including in identifying and recommending resources/curricula to meet the needs of EL programs across the district.

46-3.2. Professional Development. The BOARD shall expand opportunities for consistent, high quality, paid professional development with outside providers, when appropriate, related to instruction for English Learners during the school day to teachers who provide instruction to English Learners in grades Pre-K to 12th. This professional development may, but not solely be delivered by the English Learner Program Teacher and the Office of Multilingual - Multicultural Education. English Learners are defined in this Article as defined in 23 Ill. Admin. Code Sec. 228.10 excluding students needing services whose parents have refused bilingual services.

46-3.3. Resources and Materials. Principals shall inform bilingual education teachers at the end of the school year for the upcoming school year the amount of funds that have been allocated in the school budget for bilingual education resources and materials and shall work with the bilingual education teachers to identify which resources and materials will be purchased to best serve the needs of English Learners. Principals shall seek input from ESL/BIL/DUAL educators, ELPT's and Dual Language Coordinators and use Guidance, developed by the Joint Bilingual Education Committee, on the allocation and use of funds allocated for bilingual education. The principal shall

notify the BAC of staffing changes as they relate to bilingual/ESL/Dual lang service, and ELPT nomination.

46-3.4. Workshop Access for Bilingual Advisory Committee. The Office of Multilingual - Multicultural Education shall offer and provide workshops access to active Bilingual Advisory Committees. These Workshops must take place during the regular BAC meetings, and have a minimum requirement of ten (10) participants.

46-3.5. Federal and State Mandates. The Board will comply with all Federal and State mandates related to ESL/BIL/DUAL education.

46-3.6. Dual Language and World Language Program Expansion. Effective School Year 2025-2026, The BOARD—will expand dual language and world language opportunities, prioritizing communities with limited access. To this end, the Board shall add three world language and three dual language programs per year for the duration of the contract with an emphasis on schools with TBE programs and historically Black schools with an influx of EL students.

46-3.7. Walk-Throughs in Bilingual Classrooms. The Board recognizes the importance of differentiating walk-through tools to meet the needs of the bilingual educators and students. Concerns and feedback about the implementation of the district's walkthrough process conducted in BIL/ESL/DUAL classrooms shall be addressed through the Joint Bilingual Committee. Any additional walkthrough tools designed to meet the needs of bilingual students and educators shall be shared with the Joint Bilingual Committee prior to classroom implementation.

46-3.8. Access to Student Programming Information. Any administrative or staff members who are responsible for student programming/scheduling will access incoming student information such as ACCESS score, IEP minutes, district and/or state mandated test results through the District student information system, and share with teachers and staff assigned to provide instruction and services to the students in compliance with applicable laws and Board policies.

46-4. Bilingual Education Teachers

46-4.1. Bilingual and ESL Endorsement Tuition. The BOARD and the UNION acknowledge the need for endorsed Bilingual Certified Teachers to ensure English Learners receive services required by state and federal law. The BOARD will offer

100% reduced tuition opportunities consistent with the Board's Tuition Support Policy with 300 teacher slots available each year at partner universities for teachers to earn their Bilingual or ESL endorsement. Priority for these slots will be given to networks with critical shortages and equitably distributed between all content areas, including art and Physical Education. If a teacher does not finish the program they are enrolled in to receive their Bilingual or ESL endorsement, after starting the program and the Board issuing payment, within 2 years the teacher will reimburse the Board for the tuition paid. Teachers can be exempt from repayment in situations of undue hardship with approval from the Chief Talent Officer.

46-4.2. Job Duties and Postings. The Bilingual Committee shall collaborate with the Talent Office to provide input on achieving greater clarity on job duties for bilingual/ESL/DL job postings on the district's application tracking system.

46-5. English Learner Program Teachers

46-5.1. Responsibilities. The English Learner Program Teacher (ELPT) position shall be staffed by the English Learner Program Teacher who is responsible for coordinating services provided to English Learners. The roles, responsibilities, and duties will be published annually by the Office of Multilingual-Multicultural Education. The English Learner Program Teacher shall not be tasked with responsibilities outside of the scope of this role (ex. World Language Instruction, Substitute teaching, lunch duty, etc.).

46-5.2. Allocation. Effective School Year 2025-2026, the Board agrees to the following English Learner Program Teacher staffing allocation:

# of EL students	# of ELPT Position Allocated
20-49	.5 FTE
50-299	1.0 FTE
300-599	2.0 FTE
600-899	3.0 FTE
Every additional 300 EL students	+1.0 FTE

46-5.2(a). ***ELPT Stipends.*** ELPTs hired on or after June 30, 2025 , shall not be eligible for any of the stipends listed below, regardless of the number of English Learners at the school. ELPTs hired on or before June 30, 2025, and who remain in an ELPT role shall continue to be eligible to receive the stipend rates listed below:

- Schools with 1–49 English Learners: $1,000 stipend for English Learner program coordination.
- Schools with 50–99 English Learners: $1,500 stipend for English Learner program coordination.
- Schools with 100–199 English Learners: $2,000 stipend for English Learner program coordination.
- Schools with 200 or more English Learners: $2,500 stipend for English Learner program coordination.

46-5.3. Program Coordination. Starting in the second semester of 2019-2020 school year where possible and otherwise at the beginning of the 2020-2021 school year, an English Learner Program Teacher at schools with 20 or more English Learners shall have at least 50% of their time designated for English Learner Program Teacher coordination duties exclusive of their teaching duties. An English Learner Program Teacher at schools with 250 or more English Learners shall have 100% of their time designated for English Language Program Teacher duties program coordination duties. The ELPT shall not be the sole person responsible for providing English Learner services for English Learners without a certified Bilingual and/or English as a Second Language teacher except schools with 19 or fewer English Learners. Teachers in schools with 1-19 English Learners shall have the option to accept or reject the principal's assignment of the English Learner Program Coordinator Teacher role compensated with the stipend. If no one accepts the role then the Principal shall assign it to a qualified administrator and when not possible, to a qualified teacher.

46-5.4. ELPT Recommendations. English Learner Program Teachers shall not be considered part of the administrative team but the recommendations made by the English Learner Program Teachers in accordance with CPS policy and state law shall be considered by Principals when making educational decisions that affect English Learners.

46-6. Equal Access for Newcomer and Immigrant Students and Families

46-6.1. Obstacles to Volunteer Opportunities. The BOARD shall work with the CTU/CPS Joint Standing Bilingual Education Committee to recommend ways in which the Board/CEO can minimize or remove obstacles to CPS volunteer opportunities for parents English Learners.

46-6.2. Assistance for Newly Arrived Families. The standing Joint Bilingual Committee shall discuss and provide strategies to improve access for newly arrived families to STLS services, counseling, and assistance available through partnerships with government agencies or community organizations.

46-6.3. High School Graduation and GED Attainment Pathways. The BOARD shall continue to implement pathways for GED attainment or high school graduation for late-arriving newcomers within CPS schools that include language support.

46-6.4. Training and Support. The BOARD will offer training and support to school communities on welcoming and teaching newcomer students on a yearly basis.

46-6.5. Free or Discounted Language Courses. The BOARD will explore opportunities to provide a free or discounted rate for members to learn language(s) of need at their school. ie: partnering with Community Colleges or Online platforms and share such opportunities with the UNION and CTU members.

46-6.6. On-demand Phone Interpreting Service. An on-demand phone interpreting service, shall be centrally funded by the BOARD and made available to schools who require such services. This interpreting service shall only be used in accordance with BOARD guidelines.

46-7. Sanctuary Schools and Sanctuary Employer

46-7.1. In the spirit of *Plyler v. Doe*, 457 U.S. 202 (1982), the BOARD has consistently afforded students access to a high quality public education at CPS regardless of their immigration status and is committed to continue this practice.

46-7.2. CPS is an Immigration and Customs Enforcement ("ICE") designated "sensitive location" in which ICE enforcement activities would pose a severe disruption to the learning environment and educational setting for students and their families.

46-7.3. The BOARD and UNION jointly declare that the buildings and grounds of CPS Schools are sanctuary spaces for all students, parents, administrators, bargaining unit members, and community members at the school for school-related business and jointly commit to defend the right to a free and safe learning environment to the extent permitted by law.

46-7.4. School personnel shall not inquire about or record a student's or a family member's immigration status, nor shall the Board collect or retain information regarding the immigration status of any CPS students or their families. Except by a court order, CPS shall not disclose to ICE any information regarding the immigration status of any CPS student. CPS will not disclose to anyone other than ICE any immigration information pertaining to any CPS student except pursuant to the Family Educational Rights and Privacy Act. The BOARD recognizes the trust families place in them and shall not voluntarily divulge information to immigration agents to the fullest extent possible under the law.

46-7.5. Upon request by ICE agents to enter CPS school grounds or to obtain or review CPS records, CPS administration shall verify the immigration agent's credentials, ask the agent why the agent is requesting access, and require a criminal judicial warrant signed by a federal judge. CPS shall not admit ICE agents based upon an administrative warrant, ICE detainer, or other document issued by an agency enforcing civil immigration law.

46-7.6. In the interest of ensuring the success of the commitments made in this article, the BOARD and the UNION shall meet to develop a training program for staff on how to appropriately respond to ICE agents should they request entrance to the school facilities or grounds as well as proactive steps to aid students and families in obtaining legal or other assistance with immigration enforcement actions. The BOARD and UNION shall also discuss matters pertaining to the issues of Sanctuary employers and schools as requested.

46-7.7. CPS Employees shall not face any BOARD discipline for following the policies contained in this Article.

46-7.8. The provisions contained within this article shall in no way prohibit the BOARD from honoring and complying with a duly authorized warrant and in no way shall obligate the Employer or any of its agents to violate any State or Federal statutes.

46-8. Sanctuary Employer

46-8.1. On September 5, 2017, the Department of Homeland Security announced the end to the Deferred Action for Childhood Arrivals ("DACA") policy. The DACA policy protected eligible immigrant youth from deportation and provided work authorization documents to nearly 800,000 young people who came to the United States as children. The BOARD and the UNION recognize that the young people who have received DACA benefits are a valued and important part of our community. Because the termination of the DACA policy may affect the work authorization of employees of the BOARD, the BOARD and the UNION agree to the following:

46-8.2. The BOARD shall not inquire about or demand proof of immigration or citizenship status, except as required by law.

46-8.3. Effective for SY 2019-20, the Board shall, in consultation with the UNION, develop appropriate guidance and resources of up to $200,000 per school year, to assist employees in planning for and navigating immigration issues. The Board shall provide the Union with quarterly reports on expenditures of these funds.

46-8.4. Upon written request, an employee shall be released for up to ten (10) unpaid working days one time during their employment in order to attend to immigration or citizenship status matters. The days need not be taken consecutively. The Employer may request verification of such absences and/or appropriate certified documentation.

46-8.5. In the event that the BOARD is no longer permitted to employ an affected employee, the BOARD agrees to convert the affected employee's termination to an unpaid leave of absence upon the employee's return to work, provided the return to work takes place within two (2) calendar years for tenured teachers or within one (1) calendar year for all other employees. Specifically, upon the employee providing proper work authorization within the appropriate time frame, the BOARD agrees to reinstate the affected employee to the employee's former position, if available, without loss of prior seniority If the former position is not available, the BOARD agrees to reinstate the employee to substantially similar employment for which the employee is qualified, including the Reassigned Teacher Pool, at a salary no less than their pay prior to their separation. While separated, the employee shall earn no credit toward step advancement.

46-8.6. Within thirty (30) days of the signing of this Agreement, the BOARD and the UNION shall send the following:

a. A joint letter to educators and support staff with immigration or citizenship status resources, such as the immigrant and refugee children guide for educators and support staff.
b. A joint letter to students and their families with immigration or citizenship status resources.

46-9. Climate Justice

CPS and CTU recognize the importance of creating a healthy, sustainable, and equitable environment. This article sets forth our mutual commitment to promoting sustainable practices and reducing our environmental footprint.

All initiatives, programs, and activities outlined in this Article are contingent upon obtaining specific funding through grants or designated federal, state, or local funds

explicitly allocated for sustainability purposes. Implementation of these provisions in this Article will proceed only when such external funding is available.

Key initiatives include:

- Replacing or installing up to 200 automatic flushing drinking water fountains in schools and up to 200 filtered water drinking water fountains.
- Providing each school a monthly report on reported facilities concerns and status.
- Expanding indoor air quality monitoring.
- Implementing scratch cooking kitchen capabilities in twenty-five (25) schools where feasible.
- Establishing lunchroom composting practices in twenty-five (25) schools.
- Replacing windows and upgrading HVAC equipment.
- Implementing stormwater mitigation strategies.
- Advancing building electrification and adopting renewable energy sources wherever feasible, including the installation of solar panels at 30 schools and heat pumps .
- Constructing new school facilities to meet LEED Silver-certified standards or higher.
- Developing and implementing composting practices at as many schools as possible
- Establishing school rain gardens and permeable surfaces in addition to projects already planned through the *Space to Grow* program.

46-9.1. Lead Pipe Material. The BOARD shall work with the City of Chicago to identify and have the City of Chicago remove any lead based pipe material in the City service lines serving CPS facilities. Consistent with CPS's water quality protocols, CPS will replace fixtures that exceed IDPH lead levels if flushing the fixture does not bring it into compliance.

46-9.2. Facility Work Order Reports. Starting in School Year 2025-2026, the District shall provide each school with a monthly report of open and closed facility work orders, which will be made available to all staff members.

46-9.3. Asbestos-containing Materials. The BOARD shall follow state regulations and use best management practices when addressing disturbed or damaged asbestos-containing materials.

46-9.4. Environmental Awareness and Sustainability Resources. The Joint Green Schools & Climate Change Preparedness Committee shall recommend resources to be made available to teachers across the district on environmental awareness and sustainability.

46-9.5. Carbon-free Buildings. Any newly constructed CPS school building shall aspire to be carbon-free.

46-9.6. Enhancing Student Mobility. The BOARD and Union shall continue their collaboration efforts with the City of Chicago and the Chicago Transit Authority to enhance student mobility.

46-9.7. Recycling Program. The BOARD and the Union, through the Joint Green Schools and Climate Change Preparedness Committee, will continue to seek improvement for its school based and district wide recycling program to minimize paper waste.

46-10. Student Field Trip-Transportation. All students who qualify for free and reduced price lunch shall be eligible to attend field trips at no cost.

46-11. LGBTQ+ Safe Schools. The Parties share the goal of school being a place where the identities of students and staff are respected, valued, and affirmed. We must also respect students' privacy, especially if parents or family members do not know how students identify or express their identity. Similarly, while it is important for staff members to use people's Affirmed names and pronouns, we also know that it is possible to make mistakes unintentionally. In general, we should assume best intentions, but recognize that impact must be addressed and people should continually work to improve.

With goals and caveats outlined above, the Parties agree to the following:

46-11.1. CPS Guidelines Regarding Transgender and Gender Non-conforming Students. The BOARD shall follow the CPS Guidelines Regarding Transgender and Gender Non-Conforming Students. The BOARD shall collaborate with the union and make best efforts to agree with the Union before making any adjustments to these guidelines.

46-11.2. Privacy Guidelines. The BOARD will adopt and maintain privacy Guidelines that explicitly assert the confidentiality of information pertaining to students' sexual orientations and gender identities. Bargaining unit members will not be required to reveal a students' sexual orientation or gender identity without the student's permission, unless relevant in the event of a health or safety emergency or as required by law.

46-11.3. Affirmed Names and Pronouns. The BOARD shall use bargaining unit members' affirmed name and pronouns at all times, except when the use of the employee's legal name is required by law or necessary for official documentation (e.g. tax forms, payroll records). The BOARD shall encourage all staff to use bargaining unit members' affirmed name and pronouns.The BOARD will encourage all staff to use students' personal name and affirmed pronouns,

specifically distinguishing student preference in the classroom versus when communicating home to families in order to respect students' privacy. Employees will be encouraged to ask students about how staff should refer to the student when interacting with family members before all events that include family members.

46-11.4. Gender Support Coordinator. Each school may have a volunteer staff member to serve as Gender Support Coordinator. The Gender Support Coordinator will be given digital space on the website to post contact information, frequently asked questions, and support resources for LGBTQ+ students and families. The Gender Support Coordinator will be given up to 3 hours of release time per semester to attend relevant professional development.

46-11.5. Positions for LGBTQ+ Support. The BOARD shall establish and maintain at least one position in each of the geographic networks to provide LGBTQ+ support, including implementation of CPS Policy on Supporting Transgender and Gender Nonconforming Students, training for school leaders and teams on, inter alia, creating and sustaining GSAs, and providing recommendations and resources for students and families . A list of the central and network-wide support persons will be disseminated to the union and all schools at the beginning of each school year.

46-11.6. Anti-bullying Policy. The BOARD will adopt and maintain anti-bullying policies that include language that specifically prohibits harassment based on gender identity, sexual orientation, and gender expression. The BOARD will offer professional development to bargaining unit members focused on preventing and addressing incidents of bullying and bias-based behavior.

46-11.7. LGBTQ+ Issues Training. The BOARD shall ensure that all Counselors, Clinicians, Social Workers, Psychologists, and other wellness staff/clinicians are queer competent and trained annually on LGBTQ+ issues. Any additional training shall be provided by the Office of Student Health and Wellness (OSHW) upon request.

46-11.8. Restrooms. The BOARD shall label all single-occupancy restrooms as all-gender at each school The Board will make all reasonable efforts to ensure that 100% of all schools have a bathroom designated as Gender Neutral by the end of this agreement. All students and staff are permitted to use the bathroom or locker room that corresponds to their gender identity.

46-11.9. Menstrual Products. Consistent with Illinois Public Act 102-0340, all bathrooms and locker rooms, regardless of designated gender identity, will contain free menstrual products and stall-based trash receptacles for menstrual products.

46-11.10. Student Dress Code. Any Student dress code adopted by the BOARD will be inclusive of a diversity of gender expressions, body/body size, race and culture, and adopted only after input from the GSA and Student Government, if those student groups exist.

46-11.11. Mental Health Care Resources. The BOARD shall inform students and their families of all mental health care resources that the Board has available for students and families, such as behavioral health and mentoring services.

46-12. African Language Courses. The BOARD shall offer African language courses as part of regular school curriculum

ARTICLE 47
CONFORMITY

47-1. No Strike or Lockout. During the term of this Agreement, the UNION agrees not to strike nor to picket in any manner which would tend to disrupt the operation of any public school in the city of Chicago or of the administrative offices or any other facility of the BOARD. During the term of this Agreement, the BOARD agrees not to engage in any lockout.

47-2. Amendatory Acts. The inclusion in this Agreement of any provision that is a permissive subject of bargaining or a provision which was otherwise affected by virtue of the 2003 and 2011 Amendatory Acts to 115 ILCS 5/4.5 of the *Illinois Educational Labor Relations Act* shall not be deemed in any way as a waiver, concession or compromise of the BOARD's or the UNION's rights under said Acts. Notwithstanding the foregoing, the parties shall abide by all the terms of this Agreement.

ARTICLE 48
REPRESENTATION

48-1. Recognition. Recognition by the BOARD of the UNION as the sole and exclusive bargaining agent shall continue provided, however, that should any other employee organization seek to represent employees in the bargaining unit, as defined in Article 1-1, such request shall be dealt with and governed pursuant to the provisions of the *Illinois Educational Labor Relations Act*.

48-2. Management Rights. The BOARD shall not be required to bargain over matters of inherent managerial policy within the meaning of the *Illinois Educational Labor*

Relations Act or *Illinois School Code*, which shall include such areas of discretion or policy as the functions of the BOARD, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees; provided, that in order to preserve the rights of the parties predating this Agreement, the BOARD shall be required to bargain collectively with regard to any matter concerning wages, hours or conditions of employment about which they have bargained for and agreed to in a collective bargaining agreement prior to the date of this Agreement; provided further, that nothing herein shall affect the rights of the UNION or any employee under Article 3. The BOARD, however, shall be required to bargain collectively with the UNION with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by the UNION.

ARTICLE 49
STAFFING

49-1. The BOARD agrees to recruit and hire qualified candidates for positions described in this Article. Provided that there are a sufficient number of qualified candidates, CPS agrees to the following minimum staffing:

49-1.1. Staffing Model. Except as improved upon by the terms of this Agreement, the BOARD shall commit to follow its Equity staffing model in place for SY2024-25, which provides universal foundation resources to every school with targeted additional resources for schools with greater need, including holistic position allocations, for the duration of the Agreement. This commitment does not constitute a staffing level requirement and affords the Board the flexibility to modify the Equity Staffing Model adopted in SY2024-25 as needed to address fiscal, statutory, or other unforeseen contingencies. During the life of this Agreement, the Board shall not return to Student Based Budgeting.

49-2. School Social Workers. Inclusive of the 35 school social worker positions added in fiscal year 2020, the BOARD agrees to the following staffing:

- By July 30, 2020: 79 school social worker positions above the number of school social worker positions as of July 1, 2019
- By July 30, 2021: 123 school social worker positions above the number of school social worker positions as of July 1, 2019
- By July 30, 2022: 166 school social worker positions above the number of school social worker positions as of July 1, 2019
- By July 30, 2023: 209 school social worker positions above the number of school social worker positions as of July 1, 2019
- By no later than July 30, 2023, the BOARD will assign at least one full-time school social worker to each school in the District.

**See also Article 20-4.3.1 re: Social Worker Staffing*

49-3. School Nurses. Inclusive of the 30 nurse positions added in fiscal year 2020, the BOARD agrees to the following staffing:

- By July 30, 2020: 85 nursing positions above the number of nurse positions as of July 1, 2019
- By July 30, 2021: 140 nursing positions above the number of nurse positions as of July 1, 2019
- By July 30, 2022: 195 nursing positions above the number of nurse positions as of July 1, 2019
- By July 30, 2023: 250 nursing positions above the number of nurse positions as of July 1, 2019
- By no later than July 30, 2023, the BOARD will assign at least one full-time nurse to each school in the District.

**See also Article 20-6.14 re: Nurse Staffing*

49-4. Case Managers. Effective School Year 2025-2026, the BOARD agrees to the following staffing:

- .5 Case Manager position for 34-75 students with IEPs
- 1.0 Case Manager position for 76-146 students with IEPs
- 1.5 Case Manager positions for 147-217 students with IEPs
- 2.0 Case Manager positions for 218-288 students with IEPs
- 2.5 Case Manager positions for 289-359 students with IEPs

- 3.0 Case Manager positions for 360- 430- students with IEPs
- 3.5 Case Manager positions for 431-501 students with IEPs
- 4.0 Case Manager positions for 502-572 students with IEPs

- 4.5 Case Manager positions for 573-643 students with IEPs

  For every 70 additional equivalent IEPs beyond 644, an additional 0.5 case manager position allocation shall be provided.

  For the purposes of awarding Case Manager positions under this article, the BOARD shall use a school's IEP counts at the 20th day of the school year and at the start of the second semester thereafter.

49-4.1. Case Manager Allocation Formula MOU

Effective School Year 2025-2026: For the purposes of Case Manager allocation, the BOARD and the UNION agree that every five (5) 504 plans shall be considered equivalent to one (1) IEP. The Case Manager allocation formula is based on the

number of students with an IEP. Included in the allocation are pre-K IEPs (not speech only). For speech-only IEPs, five (5) speech-only IEPs shall be equivalent to one (1) IEP in the above allocations. When there is an increase in the number of students with IEPs during the school year the Board shall increase the number of Case Manager positions at the school according to the above allocations at the end of each semester.

49-4.2. Definition of a Case Manager. Case Managers may be any full-time certified or licensed employees who hold a valid Professional Educator License (PEL) in one of the following areas: Special Education (PK-Age 21) endorsement and two years' experience, or Principal endorsement, or School Service Personnel certifications under Article 21 of the Illinois School Code and are assigned case management responsibilities, provided no case manager hired prior to SY25-26 will be be displaced as a result of this new definition.

49-5. School Psychologists. The BOARD shall reduce the school psychologist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of school psychologists.

49-6. Occupational Therapists. The BOARD shall reduce the occupational therapist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of occupational therapists.

49-7. Physical Therapists. The BOARD shall reduce the physical therapist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of physical therapists.

49-8. Speech Language Pathologists. The BOARD shall reduce the speech language pathologists-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of speech language pathologists.

49-9. Audiologists. The BOARD shall reduce the audiologist-to-student ratio over the term of this Agreement, and shall in no event reduce the current staffing levels of audiologists.

49-10. Preschool. All Blended Preschool Classrooms (half and full day) shall use the existing special education position appeal process to request additional SECA positions based on needs.

49-11. Elementary and Middle Schools Elective Teachers. Effective 2025-2026 school year and for the duration of this Agreement, each Elementary and Middle School shall have a

minimum of three (3) centrally funded elective/holistic teacher positions. The BOARD shall include, but not limit, these positions to dance, music, visual art, media art, foreign language, physical education, technology/computer, photography/digital media, drama, public speaking, and library studies.

49-12. Technology Coordinators. Beginning in the 2025-2026 school year, the BOARD will reduce its reliance on contract Technology Coordinators, with the goal of phasing them out by the end of this Agreement, except for short-term substitute or supplemental services. To support this transition, the BOARD will assign at least two centrally-funded Technology Coordinators to each geographic network in the district for the 2025-2026 school year. Each subsequent year of the contract, one additional centrally-funded Technology Coordinator will be added to each network, resulting in a total of at least four Technology Coordinators per network by the end of the Agreement. Any part-time or full-time Technology Coordinator (excluding employees whose last rating was unsatisfactory) laid off at the conclusion of SY2023-24 shall be given the first opportunity to apply for a Network role position if one is open and vacant within two (2) years of the effective date of the layoff. The intent of this provision is to supplement, not replace, school-based Technology Coordinator roles.

49-13. Network-based Fine Arts Positions. Beginning in the 2025-2026 school year and contingent on the availability of qualified candidates, CPS will hire 8 full-time art teacher positions per year to support multiple elementary schools, with a total of 24 art teachers by SY2027-28. Priority for support will be given to schools with vacant fine arts positions, followed by those with only one fine arts teacher, ensuring equitable distribution of resources. Employment of network-based fine art positions are contingent upon agreement to accept schools assignments across various school locations.

49-14. Bilingual Teacher Assistant Positions. Beginning in the 2025-2026 school year, and provided that there are a sufficient number of qualified candidates, CPS agrees to maintain thirty (30) bilingual Teacher Assistants which shall be centrally funded and assigned to schools to support schools experiencing increases in EL student enrollment. The intent of this provision is to supplement, not replace, school-based bilingual Teacher Assistant roles.fvbbb

ARTICLE 50
CONCLUSION

50-1. Duration. This Agreement shall commence on July 1, 2024 and expire on June 30, 2028.

50-2. Amendments or Modifications. In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least twenty days prior to the consideration of said modification or amendment and, if said modification or amendment is thereafter mutually agreed upon, this Agreement will be so amended.

50-3. Complete Agreement. Neither the BOARD and its representatives nor the UNION and the members of the bargaining unit shall take any action violative of or inconsistent with any provision of this Agreement. The parties agree that, if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this Agreement.

IN WITNESS HEREOF, the parties have caused this Agreement to be signed and sealed by their presidents and attested by their secretaries.

BOARD OF EDUCATION OF THE CITY OF CHICAGO,

A body politic and corporate,

By: Sean Harden, President

Attest: Susan Narrajos, Secretary

CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO

By: Stacy Davis Gates, President

Attest: Christel Williams-Hayes, Recording Secretary

Board Report Number: 25-0424-EX20

April 24, 2025

APPENDIX A
SALARY SCHEDULES AND OTHER COMPENSATION

***Note concerning COLAs: Article 36-1 calls for a 4-5% COLA in each of FY26, FY27, and FY28,, and provides "If CPI-U is less than 4%, then the percentage increase is 4%. If CPI-U is 5% or more, then the percentage increase is 5%. If CPI-U is between 4% and 5%, then the percentage increase will be equal to CPI, rounded to the nearest tenth. The US City Average June CPI-U released in July of the preceding year will be used to determine the percentage increase."*

The rates shown in Appendix A reflect the minimum 4% COLA. If CPI-U exceeds 4% and results in a COLA increase of greater than 4% in any year of the Agreement, the parties will issue a supplemental salary schedule with the contractually required COLA increase applied.

Part 1: Salary Schedules

Understanding teacher salary tables

Note on differences to previous contracts

Previous contracts displayed salary schedules covering each Lane by year. This contract book shows for each Lane all years of the contract displayed in the same table - requiring less flipping of pages to look up salaries across years.

For teachers hired before 1/1/17, the "Total Comp" row in your salary table equals the sum of the "Salary" column and the pension pick-up (Article 36-4.1), which is 7% of "Salary".

For teachers hired on or after 1/1/17, the "Total Comp" row in your salary table equals the sum of the "salary" row and an amount of added salary equal to the pension pickup (article 36-4.1), which is 7% of "Salary".

An employee's gross annual salary moves to the "Base" column rate in the applicable lane and step of the salary schedule for a given fiscal year effective each July 1. Consistent with past practice, employees are awarded step increases after reaching their hire date anniversary, such that an employee's gross annual salary will be at the "Base" column rate from July 1 in a fiscal year until their hire date anniversary, and then move to the "Base + Step" column rate after reaching their hire date anniversary. The "Base + Step" column in your salary table equals the sum of the "Base" column plus your step adjustment as shown in the step increments tables below.

Bi-weekly pay calculation

This section is designed to help you calculate your gross pay (pay before taxes, insurance and other deductions) for a typical 10-day period.

The August 14, 2023 Equal Paycheck Smoothing MOU (full text included in the Addenda) provides, amongst other things, “[T]he Parties desire to adopt a payroll calendar that will smooth the distribution of full time, non-52-week bargaining unit employees’ annual salaries by eliminating the 8 unpaid non-work days during the Work Year (“Work Year”) of an employee’s respective pay group (e.g., 208-day employee pay under Article 19 of the CBA being distributed across 216 days)”; and “The annual salaries of all full-time, non-52-week bargaining unit members will be distributed smoothly across each member’s Work Year, including the following 8 non-work smoothing days: (a) Monday, Tuesday, and Wednesday of the week of Thanksgiving; and (b) the Monday through Friday of the second week of Winter Break.”

This section is designed to help you calculate your gross pay (pay before taxes, insurance and other deductions) for a typical 10-day pay period.

For Teachers hired before 1/1/17, divide “Salary” by the number of days in your annual schedule + the 8 non-work smoothing days (e.g., 208 + 8 =216 for 208-day employees), and multiply by 10 or the number of days in the pay period.

For Teachers hired after 1/1/17, divide “Total Comp” by the number of days in your annual schedule + the 8 non-work smoothing days (e.g., 208 + 8 =216 for 208-day employees), and multiply by 10 or the number of days in the pay period.

Steps and years of credited service

The step adjustment values on the following page apply to teachers hired before 1/1/17. For teachers hired on or after 1/1/17, the step adjustment values are 7% higher, by virtue of the pension contribution change that went into effect on that date. Note that the “Total Comp” row in the salary tables on subsequent pages applies regardless of hire date and that all values are rounded to the nearest penny.

The step adjustment values on the following page apply to teachers hired before 1/1/17. For teachers hired on or after 1/1/17, the step adjustment values are 7% higher, by virtue of the pension contribution change that went into effect on that date. Note that the “Total Comp” row in the salary tables on subsequent pages applies regardless of hire date and that all values are rounded to the nearest penny.

The schedules below depict the step names under the 2019-24 CBA and the 2024-28 CBA side-by-side for ease of reference. The 2019-24 step names are titled “FY25” and the 2024-28 step names are titled “FY26+” because CPS’s payroll systems adopted the new step names in FY26 when running the FY25 retroactive payments.

1A - 208-Day Schedule				
Step increments				
Step	**FY25 Step Increment**	**FY26 Step Increment**	**FY27 Step Increment**	**FY28 Step Increment**
1	-	-	-	-
2	$935	$935	$935	$935
3	$1,122	$1,122	$1,122	$1,122
4	$1,215	$1,215	$1,215	$1,215
5	$1,963	$1,963	$1,963	$1,963
6	$2,430	$2,430	$2,430	$2,430
7	$2,570	$2,570	$2,570	$2,570
8	$2,570	$2,570	$2,570	$2,570
9	$2,570	$2,570	$2,570	$2,570
10	$2,430	$2,430	$2,430	$2,430
11	$2,243	$2,243	$2,243	$2,243
12	$1,869	$1,869	$1,869	$1,869
13	$1,589	$1,589	$1,589	$1,589
14	$1,355	$1,355	$1,355	$1,355
15	-	-	-	**$900**
16	-	-	-	**$900**
17	$970	$970	$970	$970
18	-	-	**$900**	**$900**
19	-	-	**$900**	**$900**
20	$1,262	$1,262	$1,262	$1,262
21	$ -	**$900**	**$900**	**$900**
22	$ -	**$550**	**$550**	**$550**
23	$550	$550	$550	$550
24	**$900**	**$900**	**$900**	**$900**
25	$1,262	$1,262	$1,262	$1,262
30	-	-	-	-

Notes:				
Teachers reaching step 30 on this salary schedule will be eligible for annual COLA.				
A pensionable longevity payment of $2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 4-year anniversary of their entry into Step 30, corresponding with their 30th year of service eligible for step credit.				

1A - 208-Day Schedule

Lane 1

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	64,469.94	64,469.94	67,048.74	67,048.74	69,730.69	69,730.69	72,519.92	72,519.92
		Total Comp	68,982.84	68,982.84	71,742.15	71,742.15	74,611.84	74,611.84	77,596.31	77,596.31
2	2	Salary	64,469.94	65,404.94	67,048.74	67,983.74	69,730.69	70,665.69	72,519.92	73,454.92
		Total Comp	68,982.84	69,983.29	71,742.15	72,742.60	74,611.84	75,612.29	77,596.31	78,596.76
3	3	Salary	65,442.34	66,564.34	68,021.14	69,143.14	70,703.09	71,825.09	73,492.32	74,614.32
		Total Comp	70,023.30	71,223.84	72,782.62	73,983.16	75,652.31	76,852.85	78,636.78	79,837.32
4	4	Salary	66,643.26	67,858.26	69,226.92	70,441.92	71,908.87	73,123.87	74,698.09	75,913.09
		Total Comp	71,308.29	72,608.34	74,072.80	75,372.85	76,942.49	78,242.54	79,926.96	81,227.01
5	5	Salary	67,982.92	69,945.92	70,572.59	72,535.59	73,259.59	75,222.59	76,048.82	78,011.82
		Total Comp	72,741.72	74,842.13	75,512.67	77,613.08	78,387.76	80,488.17	81,372.24	83,472.65
6	6	Salary	70,142.19	72,572.19	72,743.76	75,173.76	75,437.01	77,867.01	78,231.50	80,661.50
		Total Comp	75,052.14	77,652.24	77,835.82	80,435.92	80,717.60	83,317.70	83,707.71	86,307.81
7	7	Salary	72,856.30	75,426.30	75,475.08	78,045.08	78,180.71	80,750.71	80,981.69	83,551.69
		Total Comp	77,956.24	80,706.14	80,758.34	83,508.24	83,653.36	86,403.26	86,650.41	89,400.31
8	8	Salary	75,803.47	78,373.47	78,443.36	81,013.36	81,166.88	83,736.88	83,980.74	86,550.74
		Total Comp	81,109.71	83,859.61	83,934.40	86,684.30	86,848.56	89,598.46	89,859.39	92,609.29
9	9	Salary	78,837.04	81,407.04	81,508.41	84,078.41	84,253.89	86,823.89	87,086.36	89,656.36
		Total Comp	84,355.63	87,105.53	87,214.00	89,963.90	90,151.66	92,901.56	93,182.41	95,932.31
10	10	Salary	81,948.69	84,378.69	84,663.32	87,093.32	87,441.54	89,871.54	90,296.85	92,726.85
		Total Comp	87,685.10	90,285.20	90,589.75	93,189.85	93,562.45	96,162.55	96,617.63	99,217.73
11	11	Salary	84,969.84	87,212.84	87,753.84	89,996.84	90,577.05	92,820.05	93,466.41	95,709.41
		Total Comp	90,917.73	93,317.74	93,896.61	96,296.62	96,917.44	99,317.45	100,009.06	102,409.07
12	12	Salary	87,838.05	89,707.05	90,701.35	92,570.35	93,596.71	95,465.71	96,532.86	98,401.86
		Total Comp	93,986.71	95,986.54	97,050.44	99,050.27	100,148.48	102,148.31	103,290.16	105,289.99
13	13	Salary	90,366.83	91,955.83	93,295.34	94,884.34	96,273.17	97,862.17	99,284.34	100,873.34
		Total Comp	96,692.51	98,392.74	99,826.01	101,526.24	103,012.29	104,712.52	106,234.24	107,934.47
14a	14	Salary	92,624.51	93,979.51	95,634.06	96,989.06	98,679.71	100,034.71	101,776.66	103,131.66
		Total Comp	99,108.23	100,558.08	102,328.44	103,778.29	105,587.29	107,037.14	108,901.03	110,350.88
14b	15	Salary	96,727.25	96,727.25	97,738.69	97,738.69	100,868.63	100,868.63	104,036.10	104,936.10
		Total Comp	103,498.16	103,498.16	104,580.40	104,580.40	107,929.43	107,929.43	111,318.63	112,281.63
14c	16	Salary	99,428.98	99,428.98	100,596.34	100,596.34	101,648.23	101,648.23	104,903.37	105,803.37
		Total Comp	106,389.01	106,389.01	107,638.08	107,638.08	108,763.61	108,763.61	112,246.61	113,209.61
15a	17	Salary	101,667.61	102,637.61	103,406.14	104,376.14	104,620.19	105,590.19	105,714.16	106,684.16
		Total Comp	108,784.34	109,822.24	110,644.57	111,682.47	111,943.60	112,981.50	113,114.15	114,152.05
15b	18	Salary	103,849.29	103,849.29	106,743.11	106,743.11	108,551.19	109,451.19	109,813.80	110,713.80
		Total Comp	111,118.74	111,118.74	114,215.13	114,215.13	116,149.77	117,112.77	117,500.77	118,463.77
15c	19	Salary	104,366.40	104,366.40	108,003.26	108,003.26	111,012.84	111,912.84	113,829.24	114,729.24
		Total Comp	111,672.05	111,672.05	115,563.49	115,563.49	118,783.74	119,746.74	121,797.29	122,760.29
16a	20	Salary	104,402.94	105,664.94	108,541.06	109,803.06	112,323.39	113,585.39	116,389.35	117,651.35
		Total Comp	111,711.15	113,061.49	116,138.93	117,489.27	120,186.03	121,536.37	124,536.60	125,886.94
16b	21	Salary	105,747.84	105,747.84	109,891.54	110,791.54	114,195.18	115,095.18	118,128.80	119,028.80
		Total Comp	113,150.19	113,150.19	117,583.95	118,546.95	122,188.84	123,151.84	126,397.82	127,360.82
16c	22	Salary	105,827.17	105,827.17	110,241.54	110,791.54	115,223.20	115,773.20	119,698.99	120,248.99
		Total Comp	113,235.07	113,235.07	117,958.45	118,546.95	123,288.82	123,877.32	128,077.92	128,666.42
17a	23	Salary	105,874.72	106,424.72	110,241.54	110,791.54	115,223.20	115,773.20	120,404.13	120,954.13
		Total Comp	113,285.95	113,874.45	117,958.45	118,546.95	123,288.82	123,877.32	128,832.42	129,420.92
17b	24	Salary	106,488.90	107,388.90	110,681.71	111,581.71	115,223.20	116,123.20	120,404.13	121,304.13
		Total Comp	113,943.12	114,906.12	118,429.43	119,392.43	123,288.82	124,251.82	128,832.42	129,795.42
18a	25	Salary	107,255.54	108,517.54	111,684.45	112,946.45	116,044.97	117,306.97	120,768.13	122,030.13
		Total Comp	114,763.43	116,113.77	119,502.36	120,852.70	124,168.12	125,518.46	129,221.90	130,572.24
18b+	30	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 2

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	68,935.29	68,935.29	71,692.70	71,692.70	74,560.41	74,560.41	77,542.82	77,542.82
		Total Comp	73,760.76	73,760.76	76,711.19	76,711.19	79,779.64	79,779.64	82,970.82	82,970.82
2	2	Salary	68,935.29	69,870.29	71,692.70	72,627.70	74,560.41	75,495.41	77,542.82	78,477.82
		Total Comp	73,760.76	74,761.21	76,711.19	77,711.64	79,779.64	80,780.09	82,970.82	83,971.27
3	3	Salary	69,907.69	71,029.69	72,665.10	73,787.10	75,532.81	76,654.81	78,515.22	79,637.22
		Total Comp	74,801.23	76,001.77	77,751.66	78,952.20	80,820.11	82,020.65	84,011.29	85,211.83
4	4	Salary	71,108.60	72,323.60	73,870.88	75,085.88	76,738.58	77,953.58	79,721.00	80,936.00
		Total Comp	76,086.20	77,386.25	79,041.84	80,341.89	82,110.28	83,410.33	85,301.47	86,601.52
5	5	Salary	72,448.27	74,411.27	75,216.55	77,179.55	78,089.31	80,052.31	81,071.73	83,034.73
		Total Comp	77,519.65	79,620.06	80,481.71	82,582.12	83,555.56	85,655.97	86,746.75	88,847.16
6	6	Salary	74,607.53	77,037.53	77,387.72	79,817.72	80,266.73	82,696.73	83,254.40	85,684.40
		Total Comp	79,830.06	82,430.16	82,804.86	85,404.96	85,885.40	88,485.50	89,082.21	91,682.31
7	7	Salary	77,321.65	79,891.65	80,119.04	82,689.04	83,010.43	85,580.43	86,004.60	88,574.60
		Total Comp	82,734.17	85,484.07	85,727.37	88,477.27	88,821.16	91,571.06	92,024.92	94,774.82
8	8	Salary	80,269.39	82,839.39	83,087.31	85,657.31	85,996.60	88,566.60	89,003.65	91,573.65
		Total Comp	85,888.25	88,638.15	88,903.42	91,653.32	92,016.36	94,766.26	95,233.91	97,983.81
9	9	Salary	83,302.96	85,872.96	86,152.97	88,722.97	89,083.61	91,653.61	92,109.26	94,679.26
		Total Comp	89,134.17	91,884.07	92,183.68	94,933.58	95,319.46	98,069.36	98,556.91	101,306.81
10	10	Salary	86,414.61	88,844.61	89,307.88	91,737.88	92,271.89	94,701.89	95,319.75	97,749.75
		Total Comp	92,463.63	95,063.73	95,559.43	98,159.53	98,730.92	101,331.02	101,992.13	104,592.23
11	11	Salary	89,435.76	91,678.76	92,398.40	94,641.40	95,407.40	97,650.40	98,489.96	100,732.96
		Total Comp	95,696.26	98,096.27	98,866.29	101,266.30	102,085.92	104,485.93	105,384.26	107,784.27
12	12	Salary	92,303.98	94,172.98	95,345.91	97,214.91	98,427.05	100,296.05	101,556.41	103,425.41
		Total Comp	98,765.26	100,765.09	102,020.12	104,019.95	105,316.94	107,316.77	108,665.36	110,665.19
13	13	Salary	94,832.75	96,421.75	97,939.90	99,528.90	101,103.51	102,692.51	104,307.90	105,896.90
		Total Comp	101,471.04	103,171.27	104,795.69	106,495.92	108,180.76	109,880.99	111,609.45	113,309.68
14a	14	Salary	97,090.43	98,445.43	100,278.62	101,633.62	103,510.05	104,865.05	106,800.21	108,155.21
		Total Comp	103,886.76	105,336.61	107,298.12	108,747.97	110,755.75	112,205.60	114,276.22	115,726.07
14b	15	Salary	101,191.92	101,191.92	102,383.25	102,383.25	105,698.97	105,698.97	109,059.66	109,959.66
		Total Comp	108,275.35	108,275.35	109,550.08	109,550.08	113,097.90	113,097.90	116,693.84	117,656.84
14c	16	Salary	103,892.41	103,892.41	105,239.60	105,239.60	106,478.58	106,478.58	109,926.93	110,826.93
		Total Comp	111,164.88	111,164.88	112,606.37	112,606.37	113,932.08	113,932.08	117,621.82	118,584.82
15a	17	Salary	106,133.53	107,103.53	108,048.11	109,018.11	109,449.18	110,419.18	110,737.72	111,707.72
		Total Comp	113,562.88	114,600.78	115,611.48	116,649.38	117,110.62	118,148.52	118,489.36	119,527.26
15b	18	Salary	108,315.21	108,315.21	111,387.67	111,387.67	113,378.83	114,278.83	114,835.95	115,735.95
		Total Comp	115,897.27	115,897.27	119,184.81	119,184.81	121,315.35	122,278.35	122,874.47	123,837.47
15c	19	Salary	108,831.08	108,831.08	112,647.82	112,647.82	115,843.18	116,743.18	118,849.99	119,749.99
		Total Comp	116,449.26	116,449.26	120,533.17	120,533.17	123,952.20	124,915.20	127,169.49	128,132.49
16a	20	Salary	108,867.62	110,129.62	113,184.32	114,446.32	117,153.73	118,415.73	121,412.91	122,674.91
		Total Comp	116,488.35	117,838.69	121,107.22	122,457.56	125,354.49	126,704.83	129,911.81	131,262.15
16b	21	Salary	110,212.52	110,212.52	114,534.80	115,434.80	119,024.17	119,924.17	123,152.36	124,052.36
		Total Comp	117,927.40	117,927.40	122,552.24	123,515.24	127,355.86	128,318.86	131,773.03	132,736.03
16c	22	Salary	110,291.85	110,291.85	114,884.80	115,434.80	120,052.20	120,602.20	124,721.14	125,271.14
		Total Comp	118,012.28	118,012.28	122,926.74	123,515.24	128,455.85	129,044.35	133,451.62	134,040.12
17a	23	Salary	110,339.39	110,889.39	114,884.80	115,434.80	120,052.20	120,602.20	125,426.28	125,976.28
		Total Comp	118,063.15	118,651.65	122,926.74	123,515.24	128,455.85	129,044.35	134,206.12	134,794.62
17b	24	Salary	110,953.57	111,853.57	115,324.97	116,224.97	120,052.20	120,952.20	125,426.28	126,326.28
		Total Comp	118,720.32	119,683.32	123,397.72	124,360.72	128,455.85	129,418.85	134,206.12	135,169.12
18a	25	Salary	111,721.46	112,983.46	116,327.71	117,589.71	120,873.97	122,135.97	125,790.28	127,052.28
		Total Comp	119,541.96	120,892.30	124,470.65	125,820.99	129,335.15	130,685.49	134,595.60	135,945.94
18b+	30	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 3

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	71,167.96	71,167.96	74,014.68	74,014.68	76,975.27	76,975.27	80,054.28	80,054.28
		Total Comp	76,149.72	76,149.72	79,195.71	79,195.71	82,363.54	82,363.54	85,658.08	85,658.08
2	2	Salary	71,167.96	72,102.96	74,014.68	74,949.68	76,975.27	77,910.27	80,054.28	80,989.28
		Total Comp	76,149.72	77,150.17	79,195.71	80,196.16	82,363.54	83,363.99	85,658.08	86,658.53
3	3	Salary	72,140.36	73,262.36	74,987.08	76,109.08	77,947.67	79,069.67	81,026.68	82,148.68
		Total Comp	77,190.19	78,390.73	80,236.18	81,436.72	83,404.01	84,604.55	86,698.55	87,899.09
4	4	Salary	73,341.28	74,556.28	76,192.86	77,407.86	79,153.44	80,368.44	82,232.45	83,447.45
		Total Comp	78,475.17	79,775.22	81,526.36	82,826.41	84,694.18	85,994.23	87,988.72	89,288.77
5	5	Salary	74,680.94	76,643.94	77,538.53	79,501.53	80,504.17	82,467.17	83,583.18	85,546.18
		Total Comp	79,908.61	82,009.02	82,966.23	85,066.64	86,139.46	88,239.87	89,434.00	91,534.41
6	6	Salary	76,840.21	79,270.21	79,709.70	82,139.70	82,681.59	85,111.59	85,765.86	88,195.86
		Total Comp	82,219.02	84,819.12	85,289.38	87,889.48	88,469.30	91,069.40	91,769.47	94,369.57
7	7	Salary	79,554.32	82,124.32	82,441.02	85,011.02	85,425.29	87,995.29	88,516.05	91,086.05
		Total Comp	85,123.12	87,873.02	88,211.89	90,961.79	91,405.06	94,154.96	94,712.17	97,462.07
8	8	Salary	82,501.73	85,071.73	85,409.29	87,979.29	88,411.46	90,981.46	91,515.10	94,085.10
		Total Comp	88,276.85	91,026.75	91,387.94	94,137.84	94,600.26	97,350.16	97,921.16	100,671.06
9	9	Salary	85,535.30	88,105.30	88,474.60	91,044.60	91,498.47	94,068.47	94,620.71	97,190.71
		Total Comp	91,522.77	94,272.67	94,667.82	97,417.72	97,903.36	100,653.26	101,244.16	103,994.06
10	10	Salary	88,646.95	91,076.95	91,629.51	94,059.51	94,686.38	97,116.38	97,831.20	100,261.20
		Total Comp	94,852.24	97,452.34	98,043.58	100,643.68	101,314.43	103,914.53	104,679.38	107,279.48
11	11	Salary	91,668.10	93,911.10	94,720.03	96,963.03	97,821.89	100,064.89	101,001.04	103,244.04
		Total Comp	98,084.87	100,484.88	101,350.43	103,750.44	104,669.42	107,069.43	108,071.11	110,471.12
12	12	Salary	94,536.32	96,405.32	97,667.55	99,536.55	100,841.55	102,710.55	104,067.49	105,936.49
		Total Comp	101,153.86	103,153.69	104,504.28	106,504.11	107,900.46	109,900.29	111,352.21	113,352.04
13	13	Salary	97,065.09	98,654.09	100,261.53	101,850.53	103,518.01	105,107.01	106,818.97	108,407.97
		Total Comp	103,859.65	105,559.88	107,279.84	108,980.07	110,764.27	112,464.50	114,296.30	115,996.53
14a	14	Salary	99,322.77	100,677.77	102,600.25	103,955.25	105,924.55	107,279.55	109,311.29	110,666.29
		Total Comp	106,275.36	107,725.21	109,782.27	111,232.12	113,339.27	114,789.12	116,963.08	118,412.93
14b	15	Salary	103,425.51	103,425.51	104,704.88	104,704.88	108,113.46	108,113.46	111,570.73	112,470.73
		Total Comp	110,665.30	110,665.30	112,034.22	112,034.22	115,681.40	115,681.40	119,380.68	120,343.68
14c	16	Salary	106,124.75	106,124.75	107,562.53	107,562.53	108,893.07	108,893.07	112,438.00	113,338.00
		Total Comp	113,553.48	113,553.48	115,091.91	115,091.91	116,515.58	116,515.58	120,308.66	121,271.66
15a	17	Salary	108,364.62	109,334.62	110,369.74	111,339.74	111,865.03	112,835.03	113,248.80	114,218.80
		Total Comp	115,950.14	116,988.04	118,095.62	119,133.52	119,695.58	120,733.48	121,176.22	122,214.12
15b	18	Salary	110,548.80	110,548.80	113,708.01	113,708.01	115,793.33	116,693.33	117,348.43	118,248.43
		Total Comp	118,287.22	118,287.22	121,667.57	121,667.57	123,898.86	124,861.86	125,562.82	126,525.82
15c	19	Salary	111,063.41	111,063.41	114,970.75	114,970.75	118,256.33	119,156.33	121,361.06	122,261.06
		Total Comp	118,837.85	118,837.85	123,018.70	123,018.70	126,534.27	127,497.27	129,856.33	130,819.33
16a	20	Salary	111,099.96	112,361.96	115,505.95	116,767.95	119,569.58	120,831.58	123,922.58	125,184.58
		Total Comp	118,876.96	120,227.30	123,591.37	124,941.71	127,939.45	129,289.79	132,597.16	133,947.50
16b	21	Salary	112,444.86	112,444.86	116,856.44	117,756.44	121,438.67	122,338.67	125,664.84	126,564.84
		Total Comp	120,316.00	120,316.00	125,036.39	125,999.39	129,939.38	130,902.38	134,461.38	135,424.38
16c	22	Salary	112,524.19	112,524.19	117,206.44	117,756.44	122,466.69	123,016.69	127,232.22	127,782.22
		Total Comp	120,400.88	120,400.88	125,410.89	125,999.39	131,039.36	131,627.86	136,138.48	136,726.98
17a	23	Salary	112,571.73	113,121.73	117,206.44	117,756.44	122,466.69	123,016.69	127,937.36	128,487.36
		Total Comp	120,451.75	121,040.25	125,410.89	125,999.39	131,039.36	131,627.86	136,892.98	137,481.48
17b	24	Salary	113,185.91	114,085.91	117,646.60	118,546.60	122,466.69	123,366.69	127,937.36	128,837.36
		Total Comp	121,108.92	122,071.92	125,881.86	126,844.86	131,039.36	132,002.36	136,892.98	137,855.98
18a	25	Salary	113,953.80	115,215.80	118,649.35	119,911.35	123,288.46	124,550.46	128,301.36	129,563.36
		Total Comp	121,930.57	123,280.91	126,954.80	128,305.14	131,918.65	133,268.99	137,282.46	138,632.80
18b+	30	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 4

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	73,400.12	73,400.12	76,336.12	76,336.12	79,389.57	79,389.57	82,565.15	82,565.15
		Total Comp	78,538.13	78,538.13	81,679.65	81,679.65	84,946.84	84,946.84	88,344.71	88,344.71
2	2	Salary	73,400.12	74,335.12	76,336.12	77,271.12	79,389.57	80,324.57	82,565.15	83,500.15
		Total Comp	78,538.13	79,538.58	81,679.65	82,680.10	84,946.84	85,947.29	88,344.71	89,345.16
3	3	Salary	74,372.52	75,494.52	77,308.52	78,430.52	80,361.97	81,483.97	83,537.55	84,659.55
		Total Comp	79,578.60	80,779.14	82,720.12	83,920.66	85,987.31	87,187.85	89,385.18	90,585.72
4	4	Salary	75,573.43	76,788.43	78,514.30	79,729.30	81,567.74	82,782.74	84,743.32	85,958.32
		Total Comp	80,863.57	82,163.62	84,010.30	85,310.35	87,277.48	88,577.53	90,675.35	91,975.40
5	5	Salary	76,913.10	78,876.10	79,859.97	81,822.97	82,918.47	84,881.47	86,094.05	88,057.05
		Total Comp	82,297.02	84,397.43	85,450.17	87,550.58	88,722.76	90,823.17	92,120.63	94,221.04
6	6	Salary	79,072.36	81,502.36	82,031.14	84,461.14	85,095.89	87,525.89	88,276.73	90,706.73
		Total Comp	84,607.43	87,207.53	87,773.32	90,373.42	91,052.60	93,652.70	94,456.10	97,056.20
7	7	Salary	81,786.48	84,356.48	84,762.46	87,332.46	87,839.59	90,409.59	91,026.92	93,596.92
		Total Comp	87,511.53	90,261.43	90,695.83	93,445.73	93,988.36	96,738.26	97,398.80	100,148.70
8	8	Salary	84,734.07	87,304.07	87,730.74	90,300.74	90,825.76	93,395.76	94,025.97	96,595.97
		Total Comp	90,665.45	93,415.35	93,871.89	96,621.79	97,183.56	99,933.46	100,607.79	103,357.69
9	9	Salary	87,767.64	90,337.64	90,796.23	93,366.23	93,912.76	96,482.76	97,131.59	99,701.59
		Total Comp	93,911.37	96,661.27	97,151.97	99,901.87	100,486.65	103,236.55	103,930.80	106,680.70
10	10	Salary	90,880.54	93,310.54	93,951.14	96,381.14	97,100.88	99,530.88	100,342.08	102,772.08
		Total Comp	97,242.18	99,842.28	100,527.72	103,127.82	103,897.94	106,498.04	107,366.03	109,966.13
11	11	Salary	93,900.44	96,143.44	97,042.96	99,285.96	100,236.39	102,479.39	103,512.12	105,755.12
		Total Comp	100,473.47	102,873.48	103,835.97	106,235.98	107,252.94	109,652.95	110,757.97	113,157.98
12	12	Salary	96,769.90	98,638.90	99,989.18	101,858.18	103,257.40	105,126.40	106,578.56	108,447.56
		Total Comp	103,543.79	105,543.62	106,988.42	108,988.25	110,485.42	112,485.25	114,039.06	116,038.89
13	13	Salary	99,298.68	100,887.68	102,584.46	104,173.46	105,932.50	107,521.50	109,331.45	110,920.45
		Total Comp	106,249.59	107,949.82	109,765.37	111,465.60	113,347.78	115,048.01	116,984.65	118,684.88
14a	14	Salary	101,555.10	102,910.10	104,923.18	106,278.18	108,340.40	109,695.40	111,822.36	113,177.36
		Total Comp	108,663.96	110,113.81	112,267.80	113,717.65	115,924.23	117,374.08	119,649.93	121,099.78
14b	15	Salary	105,656.60	105,656.60	107,026.51	107,026.51	110,529.31	110,529.31	114,083.21	114,983.21
		Total Comp	113,052.56	113,052.56	114,518.37	114,518.37	118,266.36	118,266.36	122,069.03	123,032.03
14c	16	Salary	108,358.33	108,358.33	109,882.86	109,882.86	111,307.57	111,307.57	114,950.48	115,850.48
		Total Comp	115,943.41	115,943.41	117,574.66	117,574.66	119,099.10	119,099.10	122,997.01	123,960.01
15a	17	Salary	110,598.21	111,568.21	112,692.67	113,662.67	114,278.18	115,248.18	115,759.87	116,729.87
		Total Comp	118,340.08	119,377.98	120,581.16	121,619.06	122,277.65	123,315.55	123,863.06	124,900.96
15b	18	Salary	112,781.13	112,781.13	116,030.94	116,030.94	118,209.17	119,109.17	119,858.11	120,758.11
		Total Comp	120,675.81	120,675.81	124,153.11	124,153.11	126,483.81	127,446.81	128,248.18	129,211.18
15c	19	Salary	113,294.50	113,294.50	117,292.38	117,292.38	120,672.17	121,572.17	123,873.54	124,773.54
		Total Comp	121,225.12	121,225.12	125,502.85	125,502.85	129,119.22	130,082.22	132,544.69	133,507.69
16a	20	Salary	113,331.05	114,593.05	117,826.28	119,088.28	121,984.07	123,246.07	126,435.06	127,697.06
		Total Comp	121,264.22	122,614.56	126,074.12	127,424.46	130,522.95	131,873.29	135,285.51	136,635.85
16b	21	Salary	114,675.95	114,675.95	119,176.77	120,076.77	123,851.82	124,751.82	128,175.92	129,075.92
		Total Comp	122,703.27	122,703.27	127,519.14	128,482.14	132,521.45	133,484.45	137,148.23	138,111.23
16c	22	Salary	114,755.28	114,755.28	119,526.77	120,076.77	124,879.84	125,429.84	129,741.89	130,291.89
		Total Comp	122,788.15	122,788.15	127,893.64	128,482.14	133,621.43	134,209.93	138,823.82	139,412.32
17a	23	Salary	114,802.82	115,352.82	119,526.77	120,076.77	124,879.84	125,429.84	130,447.03	130,997.03
		Total Comp	122,839.02	123,427.52	127,893.64	128,482.14	133,621.43	134,209.93	139,578.32	140,166.82
17b	24	Salary	115,417.00	116,317.00	119,966.93	120,866.93	124,879.84	125,779.84	130,447.03	131,347.03
		Total Comp	123,496.19	124,459.19	128,364.62	129,327.62	133,621.43	134,584.43	139,578.32	140,541.32
18a	25	Salary	116,187.39	117,449.39	120,969.68	122,231.68	125,701.61	126,963.61	130,811.03	132,073.03
		Total Comp	124,320.51	125,670.85	129,437.56	130,787.90	134,500.72	135,851.06	139,967.80	141,318.14
18b+	30	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 5

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	75,633.70	75,633.70	78,659.05	78,659.05	81,805.41	81,805.41	85,077.63	85,077.63
		Total Comp	80,928.06	80,928.06	84,165.18	84,165.18	87,531.79	87,531.79	91,033.06	91,033.06
2	2	Salary	75,633.70	76,568.70	78,659.05	79,594.05	81,805.41	82,740.41	85,077.63	86,012.63
		Total Comp	80,928.06	81,928.51	84,165.18	85,165.63	87,531.79	88,532.24	91,033.06	92,033.51
3	3	Salary	76,606.10	77,728.10	79,631.45	80,753.45	82,777.81	83,899.81	86,050.03	87,172.03
		Total Comp	81,968.53	83,169.07	85,205.65	86,406.19	88,572.26	89,772.80	92,073.53	93,274.07
4	4	Salary	77,807.02	79,022.02	80,837.23	82,052.23	83,983.59	85,198.59	87,255.80	88,470.80
		Total Comp	83,253.51	84,553.56	86,495.84	87,795.89	89,862.44	91,162.49	93,363.71	94,663.76
5	5	Salary	79,146.68	81,109.68	82,182.90	84,145.90	85,334.32	87,297.32	88,606.53	90,569.53
		Total Comp	84,686.95	86,787.36	87,935.70	90,036.11	91,307.72	93,408.13	94,808.99	96,909.40
6	6	Salary	81,305.95	83,735.95	84,354.07	86,784.07	87,511.73	89,941.73	90,789.21	93,219.21
		Total Comp	86,997.37	89,597.47	90,258.85	92,858.95	93,637.55	96,237.65	97,144.45	99,744.55
7	7	Salary	84,020.06	86,590.06	87,085.39	89,655.39	90,255.43	92,825.43	93,539.40	96,109.40
		Total Comp	89,901.46	92,651.36	93,181.37	95,931.27	96,573.31	99,323.21	100,087.16	102,837.06
8	8	Salary	86,967.65	89,537.65	90,053.66	92,623.66	93,241.60	95,811.60	96,538.45	99,108.45
		Total Comp	93,055.39	95,805.29	96,357.42	99,107.32	99,768.51	102,518.41	103,296.14	106,046.04
9	9	Salary	90,001.22	92,571.22	93,119.16	95,689.16	96,328.61	98,898.61	99,644.07	102,214.07
		Total Comp	96,301.31	99,051.21	99,637.50	102,387.40	103,071.61	105,821.51	106,619.15	109,369.05
10	10	Salary	93,112.87	95,542.87	96,274.07	98,704.07	99,516.73	101,946.73	102,854.56	105,284.56
		Total Comp	99,630.77	102,230.87	103,013.25	105,613.35	106,482.90	109,083.00	110,054.38	112,654.48
11	11	Salary	96,134.03	98,377.03	99,364.59	101,607.59	102,652.24	104,895.24	106,024.60	108,267.60
		Total Comp	102,863.41	105,263.42	106,320.11	108,720.12	109,837.90	112,237.91	113,446.32	115,846.33
12	12	Salary	99,002.24	100,871.24	102,312.11	104,181.11	105,671.89	107,540.89	109,091.04	110,960.04
		Total Comp	105,932.40	107,932.23	109,473.96	111,473.79	113,068.92	115,068.75	116,727.41	118,727.24
13	13	Salary	101,531.01	103,120.01	104,906.09	106,495.09	108,348.35	109,937.35	111,842.53	113,431.53
		Total Comp	108,638.18	110,338.41	112,249.52	113,949.75	115,932.73	117,632.96	119,671.51	121,371.74
14a	14	Salary	103,788.69	105,143.69	107,244.81	108,599.81	110,754.89	112,109.89	114,334.84	115,689.84
		Total Comp	111,053.90	112,503.75	114,751.95	116,201.80	118,507.73	119,957.58	122,338.28	123,788.13
14b	15	Salary	107,888.94	107,888.94	109,349.44	109,349.44	112,943.81	112,943.81	116,594.29	117,494.29
		Total Comp	115,441.17	115,441.17	117,003.90	117,003.90	120,849.88	120,849.88	124,755.89	125,718.89
14c	16	Salary	110,590.67	110,590.67	112,204.49	112,204.49	113,723.42	113,723.42	117,461.56	118,361.56
		Total Comp	118,332.02	118,332.02	120,058.80	120,058.80	121,684.06	121,684.06	125,683.87	126,646.87
15a	17	Salary	112,831.79	113,801.79	115,014.30	115,984.30	116,692.67	117,662.67	118,272.35	119,242.35
		Total Comp	120,730.02	121,767.92	123,065.30	124,103.20	124,861.16	125,899.06	126,551.41	127,589.31
15b	18	Salary	115,014.72	115,014.72	118,353.86	118,353.86	120,623.67	121,523.67	122,369.18	123,269.18
		Total Comp	123,065.75	123,065.75	126,638.63	126,638.63	129,067.33	130,030.33	130,935.02	131,898.02
15c	19	Salary	115,528.09	115,528.09	119,615.31	119,615.31	123,088.02	123,988.02	126,384.62	127,284.62
		Total Comp	123,615.06	123,615.06	127,988.38	127,988.38	131,704.18	132,667.18	135,231.54	136,194.54
16a	20	Salary	115,564.63	116,826.63	120,149.21	121,411.21	124,399.92	125,661.92	128,947.54	130,209.54
		Total Comp	123,654.15	125,004.49	128,559.65	129,909.99	133,107.91	134,458.25	137,973.87	139,324.21
16b	21	Salary	116,909.53	116,909.53	121,499.70	122,399.70	126,267.66	127,167.66	130,688.40	131,588.40
		Total Comp	125,093.20	125,093.20	130,004.68	130,967.68	135,106.40	136,069.40	139,836.59	140,799.59
16c	22	Salary	116,988.86	116,988.86	121,849.70	122,399.70	127,295.69	127,845.69	132,254.37	132,804.37
		Total Comp	125,178.08	125,178.08	130,379.18	130,967.68	136,206.39	136,794.89	141,512.18	142,100.68
17a	23	Salary	117,036.41	117,586.41	121,849.70	122,399.70	127,295.69	127,845.69	132,959.51	133,509.51
		Total Comp	125,228.96	125,817.46	130,379.18	130,967.68	136,206.39	136,794.89	142,266.68	142,855.18
17b	24	Salary	117,650.59	118,550.59	122,289.86	123,189.86	127,295.69	128,195.69	132,959.51	133,859.51
		Total Comp	125,886.13	126,849.13	130,850.15	131,813.15	136,206.39	137,169.39	142,266.68	143,229.68
18a	25	Salary	118,419.73	119,681.73	123,292.61	124,554.61	128,117.46	129,379.46	133,323.51	134,585.51
		Total Comp	126,709.11	128,059.45	131,923.09	133,273.43	137,085.68	138,436.02	142,656.16	144,006.50
18b+	30	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 1

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	64,469.94	64,469.94	67,048.74	67,048.74	69,730.69	69,730.69	72,519.92	72,519.92
		Total Comp	68,982.84	68,982.84	71,742.15	71,742.15	74,611.84	74,611.84	77,596.31	77,596.31
2	2	Salary	64,469.94	65,404.94	67,048.74	67,983.74	69,730.69	70,665.69	72,519.92	73,454.92
		Total Comp	68,982.84	69,983.29	71,742.15	72,742.60	74,611.84	75,612.29	77,596.31	78,596.76
3	3	Salary	65,442.34	66,564.34	68,021.14	69,143.14	70,703.09	71,825.09	73,492.32	74,614.32
		Total Comp	70,023.30	71,223.84	72,782.62	73,983.16	75,652.31	76,852.85	78,636.78	79,837.32
4	4	Salary	66,643.26	67,858.26	69,226.92	70,441.92	71,908.87	73,123.87	74,698.09	75,913.09
		Total Comp	71,308.29	72,608.34	74,072.80	75,372.85	76,942.49	78,242.54	79,926.96	81,227.01
5	5	Salary	67,982.92	69,945.92	70,572.59	72,535.59	73,259.59	75,222.59	76,048.82	78,011.82
		Total Comp	72,741.72	74,842.13	75,512.67	77,613.08	78,387.76	80,488.17	81,372.24	83,472.65
6	6	Salary	70,142.19	72,572.19	72,743.76	75,173.76	75,437.01	77,867.01	78,231.50	80,661.50
		Total Comp	75,052.14	77,652.24	77,835.82	80,435.92	80,717.60	83,317.70	83,707.71	86,307.81
7	7	Salary	72,856.30	75,426.30	75,475.08	78,045.08	78,180.71	80,750.71	80,981.69	83,551.69
		Total Comp	77,956.24	80,706.14	80,758.34	83,508.24	83,653.36	86,403.26	86,650.41	89,400.31
8	8	Salary	75,803.47	78,373.47	78,443.36	81,013.36	81,166.88	83,736.88	83,980.74	86,550.74
		Total Comp	81,109.71	83,859.61	83,934.40	86,684.30	86,848.56	89,598.46	89,859.39	92,609.29
9	9	Salary	78,837.04	81,407.04	81,508.41	84,078.41	84,253.89	86,823.89	87,086.36	89,656.36
		Total Comp	84,355.63	87,105.53	87,214.00	89,963.90	90,151.66	92,901.56	93,182.41	95,932.31
10	10	Salary	81,948.69	84,378.69	84,663.32	87,093.32	87,441.54	89,871.54	90,296.85	92,726.85
		Total Comp	87,685.10	90,285.20	90,589.75	93,189.85	93,562.45	96,162.55	96,617.63	99,217.73
11	11	Salary	84,969.84	87,212.84	87,753.84	89,996.84	90,577.05	92,820.05	93,466.41	95,709.41
		Total Comp	90,917.73	93,317.74	93,896.61	96,296.62	96,917.44	99,317.45	100,009.06	102,409.07
12	12	Salary	87,838.05	89,707.05	90,701.35	92,570.35	93,596.71	95,465.71	96,532.86	98,401.86
		Total Comp	93,986.71	95,986.54	97,050.44	99,050.27	100,148.48	102,148.31	103,290.16	105,289.99
13	13	Salary	90,366.83	91,955.83	93,295.34	94,884.34	96,273.17	97,862.17	99,284.34	100,873.34
		Total Comp	96,692.51	98,392.74	99,826.01	101,526.24	103,012.29	104,712.52	106,234.24	107,934.47
14a	14	Salary	92,624.51	93,979.51	95,634.06	96,989.06	98,679.71	100,034.71	101,776.66	103,131.66
		Total Comp	99,108.23	100,558.08	102,328.44	103,778.29	105,587.29	107,037.14	108,901.03	110,350.88
14b	15	Salary	96,727.25	96,727.25	97,738.69	97,738.69	100,868.63	100,868.63	104,036.10	104,936.10
		Total Comp	103,498.16	103,498.16	104,580.40	104,580.40	107,929.43	107,929.43	111,318.63	112,281.63
14c	16	Salary	99,428.98	99,428.98	100,596.34	100,596.34	101,648.23	101,648.23	104,903.37	105,803.37
		Total Comp	106,389.01	106,389.01	107,638.08	107,638.08	108,763.61	108,763.61	112,246.61	113,209.61
15a	17	Salary	101,667.61	102,637.61	103,406.14	104,376.14	104,620.19	105,590.19	105,714.16	106,684.16
		Total Comp	108,784.34	109,822.24	110,644.57	111,682.47	111,943.60	112,981.50	113,114.15	114,152.05
15b	18	Salary	103,849.29	103,849.29	106,743.11	106,743.11	108,551.19	109,451.19	109,813.80	110,713.80
		Total Comp	111,118.74	111,118.74	114,215.13	114,215.13	116,149.77	117,112.77	117,500.77	118,463.77
15c	19	Salary	104,366.40	104,366.40	108,003.26	108,003.26	111,012.84	111,912.84	113,829.24	114,729.24
		Total Comp	111,672.05	111,672.05	115,563.49	115,563.49	118,783.74	119,746.74	121,797.29	122,760.29
16a	20	Salary	104,402.94	105,664.94	108,541.06	109,803.06	112,323.39	113,585.39	116,389.35	117,651.35
		Total Comp	111,711.15	113,061.49	116,138.93	117,489.27	120,186.03	121,536.37	124,536.60	125,886.94
16b	21	Salary	105,747.84	105,747.84	109,891.54	110,791.54	114,195.18	115,095.18	118,128.80	119,028.80
		Total Comp	113,150.19	113,150.19	117,583.95	118,546.95	122,188.84	123,151.84	126,397.82	127,360.82
16c	22	Salary	105,827.17	105,827.17	110,241.54	110,791.54	115,223.20	115,773.20	119,698.99	120,248.99
		Total Comp	113,235.07	113,235.07	117,958.45	118,546.95	123,288.82	123,877.32	128,077.92	128,666.42
17a	23	Salary	105,874.72	106,424.72	110,241.54	110,791.54	115,223.20	115,773.20	120,404.13	120,954.13
		Total Comp	113,285.95	113,874.45	117,958.45	118,546.95	123,288.82	123,877.32	128,832.42	129,420.92
17b	24	Salary	106,488.90	107,388.90	110,681.71	111,581.71	115,223.20	116,123.20	120,404.13	121,304.13
		Total Comp	113,943.12	114,906.12	118,429.43	119,392.43	123,288.82	124,251.82	128,832.42	129,795.42
18a	25	Salary	107,255.54	108,517.54	111,684.45	112,946.45	116,044.97	117,306.97	120,768.13	122,030.13
		Total Comp	114,763.43	116,113.77	119,502.36	120,852.70	124,168.12	125,518.46	129,221.90	130,572.24
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 2

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	68,935.29	68,935.29	71,692.70	71,692.70	74,560.41	74,560.41	77,542.82	77,542.82
		Total Comp	73,760.76	73,760.76	76,711.19	76,711.19	79,779.64	79,779.64	82,970.82	82,970.82
2	2	Salary	68,935.29	69,870.29	71,692.70	72,627.70	74,560.41	75,495.41	77,542.82	78,477.82
		Total Comp	73,760.76	74,761.21	76,711.19	77,711.64	79,779.64	80,780.09	82,970.82	83,971.27
3	3	Salary	69,907.69	71,029.69	72,665.10	73,787.10	75,532.81	76,654.81	78,515.22	79,637.22
		Total Comp	74,801.23	76,001.77	77,751.66	78,952.20	80,820.11	82,020.65	84,011.29	85,211.83
4	4	Salary	71,108.60	72,323.60	73,870.88	75,085.88	76,738.58	77,953.58	79,721.00	80,936.00
		Total Comp	76,086.20	77,386.25	79,041.84	80,341.89	82,110.28	83,410.33	85,301.47	86,601.52
5	5	Salary	72,448.27	74,411.27	75,216.55	77,179.55	78,089.31	80,052.31	81,071.73	83,034.73
		Total Comp	77,519.65	79,620.06	80,481.71	82,582.12	83,555.56	85,655.97	86,746.75	88,847.16
6	6	Salary	74,607.53	77,037.53	77,387.72	79,817.72	80,266.73	82,696.73	83,254.40	85,684.40
		Total Comp	79,830.06	82,430.16	82,804.86	85,404.96	85,885.40	88,485.50	89,082.21	91,682.31
7	7	Salary	77,321.65	79,891.65	80,119.04	82,689.04	83,010.43	85,580.43	86,004.60	88,574.60
		Total Comp	82,734.17	85,484.07	85,727.37	88,477.27	88,821.16	91,571.06	92,024.92	94,774.82
8	8	Salary	80,269.39	82,839.39	83,087.31	85,657.31	85,996.60	88,566.60	89,003.65	91,573.65
		Total Comp	85,888.25	88,638.15	88,903.42	91,653.32	92,016.36	94,766.26	95,233.91	97,983.81
9	9	Salary	83,302.96	85,872.96	86,152.97	88,722.97	89,083.61	91,653.61	92,109.26	94,679.26
		Total Comp	89,134.17	91,884.07	92,183.68	94,933.58	95,319.46	98,069.36	98,556.91	101,306.81
10	10	Salary	86,414.61	88,844.61	89,307.88	91,737.88	92,271.89	94,701.89	95,319.75	97,749.75
		Total Comp	92,463.63	95,063.73	95,559.43	98,159.53	98,730.92	101,331.02	101,992.13	104,592.23
11	11	Salary	89,435.76	91,678.76	92,398.40	94,641.40	95,407.40	97,650.40	98,489.96	100,732.96
		Total Comp	95,696.26	98,096.27	98,866.29	101,266.30	102,085.92	104,485.93	105,384.26	107,784.27
12	12	Salary	92,303.98	94,172.98	95,345.91	97,214.91	98,427.05	100,296.05	101,556.41	103,425.41
		Total Comp	98,765.26	100,765.09	102,020.12	104,019.95	105,316.94	107,316.77	108,665.36	110,665.19
13	13	Salary	94,832.75	96,421.75	97,939.90	99,528.90	101,103.51	102,692.51	104,307.90	105,896.90
		Total Comp	101,471.04	103,171.27	104,795.69	106,495.92	108,180.76	109,880.99	111,609.45	113,309.68
14a	14	Salary	97,090.43	98,445.43	100,278.62	101,633.62	103,510.05	104,865.05	106,800.21	108,155.21
		Total Comp	103,886.76	105,336.61	107,298.12	108,747.97	110,755.75	112,205.60	114,276.22	115,726.07
14b	15	Salary	101,191.92	101,191.92	102,383.25	102,383.25	105,698.97	105,698.97	109,059.66	109,959.66
		Total Comp	108,275.35	108,275.35	109,550.08	109,550.08	113,097.90	113,097.90	116,693.84	117,656.84
14c	16	Salary	103,892.41	103,892.41	105,239.60	105,239.60	106,478.58	106,478.58	109,926.93	110,826.93
		Total Comp	111,164.88	111,164.88	112,606.37	112,606.37	113,932.08	113,932.08	117,621.82	118,584.82
15a	17	Salary	106,133.53	107,103.53	108,048.11	109,018.11	109,449.18	110,419.18	110,737.72	111,707.72
		Total Comp	113,562.88	114,600.78	115,611.48	116,649.38	117,110.62	118,148.52	118,489.36	119,527.26
15b	18	Salary	108,315.21	108,315.21	111,387.67	111,387.67	113,378.83	114,278.83	114,835.95	115,735.95
		Total Comp	115,897.27	115,897.27	119,184.81	119,184.81	121,315.35	122,278.35	122,874.47	123,837.47
15c	19	Salary	108,831.08	108,831.08	112,647.82	112,647.82	115,843.18	116,743.18	118,849.99	119,749.99
		Total Comp	116,449.26	116,449.26	120,533.17	120,533.17	123,952.20	124,915.20	127,169.49	128,132.49
16a	20	Salary	108,867.62	110,129.62	113,184.32	114,446.32	117,153.73	118,415.73	121,412.91	122,674.91
		Total Comp	116,488.35	117,838.69	121,107.22	122,457.56	125,354.49	126,704.83	129,911.81	131,262.15
16b	21	Salary	110,212.52	110,212.52	114,534.80	115,434.80	119,024.17	119,924.17	123,152.36	124,052.36
		Total Comp	117,927.40	117,927.40	122,552.24	123,515.24	127,355.86	128,318.86	131,773.03	132,736.03
16c	22	Salary	110,291.85	110,291.85	114,884.80	115,434.80	120,052.20	120,602.20	124,721.14	125,271.14
		Total Comp	118,012.28	118,012.28	122,926.74	123,515.24	128,455.85	129,044.35	133,451.62	134,040.12
17a	23	Salary	110,339.39	110,889.39	114,884.80	115,434.80	120,052.20	120,602.20	125,426.28	125,976.28
		Total Comp	118,063.15	118,651.65	122,926.74	123,515.24	128,455.85	129,044.35	134,206.12	134,794.62
17b	24	Salary	110,953.57	111,853.57	115,324.97	116,224.97	120,052.20	120,952.20	125,426.28	126,326.28
		Total Comp	118,720.32	119,683.32	123,397.72	124,360.72	128,455.85	129,418.85	134,206.12	135,169.12
18a	25	Salary	111,721.46	112,983.46	116,327.71	117,589.71	120,873.97	122,135.97	125,790.28	127,052.28
		Total Comp	119,541.96	120,892.30	124,470.65	125,820.99	129,335.15	130,685.49	134,595.60	135,945.94
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 3

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	71,167.96	71,167.96	74,014.68	74,014.68	76,975.27	76,975.27	80,054.28	80,054.28
		Total Comp	76,149.72	76,149.72	79,195.71	79,195.71	82,363.54	82,363.54	85,658.08	85,658.08
2	2	Salary	71,167.96	72,102.96	74,014.68	74,949.68	76,975.27	77,910.27	80,054.28	80,989.28
		Total Comp	76,149.72	77,150.17	79,195.71	80,196.16	82,363.54	83,363.99	85,658.08	86,658.53
3	3	Salary	72,140.36	73,262.36	74,987.08	76,109.08	77,947.67	79,069.67	81,026.68	82,148.68
		Total Comp	77,190.19	78,390.73	80,236.18	81,436.72	83,404.01	84,604.55	86,698.55	87,899.09
4	4	Salary	73,341.28	74,556.28	76,192.86	77,407.86	79,153.44	80,368.44	82,232.45	83,447.45
		Total Comp	78,475.17	79,775.22	81,526.36	82,826.41	84,694.18	85,994.23	87,988.72	89,288.77
5	5	Salary	74,680.94	76,643.94	77,538.53	79,501.53	80,504.17	82,467.17	83,583.18	85,546.18
		Total Comp	79,908.61	82,009.02	82,966.23	85,066.64	86,139.46	88,239.87	89,434.00	91,534.41
6	6	Salary	76,840.21	79,270.21	79,709.70	82,139.70	82,681.59	85,111.59	85,765.86	88,195.86
		Total Comp	82,219.02	84,819.12	85,289.38	87,889.48	88,469.30	91,069.40	91,769.47	94,369.57
7	7	Salary	79,554.32	82,124.32	82,441.02	85,011.02	85,425.29	87,995.29	88,516.05	91,086.05
		Total Comp	85,123.12	87,873.02	88,211.89	90,961.79	91,405.06	94,154.96	94,712.17	97,462.07
8	8	Salary	82,501.73	85,071.73	85,409.29	87,979.29	88,411.46	90,981.46	91,515.10	94,085.10
		Total Comp	88,276.85	91,026.75	91,387.94	94,137.84	94,600.26	97,350.16	97,921.16	100,671.06
9	9	Salary	85,535.30	88,105.30	88,474.60	91,044.60	91,498.47	94,068.47	94,620.71	97,190.71
		Total Comp	91,522.77	94,272.67	94,667.82	97,417.72	97,903.36	100,653.26	101,244.16	103,994.06
10	10	Salary	88,646.95	91,076.95	91,629.51	94,059.51	94,686.38	97,116.38	97,831.20	100,261.20
		Total Comp	94,852.24	97,452.34	98,043.58	100,643.68	101,314.43	103,914.53	104,679.38	107,279.48
11	11	Salary	91,668.10	93,911.10	94,720.03	96,963.03	97,821.89	100,064.89	101,001.04	103,244.04
		Total Comp	98,084.87	100,484.88	101,350.43	103,750.44	104,669.42	107,069.43	108,071.11	110,471.12
12	12	Salary	94,536.32	96,405.32	97,667.55	99,536.55	100,841.55	102,710.55	104,067.49	105,936.49
		Total Comp	101,153.86	103,153.69	104,504.28	106,504.11	107,900.46	109,900.29	111,352.21	113,352.04
13	13	Salary	97,065.09	98,654.09	100,261.53	101,850.53	103,518.01	105,107.01	106,818.97	108,407.97
		Total Comp	103,859.65	105,559.88	107,279.84	108,980.07	110,764.27	112,464.50	114,296.30	115,996.53
14a	14	Salary	99,322.77	100,677.77	102,600.25	103,955.25	105,924.55	107,279.55	109,311.29	110,666.29
		Total Comp	106,275.36	107,725.21	109,782.27	111,232.12	113,339.27	114,789.12	116,963.08	118,412.93
14b	15	Salary	103,425.51	103,425.51	104,704.88	104,704.88	108,113.46	108,113.46	111,570.73	112,470.73
		Total Comp	110,665.30	110,665.30	112,034.22	112,034.22	115,681.40	115,681.40	119,380.68	120,343.68
14c	16	Salary	106,124.75	106,124.75	107,562.53	107,562.53	108,893.07	108,893.07	112,438.00	113,338.00
		Total Comp	113,553.48	113,553.48	115,091.91	115,091.91	116,515.58	116,515.58	120,308.66	121,271.66
15a	17	Salary	108,364.62	109,334.62	110,369.74	111,339.74	111,865.03	112,835.03	113,248.80	114,218.80
		Total Comp	115,950.14	116,988.04	118,095.62	119,133.52	119,695.58	120,733.48	121,176.22	122,214.12
15b	18	Salary	110,548.80	110,548.80	113,708.01	113,708.01	115,793.33	116,693.33	117,348.43	118,248.43
		Total Comp	118,287.22	118,287.22	121,667.57	121,667.57	123,898.86	124,861.86	125,562.82	126,525.82
15c	19	Salary	111,063.41	111,063.41	114,970.75	114,970.75	118,256.33	119,156.33	121,361.06	122,261.06
		Total Comp	118,837.85	118,837.85	123,018.70	123,018.70	126,534.27	127,497.27	129,856.33	130,819.33
16a	20	Salary	111,099.96	112,361.96	115,505.95	116,767.95	119,569.58	120,831.58	123,922.58	125,184.58
		Total Comp	118,876.96	120,227.30	123,591.37	124,941.71	127,939.45	129,289.79	132,597.16	133,947.50
16b	21	Salary	112,444.86	112,444.86	116,856.44	117,756.44	121,438.67	122,338.67	125,664.84	126,564.84
		Total Comp	120,316.00	120,316.00	125,036.39	125,999.39	129,939.38	130,902.38	134,461.38	135,424.38
16c	22	Salary	112,524.19	112,524.19	117,206.44	117,756.44	122,466.69	123,016.69	127,232.22	127,782.22
		Total Comp	120,400.88	120,400.88	125,410.89	125,999.39	131,039.36	131,627.86	136,138.48	136,726.98
17a	23	Salary	112,571.73	113,121.73	117,206.44	117,756.44	122,466.69	123,016.69	127,937.36	128,487.36
		Total Comp	120,451.75	121,040.25	125,410.89	125,999.39	131,039.36	131,627.86	136,892.98	137,481.48
17b	24	Salary	113,185.91	114,085.91	117,646.60	118,546.60	122,466.69	123,366.69	127,937.36	128,837.36
		Total Comp	121,108.92	122,071.92	125,881.86	126,844.86	131,039.36	132,002.36	136,892.98	137,855.98
18a	25	Salary	113,953.80	115,215.80	118,649.35	119,911.35	123,288.46	124,550.46	128,301.36	129,563.36
		Total Comp	121,930.57	123,280.91	126,954.80	128,305.14	131,918.65	133,268.99	137,282.46	138,632.80
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 4

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	73,400.12	73,400.12	76,336.12	76,336.12	79,389.57	79,389.57	82,565.15	82,565.15
		Total Comp	78,538.13	78,538.13	81,679.65	81,679.65	84,946.84	84,946.84	88,344.71	88,344.71
2	2	Salary	73,400.12	74,335.12	76,336.12	77,271.12	79,389.57	80,324.57	82,565.15	83,500.15
		Total Comp	78,538.13	79,538.58	81,679.65	82,680.10	84,946.84	85,947.29	88,344.71	89,345.16
3	3	Salary	74,372.52	75,494.52	77,308.52	78,430.52	80,361.97	81,483.97	83,537.55	84,659.55
		Total Comp	79,578.60	80,779.14	82,720.12	83,920.66	85,987.31	87,187.85	89,385.18	90,585.72
4	4	Salary	75,573.43	76,788.43	78,514.30	79,729.30	81,567.74	82,782.74	84,743.32	85,958.32
		Total Comp	80,863.57	82,163.62	84,010.30	85,310.35	87,277.48	88,577.53	90,675.35	91,975.40
5	5	Salary	76,913.10	78,876.10	79,859.97	81,822.97	82,918.47	84,881.47	86,094.05	88,057.05
		Total Comp	82,297.02	84,397.43	85,450.17	87,550.58	88,722.76	90,823.17	92,120.63	94,221.04
6	6	Salary	79,072.36	81,502.36	82,031.14	84,461.14	85,095.89	87,525.89	88,276.73	90,706.73
		Total Comp	84,607.43	87,207.53	87,773.32	90,373.42	91,052.60	93,652.70	94,456.10	97,056.20
7	7	Salary	81,786.48	84,356.48	84,762.46	87,332.46	87,839.59	90,409.59	91,026.92	93,596.92
		Total Comp	87,511.53	90,261.43	90,695.83	93,445.73	93,988.36	96,738.26	97,398.80	100,148.70
8	8	Salary	84,734.07	87,304.07	87,730.74	90,300.74	90,825.76	93,395.76	94,025.97	96,595.97
		Total Comp	90,665.45	93,415.35	93,871.89	96,621.79	97,183.56	99,933.46	100,607.79	103,357.69
9	9	Salary	87,767.64	90,337.64	90,796.23	93,366.23	93,912.76	96,482.76	97,131.59	99,701.59
		Total Comp	93,911.37	96,661.27	97,151.97	99,901.87	100,486.65	103,236.55	103,930.80	106,680.70
10	10	Salary	90,880.54	93,310.54	93,951.14	96,381.14	97,100.88	99,530.88	100,342.08	102,772.08
		Total Comp	97,242.18	99,842.28	100,527.72	103,127.82	103,897.94	106,498.04	107,366.03	109,966.13
11	11	Salary	93,900.44	96,143.44	97,042.96	99,285.96	100,236.39	102,479.39	103,512.12	105,755.12
		Total Comp	100,473.47	102,873.48	103,835.97	106,235.98	107,252.94	109,652.95	110,757.97	113,157.98
12	12	Salary	96,769.90	98,638.90	99,989.18	101,858.18	103,257.40	105,126.40	106,578.56	108,447.56
		Total Comp	103,543.79	105,543.62	106,988.42	108,988.25	110,485.42	112,485.25	114,039.06	116,038.89
13	13	Salary	99,298.68	100,887.68	102,584.46	104,173.46	105,932.50	107,521.50	109,331.45	110,920.45
		Total Comp	106,249.59	107,949.82	109,765.37	111,465.60	113,347.78	115,048.01	116,984.65	118,684.88
14a	14	Salary	101,555.10	102,910.10	104,923.18	106,278.18	108,340.40	109,695.40	111,822.36	113,177.36
		Total Comp	108,663.96	110,113.81	112,267.80	113,717.65	115,924.23	117,374.08	119,649.93	121,099.78
14b	15	Salary	105,656.60	105,656.60	107,026.51	107,026.51	110,529.31	110,529.31	114,083.21	114,983.21
		Total Comp	113,052.56	113,052.56	114,518.37	114,518.37	118,266.36	118,266.36	122,069.03	123,032.03
14c	16	Salary	108,358.33	108,358.33	109,882.86	109,882.86	111,307.57	111,307.57	114,950.48	115,850.48
		Total Comp	115,943.41	115,943.41	117,574.66	117,574.66	119,099.10	119,099.10	122,997.01	123,960.01
15a	17	Salary	110,598.21	111,568.21	112,692.67	113,662.67	114,278.18	115,248.18	115,759.87	116,729.87
		Total Comp	118,340.08	119,377.98	120,581.16	121,619.06	122,277.65	123,315.55	123,863.06	124,900.96
15b	18	Salary	112,781.13	112,781.13	116,030.94	116,030.94	118,209.17	119,109.17	119,858.11	120,758.11
		Total Comp	120,675.81	120,675.81	124,153.11	124,153.11	126,483.81	127,446.81	128,248.18	129,211.18
15c	19	Salary	113,294.50	113,294.50	117,292.38	117,292.38	120,672.17	121,572.17	123,873.54	124,773.54
		Total Comp	121,225.12	121,225.12	125,502.85	125,502.85	129,119.22	130,082.22	132,544.69	133,507.69
16a	20	Salary	113,331.05	114,593.05	117,826.28	119,088.28	121,984.07	123,246.07	126,435.06	127,697.06
		Total Comp	121,264.22	122,614.56	126,074.12	127,424.46	130,522.95	131,873.29	135,285.51	136,635.85
16b	21	Salary	114,675.95	114,675.95	119,176.77	120,076.77	123,851.82	124,751.82	128,175.92	129,075.92
		Total Comp	122,703.27	122,703.27	127,519.14	128,482.14	132,521.45	133,484.45	137,148.23	138,111.23
16c	22	Salary	114,755.28	114,755.28	119,526.77	120,076.77	124,879.84	125,429.84	129,741.89	130,291.89
		Total Comp	122,788.15	122,788.15	127,893.64	128,482.14	133,621.43	134,209.93	138,823.82	139,412.32
17a	23	Salary	114,802.82	115,352.82	119,526.77	120,076.77	124,879.84	125,429.84	130,447.03	130,997.03
		Total Comp	122,839.02	123,427.52	127,893.64	128,482.14	133,621.43	134,209.93	139,578.32	140,166.82
17b	24	Salary	115,417.00	116,317.00	119,966.93	120,866.93	124,879.84	125,779.84	130,447.03	131,347.03
		Total Comp	123,496.19	124,459.19	128,364.62	129,327.62	133,621.43	134,584.43	139,578.32	140,541.32
18a	25	Salary	116,187.39	117,449.39	120,969.68	122,231.68	125,701.61	126,963.61	130,811.03	132,073.03
		Total Comp	124,320.51	125,670.85	129,437.56	130,787.90	134,500.72	135,851.06	139,967.80	141,318.14
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 5

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	75,633.70	75,633.70	78,659.05	78,659.05	81,805.41	81,805.41	85,077.63	85,077.63
		Total Comp	80,928.06	80,928.06	84,165.18	84,165.18	87,531.79	87,531.79	91,033.06	91,033.06
2	2	Salary	75,633.70	76,568.70	78,659.05	79,594.05	81,805.41	82,740.41	85,077.63	86,012.63
		Total Comp	80,928.06	81,928.51	84,165.18	85,165.63	87,531.79	88,532.24	91,033.06	92,033.51
3	3	Salary	76,606.10	77,728.10	79,631.45	80,753.45	82,777.81	83,899.81	86,050.03	87,172.03
		Total Comp	81,968.53	83,169.07	85,205.65	86,406.19	88,572.26	89,772.80	92,073.53	93,274.07
4	4	Salary	77,807.02	79,022.02	80,837.23	82,052.23	83,983.59	85,198.59	87,255.80	88,470.80
		Total Comp	83,253.51	84,553.56	86,495.84	87,795.89	89,862.44	91,162.49	93,363.71	94,663.76
5	5	Salary	79,146.68	81,109.68	82,182.90	84,145.90	85,334.32	87,297.32	88,606.53	90,569.53
		Total Comp	84,686.95	86,787.36	87,935.70	90,036.11	91,307.72	93,408.13	94,808.99	96,909.40
6	6	Salary	81,305.95	83,735.95	84,354.07	86,784.07	87,511.73	89,941.73	90,789.21	93,219.21
		Total Comp	86,997.37	89,597.47	90,258.85	92,858.95	93,637.55	96,237.65	97,144.45	99,744.55
7	7	Salary	84,020.06	86,590.06	87,085.39	89,655.39	90,255.43	92,825.43	93,539.40	96,109.40
		Total Comp	89,901.46	92,651.36	93,181.37	95,931.27	96,573.31	99,323.21	100,087.16	102,837.06
8	8	Salary	86,967.65	89,537.65	90,053.66	92,623.66	93,241.60	95,811.60	96,538.45	99,108.45
		Total Comp	93,055.39	95,805.29	96,357.42	99,107.32	99,768.51	102,518.41	103,296.14	106,046.04
9	9	Salary	90,001.22	92,571.22	93,119.16	95,689.16	96,328.61	98,898.61	99,644.07	102,214.07
		Total Comp	96,301.31	99,051.21	99,637.50	102,387.40	103,071.61	105,821.51	106,619.15	109,369.05
10	10	Salary	93,112.87	95,542.87	96,274.07	98,704.07	99,516.73	101,946.73	102,854.56	105,284.56
		Total Comp	99,630.77	102,230.87	103,013.25	105,613.35	106,482.90	109,083.00	110,054.38	112,654.48
11	11	Salary	96,134.03	98,377.03	99,364.59	101,607.59	102,652.24	104,895.24	106,024.60	108,267.60
		Total Comp	102,863.41	105,263.42	106,320.11	108,720.12	109,837.90	112,237.91	113,446.32	115,846.33
12	12	Salary	99,002.24	100,871.24	102,312.11	104,181.11	105,671.89	107,540.89	109,091.04	110,960.04
		Total Comp	105,932.40	107,932.23	109,473.96	111,473.79	113,068.92	115,068.75	116,727.41	118,727.24
13	13	Salary	101,531.01	103,120.01	104,906.09	106,495.09	108,348.35	109,937.35	111,842.53	113,431.53
		Total Comp	108,638.18	110,338.41	112,249.52	113,949.75	115,932.73	117,632.96	119,671.51	121,371.74
14a	14	Salary	103,788.69	105,143.69	107,244.81	108,599.81	110,754.89	112,109.89	114,334.84	115,689.84
		Total Comp	111,053.90	112,503.75	114,751.95	116,201.80	118,507.73	119,957.58	122,338.28	123,788.13
14b	15	Salary	107,888.94	107,888.94	109,349.44	109,349.44	112,943.81	112,943.81	116,594.29	117,494.29
		Total Comp	115,441.17	115,441.17	117,003.90	117,003.90	120,849.88	120,849.88	124,755.89	125,718.89
14c	16	Salary	110,590.67	110,590.67	112,204.49	112,204.49	113,723.42	113,723.42	117,461.56	118,361.56
		Total Comp	118,332.02	118,332.02	120,058.80	120,058.80	121,684.06	121,684.06	125,683.87	126,646.87
15a	17	Salary	112,831.79	113,801.79	115,014.30	115,984.30	116,692.67	117,662.67	118,272.35	119,242.35
		Total Comp	120,730.02	121,767.92	123,065.30	124,103.20	124,861.16	125,899.06	126,551.41	127,589.31
15b	18	Salary	115,014.72	115,014.72	118,353.86	118,353.86	120,623.67	121,523.67	122,369.18	123,269.18
		Total Comp	123,065.75	123,065.75	126,638.63	126,638.63	129,067.33	130,030.33	130,935.02	131,898.02
15c	19	Salary	115,528.09	115,528.09	119,615.31	119,615.31	123,088.02	123,988.02	126,384.62	127,284.62
		Total Comp	123,615.06	123,615.06	127,988.38	127,988.38	131,704.18	132,667.18	135,231.54	136,194.54
16a	20	Salary	115,564.63	116,826.63	120,149.21	121,411.21	124,399.92	125,661.92	128,947.54	130,209.54
		Total Comp	123,654.15	125,004.49	128,559.65	129,909.99	133,107.91	134,458.25	137,973.87	139,324.21
16b	21	Salary	116,909.53	116,909.53	121,499.70	122,399.70	126,267.66	127,167.66	130,688.40	131,588.40
		Total Comp	125,093.20	125,093.20	130,004.68	130,967.68	135,106.40	136,069.40	139,836.59	140,799.59
16c	22	Salary	116,988.86	116,988.86	121,849.70	122,399.70	127,295.69	127,845.69	132,254.37	132,804.37
		Total Comp	125,178.08	125,178.08	130,379.18	130,967.68	136,206.39	136,794.89	141,512.18	142,100.68
17a	23	Salary	117,036.41	117,586.41	121,849.70	122,399.70	127,295.69	127,845.69	132,959.51	133,509.51
		Total Comp	125,228.96	125,817.46	130,379.18	130,967.68	136,206.39	136,794.89	142,266.68	142,855.18
17b	24	Salary	117,650.59	118,550.59	122,289.86	123,189.86	127,295.69	128,195.69	132,959.51	133,859.51
		Total Comp	125,886.13	126,849.13	130,850.15	131,813.15	136,206.39	137,169.39	142,266.68	143,229.68
18a	25	Salary	118,419.73	119,681.73	123,292.61	124,554.61	128,117.46	129,379.46	133,323.51	134,585.51
		Total Comp	126,709.11	128,059.45	131,923.09	133,273.43	137,085.68	138,436.02	142,656.16	144,006.50
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1A - 208-Day Schedule

Lane 6

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	77,867.29	77,867.29	80,981.98	80,981.98	84,221.26	84,221.26	87,590.11	87,590.11
		Total Comp	83,318.00	83,318.00	86,650.72	86,650.72	90,116.75	90,116.75	93,721.42	93,721.42
2	2	Salary	77,867.29	78,802.29	80,981.98	81,916.98	84,221.26	85,156.26	87,590.11	88,525.11
		Total Comp	83,318.00	84,318.45	86,650.72	87,651.17	90,116.75	91,117.20	93,721.42	94,721.87
3	3	Salary	78,839.69	79,961.69	81,954.38	83,076.38	85,193.66	86,315.66	88,562.51	89,684.51
		Total Comp	84,358.47	85,559.01	87,691.19	88,891.73	91,157.22	92,357.76	94,761.89	95,962.43
4	4	Salary	80,040.60	81,255.60	83,160.16	84,375.16	86,399.43	87,614.43	89,768.28	90,983.28
		Total Comp	85,643.44	86,943.49	88,981.37	90,281.42	92,447.39	93,747.44	96,052.06	97,352.11
5	5	Salary	81,380.27	83,343.27	84,505.83	86,468.83	87,750.16	89,713.16	91,119.01	93,082.01
		Total Comp	87,076.89	89,177.30	90,421.24	92,521.65	93,892.67	95,993.08	97,497.34	99,597.75
6	6	Salary	83,539.53	85,969.53	86,677.00	89,107.00	89,927.58	92,357.58	93,301.69	95,731.69
		Total Comp	89,387.30	91,987.40	92,744.39	95,344.49	96,222.51	98,822.61	99,832.81	102,432.91
7	7	Salary	86,253.65	88,823.65	89,408.31	91,978.31	92,671.28	95,241.28	96,051.88	98,621.88
		Total Comp	92,291.41	95,041.31	95,666.89	98,416.79	99,158.27	101,908.17	102,775.51	105,525.41
8	8	Salary	89,201.24	91,771.24	92,376.59	94,946.59	95,657.45	98,227.45	99,050.93	101,620.93
		Total Comp	95,445.33	98,195.23	98,842.95	101,592.85	102,353.47	105,103.37	105,984.50	108,734.40
9	9	Salary	92,234.81	94,804.81	95,442.09	98,012.09	98,744.46	101,314.46	102,156.55	104,726.55
		Total Comp	98,691.25	101,441.15	102,123.04	104,872.94	105,656.57	108,406.47	109,307.51	112,057.41
10	10	Salary	95,346.46	97,776.46	98,597.00	101,027.00	101,932.57	104,362.57	105,367.04	107,797.04
		Total Comp	102,020.71	104,620.81	105,498.79	108,098.89	109,067.85	111,667.95	112,742.73	115,342.83
11	11	Salary	98,367.61	100,610.61	101,687.52	103,930.52	105,068.08	107,311.08	108,537.08	110,780.08
		Total Comp	105,253.34	107,653.35	108,805.65	111,205.66	112,422.85	114,822.86	116,134.68	118,534.69
12	12	Salary	101,235.82	103,104.82	104,635.04	106,504.04	108,087.74	109,956.74	111,603.52	113,472.52
		Total Comp	108,322.33	110,322.16	111,959.49	113,959.32	115,653.88	117,653.71	119,415.77	121,415.60
13	13	Salary	103,764.60	105,353.60	107,229.02	108,818.02	110,764.20	112,353.20	114,355.01	115,944.01
		Total Comp	111,028.12	112,728.35	114,735.05	116,435.28	118,517.69	120,217.92	122,359.86	124,060.09
14a	14	Salary	106,022.28	107,377.28	109,567.74	110,922.74	113,170.74	114,525.74	116,847.32	118,202.32
		Total Comp	113,443.84	114,893.69	117,237.48	118,687.33	121,092.69	122,542.54	125,026.63	126,476.48
14b	15	Salary	110,122.52	110,122.52	111,672.37	111,672.37	115,359.65	115,359.65	119,106.77	120,006.77
		Total Comp	117,831.10	117,831.10	119,489.44	119,489.44	123,434.83	123,434.83	127,444.24	128,407.24
14c	16	Salary	112,825.51	112,825.51	114,527.42	114,527.42	116,139.26	116,139.26	119,974.04	120,874.04
		Total Comp	120,723.30	120,723.30	122,544.34	122,544.34	124,269.01	124,269.01	128,372.22	129,335.22
15a	17	Salary	115,062.88	116,032.88	117,338.53	118,308.53	119,108.52	120,078.52	120,784.83	121,754.83
		Total Comp	123,117.28	124,155.18	125,552.23	126,590.13	127,446.12	128,484.02	129,239.77	130,277.67
15b	18	Salary	117,245.81	117,245.81	120,674.20	120,674.20	123,040.87	123,940.87	124,881.66	125,781.66
		Total Comp	125,453.02	125,453.02	129,121.39	129,121.39	131,653.73	132,616.73	133,623.38	134,586.38
15c	19	Salary	117,762.92	117,762.92	121,935.64	121,935.64	125,501.17	126,401.17	128,898.50	129,798.50
		Total Comp	126,006.32	126,006.32	130,471.13	130,471.13	134,286.25	135,249.25	137,921.40	138,884.40
16a	20	Salary	117,799.47	119,061.47	122,473.44	123,735.44	126,813.07	128,075.07	131,457.21	132,719.21
		Total Comp	126,045.43	127,395.77	131,046.58	132,396.92	135,689.98	137,040.32	140,659.21	142,009.55
16b	21	Salary	119,144.37	119,144.37	123,823.93	124,723.93	128,684.86	129,584.86	133,198.07	134,098.07
		Total Comp	127,484.48	127,484.48	132,491.61	133,454.61	137,692.80	138,655.80	142,521.93	143,484.93
16c	22	Salary	119,223.70	119,223.70	124,173.93	124,723.93	129,712.88	130,262.88	134,768.25	135,318.25
		Total Comp	127,569.36	127,569.36	132,866.11	133,454.61	138,792.78	139,381.28	144,202.03	144,790.53
17a	23	Salary	119,271.24	119,821.24	124,173.93	124,723.93	129,712.88	130,262.88	135,473.40	136,023.40
		Total Comp	127,620.23	128,208.73	132,866.11	133,454.61	138,792.78	139,381.28	144,956.54	145,545.04
17b	24	Salary	119,885.42	120,785.42	124,614.09	125,514.09	129,712.88	130,612.88	135,473.40	136,373.40
		Total Comp	128,277.40	129,240.40	133,337.08	134,300.08	138,792.78	139,755.78	144,956.54	145,919.54
18a	25	Salary	120,652.06	121,914.06	125,616.84	126,878.84	130,534.65	131,796.65	135,837.40	137,099.40
		Total Comp	129,097.70	130,448.04	134,410.02	135,760.36	139,672.08	141,022.42	145,346.02	146,696.36
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1B - 228-Day Schedule				
Step increments				
Step	**FY25 Step Increment**	**FY26 Step Increment**	**FY27 Step Increment**	**FY28 Step Increment**
1	-	-	-	-
2	$1,021.00	$1,021.00	$1,021.00	$1,021.00
3	$1,226.00	$1,226.00	$1,226.00	$1,226.00
4	$1,328.00	$1,328.00	$1,328.00	$1,328.00
5	$2,145.00	$2,145.00	$2,145.00	$2,145.00
6	$2,656.00	$2,656.00	$2,656.00	$2,656.00
7	$2,809.00	$2,809.00	$2,809.00	$2,809.00
8	$2,809.00	$2,809.00	$2,809.00	$2,809.00
9	$2,809.00	$2,809.00	$2,809.00	$2,809.00
10	$2,656.00	$2,656.00	$2,656.00	$2,656.00
11	$2,451.00	$2,451.00	$2,451.00	$2,451.00
12	$2,043.00	$2,043.00	$2,043.00	$2,043.00
13	$1,736.00	$1,736.00	$1,736.00	$1,736.00
14	$1,481.00	$1,481.00	$1,481.00	$1,481.00
15	-	-	-	**$983.54**
16	-	-	-	**$983.54**
17	$1,060.04	$1,060.04	$1,060.04	$1,060.04
18	-	-	**$983.54**	**$983.54**
19	-	-	**$983.54**	**$983.54**
20	$1,377.00	$1,377.00	$1,377.00	$1,377.00
21	-	**$983.54**	**$983.54**	**$983.54**
22	-	**$601.05**	**$601.05**	**$601.05**
23	$601.00	$601.00	$601.00	$601.00
24	**$983.54**	**$983.54**	**$983.54**	**$983.54**
25	$1,376	$1,376	$1,376.00	$1,376.00
30	-	-	-	-

Notes:				
Teachers reaching step 30 on this salary schedule will be eligible for annual COLA.				
A pensionable longevity payment of $2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 4-year anniversary of their entry into Step 30, corresponding with their 30th year of service eligible for step credit.				

1B - 228-Day Schedule

Lane 1

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	70,459.02	70,459.02	73,277.38	73,277.38	76,208.48	76,208.48	79,256.82	79,256.82
		Total Comp	75,391.15	75,391.15	78,406.80	78,406.80	81,543.07	81,543.07	84,804.80	84,804.80
2	2	Salary	70,459.02	71,480.02	73,277.38	74,298.38	76,208.48	77,229.48	79,256.82	80,277.82
		Total Comp	75,391.15	76,483.62	78,406.80	79,499.27	81,543.07	82,635.54	84,804.80	85,897.27
3	3	Salary	71,520.86	72,746.86	74,339.22	75,565.22	77,270.32	78,496.32	80,318.66	81,544.66
		Total Comp	76,527.32	77,839.14	79,542.97	80,854.79	82,679.24	83,991.06	85,940.97	87,252.79
4	4	Salary	72,833.07	74,161.07	75,656.74	76,984.74	78,587.83	79,915.83	81,636.17	82,964.17
		Total Comp	77,931.38	79,352.34	80,952.71	82,373.67	84,088.98	85,509.94	87,350.70	88,771.66
5	5	Salary	74,297.28	76,442.28	77,127.51	79,272.51	80,064.12	82,209.12	83,112.46	85,257.46
		Total Comp	79,498.09	81,793.24	82,526.44	84,821.59	85,668.61	87,963.76	88,930.33	91,225.48
6	6	Salary	76,656.73	79,312.73	79,499.97	82,155.97	82,443.41	85,099.41	85,497.49	88,153.49
		Total Comp	82,022.70	84,864.62	85,064.97	87,906.89	88,214.45	91,056.37	91,482.31	94,324.23
7	7	Salary	79,623.20	82,432.20	82,485.24	85,294.24	85,442.21	88,251.21	88,503.38	91,312.38
		Total Comp	85,196.82	88,202.45	88,259.21	91,264.84	91,423.16	94,428.79	94,698.62	97,704.25
8	8	Salary	82,844.84	85,653.84	85,729.49	88,538.49	88,706.01	91,515.01	91,781.25	94,590.25
		Total Comp	88,643.98	91,649.61	91,730.55	94,736.18	94,915.43	97,921.06	98,205.94	101,211.57
9	9	Salary	86,160.46	88,969.46	89,080.00	91,889.00	92,080.03	94,889.03	95,175.61	97,984.61
		Total Comp	92,191.69	95,197.32	95,315.60	98,321.23	98,525.63	101,531.26	101,837.90	104,843.53
10	10	Salary	89,561.86	92,217.86	92,528.24	95,184.24	95,564.56	98,220.56	98,684.59	101,340.59
		Total Comp	95,831.19	98,673.11	99,005.22	101,847.14	102,254.08	105,096.00	105,592.51	108,434.43
11	11	Salary	92,865.16	95,316.16	95,906.58	98,357.58	98,991.61	101,442.61	102,149.38	104,600.38
		Total Comp	99,365.72	101,988.29	102,620.04	105,242.61	105,921.02	108,543.59	109,299.84	111,922.41
12	12	Salary	95,999.19	98,042.19	99,128.81	101,171.81	102,291.88	104,334.88	105,500.32	107,543.32
		Total Comp	102,719.13	104,905.14	106,067.83	108,253.84	109,452.31	111,638.32	112,885.34	115,071.35
13	13	Salary	98,764.07	100,500.07	101,963.88	103,699.88	105,218.68	106,954.68	108,508.28	110,244.28
		Total Comp	105,677.55	107,535.07	109,101.35	110,958.87	112,583.99	114,441.51	116,103.86	117,961.38
14a	14	Salary	101,230.30	102,711.30	104,520.07	106,001.07	107,847.87	109,328.87	111,232.87	112,713.87
		Total Comp	108,316.42	109,901.09	111,836.47	113,421.14	115,397.22	116,981.89	119,019.17	120,603.84
14b	15	Salary	105,712.36	105,712.36	106,819.76	106,819.76	110,241.11	110,241.11	113,702.03	114,685.57
		Total Comp	113,112.23	113,112.23	114,297.14	114,297.14	117,957.99	117,957.99	121,661.17	122,713.56
14c	16	Salary	108,668.36	108,668.36	109,940.86	109,940.86	111,092.55	111,092.55	114,650.76	115,634.30
		Total Comp	116,275.15	116,275.15	117,636.72	117,636.72	118,869.03	118,869.03	122,676.31	123,728.70
15a	17	Salary	111,112.83	112,172.87	113,015.09	114,075.13	114,338.49	115,398.53	115,536.25	116,596.29
		Total Comp	118,890.73	120,024.97	120,926.15	122,060.39	122,342.18	123,476.43	123,623.79	124,758.03
15b	18	Salary	113,498.51	113,498.51	116,659.78	116,659.78	118,638.14	119,621.68	120,014.47	120,998.01
		Total Comp	121,443.41	121,443.41	124,825.96	124,825.96	126,942.81	127,995.20	128,415.48	129,467.87
15c	19	Salary	114,059.95	114,059.95	118,038.45	118,038.45	121,326.17	122,309.71	124,406.55	125,390.09
		Total Comp	122,044.15	122,044.15	126,301.14	126,301.14	129,819.00	130,871.39	133,115.01	134,167.40
16a	20	Salary	114,099.89	115,476.89	118,622.35	119,999.35	122,759.99	124,136.99	127,202.10	128,579.10
		Total Comp	122,086.88	123,560.27	126,925.91	128,399.30	131,353.19	132,826.58	136,106.25	137,579.64
16b	21	Salary	115,567.40	115,567.40	120,095.97	121,079.51	124,799.33	125,782.87	129,102.47	130,086.01
		Total Comp	123,657.12	123,657.12	128,502.69	129,555.08	133,535.28	134,587.67	138,139.64	139,192.03
16c	22	Salary	115,654.01	115,654.01	120,478.46	121,079.51	125,922.69	126,523.74	130,814.18	131,415.23
		Total Comp	123,749.79	123,749.79	128,911.95	129,555.08	134,737.28	135,380.40	139,971.17	140,614.30
17a	23	Salary	115,705.89	116,306.89	120,478.51	121,079.51	125,922.74	126,523.74	131,584.69	132,185.69
		Total Comp	123,805.30	124,448.37	128,912.01	129,555.08	134,737.33	135,380.40	140,795.62	141,438.69
17b	24	Salary	116,377.01	117,360.55	120,959.62	121,943.16	125,922.69	126,906.23	131,584.69	132,568.23
		Total Comp	124,523.40	125,575.79	129,426.79	130,479.18	134,737.28	135,789.67	140,795.62	141,848.01
18a	25	Salary	117,216.79	118,592.79	122,054.97	123,430.97	126,820.89	128,196.89	131,982.48	133,358.48
		Total Comp	125,421.97	126,894.29	130,598.82	132,071.14	135,698.35	137,170.67	141,221.25	142,693.57
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1B - 228-Day Schedule

Lane 2

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	75,336.72	75,336.72	78,350.19	78,350.19	81,484.20	81,484.20	84,743.57	84,743.57
		Total Comp	80,610.29	80,610.29	83,834.70	83,834.70	87,188.09	87,188.09	90,675.62	90,675.62
2	2	Salary	75,336.72	76,357.72	78,350.19	79,371.19	81,484.20	82,505.20	84,743.57	85,764.57
		Total Comp	80,610.29	81,702.76	83,834.70	84,927.17	87,188.09	88,280.56	90,675.62	91,768.09
3	3	Salary	76,398.56	77,624.56	79,412.03	80,638.03	82,546.04	83,772.04	85,805.41	87,031.41
		Total Comp	81,746.46	83,058.28	84,970.87	86,282.69	88,324.26	89,636.08	91,811.79	93,123.61
4	4	Salary	77,710.77	79,038.77	80,729.54	82,057.54	83,863.55	85,191.55	87,122.92	88,450.92
		Total Comp	83,150.52	84,571.48	86,380.61	87,801.57	89,734.00	91,154.96	93,221.52	94,642.48
5	5	Salary	79,174.98	81,319.98	82,200.32	84,345.32	85,339.85	87,484.85	88,599.21	90,744.21
		Total Comp	84,717.23	87,012.38	87,954.34	90,249.49	91,313.64	93,608.79	94,801.15	97,096.30
6	6	Salary	81,534.43	84,190.43	84,572.78	87,228.78	87,719.13	90,375.13	90,984.24	93,640.24
		Total Comp	87,241.84	90,083.76	90,492.87	93,334.79	93,859.47	96,701.39	97,353.14	100,195.06
7	7	Salary	84,500.90	87,309.90	87,558.05	90,367.05	90,717.93	93,526.93	93,990.14	96,799.14
		Total Comp	90,415.96	93,421.59	93,687.11	96,692.74	97,068.19	100,073.82	100,569.45	103,575.08
8	8	Salary	87,722.54	90,531.54	90,802.30	93,611.30	93,981.73	96,790.73	97,268.01	100,077.01
		Total Comp	93,863.12	96,868.75	97,158.46	100,164.09	100,560.45	103,566.08	104,076.77	107,082.40
9	9	Salary	91,038.16	93,847.16	94,152.81	96,961.81	97,355.75	100,164.75	100,662.36	103,471.36
		Total Comp	97,410.83	100,416.46	100,743.51	103,749.14	104,170.65	107,176.28	107,708.73	110,714.36
10	10	Salary	94,440.81	97,096.81	97,601.05	100,257.05	100,840.28	103,496.28	104,171.34	106,827.34
		Total Comp	101,051.67	103,893.59	104,433.12	107,275.04	107,899.10	110,741.02	111,463.33	114,305.25
11	11	Salary	97,742.86	100,193.86	100,980.69	103,431.69	104,267.33	106,718.33	107,636.13	110,087.13
		Total Comp	104,584.86	107,207.43	108,049.34	110,671.91	111,566.04	114,188.61	115,170.66	117,793.23
12	12	Salary	100,878.14	102,921.14	104,201.62	106,244.62	107,568.95	109,611.95	110,987.07	113,030.07
		Total Comp	107,939.61	110,125.62	111,495.73	113,681.74	115,098.78	117,284.79	118,756.16	120,942.17
13	13	Salary	103,643.02	105,379.02	107,037.99	108,773.99	110,494.40	112,230.40	113,996.43	115,732.43
		Total Comp	110,898.03	112,755.55	114,530.65	116,388.17	118,229.01	120,086.53	121,976.18	123,833.70
14a	14	Salary	106,109.25	107,590.25	109,594.18	111,075.18	113,124.95	114,605.95	116,719.62	118,200.62
		Total Comp	113,536.90	115,121.57	117,265.77	118,850.44	121,043.70	122,628.37	124,889.99	126,474.66
14b	15	Salary	110,591.31	110,591.31	111,893.86	111,893.86	115,518.18	115,518.18	119,190.18	120,173.72
		Total Comp	118,332.70	118,332.70	119,726.43	119,726.43	123,604.45	123,604.45	127,533.49	128,585.88
14c	16	Salary	113,548.55	113,548.55	115,014.96	115,014.96	116,369.62	116,369.62	120,138.91	121,122.45
		Total Comp	121,496.95	121,496.95	123,066.01	123,066.01	124,515.49	124,515.49	128,548.63	129,601.02
15a	17	Salary	115,994.27	117,054.31	118,090.50	119,150.54	119,615.56	120,675.60	121,024.40	122,084.44
		Total Comp	124,113.87	125,248.11	126,356.84	127,491.08	127,988.65	129,122.89	129,496.11	130,630.35
15b	18	Salary	118,378.71	118,378.71	121,736.48	121,736.48	123,916.56	124,900.10	125,502.63	126,486.17
		Total Comp	126,665.22	126,665.22	130,258.03	130,258.03	132,590.72	133,643.11	134,287.81	135,340.20
15c	19	Salary	118,941.40	118,941.40	123,113.86	123,113.86	126,605.94	127,589.48	129,896.10	130,879.64
		Total Comp	127,267.30	127,267.30	131,731.83	131,731.83	135,468.36	136,520.74	138,988.83	140,041.21
16a	20	Salary	118,981.33	120,358.33	123,699.05	125,076.05	128,038.41	129,415.41	132,693.06	134,070.06
		Total Comp	127,310.02	128,783.41	132,357.98	133,831.37	137,001.10	138,474.49	141,981.57	143,454.96
16b	21	Salary	120,448.84	120,448.84	125,172.67	126,156.21	130,079.10	131,062.64	134,592.03	135,575.57
		Total Comp	128,880.26	128,880.26	133,934.76	134,987.14	139,184.64	140,237.02	144,013.47	145,065.86
16c	22	Salary	120,535.46	120,535.46	125,555.16	126,156.21	131,202.46	131,803.51	136,305.15	136,906.20
		Total Comp	128,972.94	128,972.94	134,344.02	134,987.14	140,386.63	141,029.76	145,846.51	146,489.63
17a	23	Salary	120,587.33	121,188.33	125,555.21	126,156.21	131,202.51	131,803.51	137,075.65	137,676.65
		Total Comp	129,028.44	129,671.51	134,344.07	134,987.14	140,386.69	141,029.76	146,670.95	147,314.02
17b	24	Salary	121,258.45	122,241.99	126,035.87	127,019.87	131,202.46	132,186.00	137,075.65	138,059.19
		Total Comp	129,746.54	130,798.93	134,858.38	135,911.26	140,386.63	141,439.02	146,670.95	147,723.33
18a	25	Salary	122,098.24	123,474.24	127,131.67	128,507.67	132,100.66	133,476.66	137,473.44	138,849.44
		Total Comp	130,645.12	132,117.44	136,030.89	137,503.21	141,347.71	142,820.03	147,096.58	148,568.90
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1B - 228-Day Schedule

Lane 3

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	77,778.69	77,778.69	80,889.84	80,889.84	84,125.43	84,125.43	87,490.45	87,490.45
		Total Comp	83,223.20	83,223.20	86,552.13	86,552.13	90,014.21	90,014.21	93,614.78	93,614.78
2	2	Salary	77,778.69	78,799.69	80,889.84	81,910.84	84,125.43	85,146.43	87,490.45	88,511.45
		Total Comp	83,223.20	84,315.67	86,552.13	87,644.60	90,014.21	91,106.68	93,614.78	94,707.25
3	3	Salary	78,840.53	80,066.53	81,951.68	83,177.68	85,187.27	86,413.27	88,552.29	89,778.29
		Total Comp	84,359.37	85,671.19	87,688.30	89,000.12	91,150.38	92,462.20	94,750.95	96,062.77
4	4	Salary	80,152.74	81,480.74	83,269.19	84,597.19	86,504.79	87,832.79	89,869.81	91,197.81
		Total Comp	85,763.43	87,184.39	89,098.03	90,518.99	92,560.13	93,981.09	96,160.70	97,581.66
5	5	Salary	81,616.95	83,761.95	84,739.97	86,884.97	87,981.08	90,126.08	91,346.10	93,491.10
		Total Comp	87,330.14	89,625.29	90,671.77	92,966.92	94,139.76	96,434.91	97,740.33	100,035.48
6	6	Salary	83,976.40	86,632.40	87,112.43	89,768.43	90,360.37	93,016.37	93,731.13	96,387.13
		Total Comp	89,854.75	92,696.67	93,210.30	96,052.22	96,685.60	99,527.52	100,292.31	103,134.23
7	7	Salary	86,942.87	89,751.87	90,097.70	92,906.70	93,359.16	96,168.16	96,737.02	99,546.02
		Total Comp	93,028.87	96,034.50	96,404.54	99,410.17	99,894.30	102,899.93	103,508.61	106,514.24
8	8	Salary	90,164.51	92,973.51	93,341.95	96,150.95	96,622.96	99,431.96	100,014.89	102,823.89
		Total Comp	96,476.03	99,481.66	99,875.89	102,881.52	103,386.57	106,392.20	107,015.93	110,021.56
9	9	Salary	93,480.14	96,289.14	96,692.45	99,501.45	99,996.99	102,805.99	103,409.24	106,218.24
		Total Comp	100,023.75	103,029.38	103,460.92	106,466.55	106,996.78	110,002.41	110,647.89	113,653.52
10	10	Salary	96,882.78	99,538.78	100,140.70	102,796.70	103,481.51	106,137.51	106,918.23	109,574.23
		Total Comp	103,664.57	106,506.49	107,150.55	109,992.47	110,725.22	113,567.14	114,402.51	117,244.43
11	11	Salary	100,184.83	102,635.83	103,520.34	105,971.34	106,908.57	109,359.57	110,383.01	112,834.01
		Total Comp	107,197.77	109,820.34	110,766.76	113,389.33	114,392.17	117,014.74	118,109.82	120,732.39
12	12	Salary	103,318.86	105,361.86	106,741.27	108,784.27	110,210.19	112,253.19	113,733.95	115,776.95
		Total Comp	110,551.18	112,737.19	114,213.16	116,399.17	117,924.90	120,110.91	121,695.33	123,881.34
13	13	Salary	106,083.74	107,819.74	109,576.34	111,312.34	113,135.64	114,871.64	116,743.32	118,479.32
		Total Comp	113,509.60	115,367.12	117,246.68	119,104.20	121,055.13	122,912.65	124,915.35	126,772.87
14a	14	Salary	108,549.98	110,030.98	112,132.53	113,613.53	115,764.83	117,245.83	119,466.50	120,947.50
		Total Comp	116,148.48	117,733.15	119,981.81	121,566.48	123,868.37	125,453.04	127,829.16	129,413.83
14b	15	Salary	113,032.03	113,032.03	114,432.21	114,432.21	118,158.07	118,158.07	121,935.67	122,919.21
		Total Comp	120,944.27	120,944.27	122,442.46	122,442.46	126,429.13	126,429.13	130,471.17	131,523.55
14c	16	Salary	115,988.03	115,988.03	117,553.31	117,553.31	119,009.50	119,009.50	122,884.39	123,867.93
		Total Comp	124,107.19	124,107.19	125,782.04	125,782.04	127,340.17	127,340.17	131,486.30	132,538.69
15a	17	Salary	118,434.99	119,495.03	120,627.55	121,687.59	122,255.45	123,315.49	123,769.88	124,829.92
		Total Comp	126,725.44	127,859.68	129,071.48	130,205.72	130,813.33	131,947.57	132,433.77	133,568.01
15b	18	Salary	120,819.43	120,819.43	124,274.83	124,274.83	126,555.09	127,538.63	128,248.11	129,231.65
		Total Comp	129,276.79	129,276.79	132,974.07	132,974.07	135,413.95	136,466.33	137,225.48	138,277.87
15c	19	Salary	121,382.12	121,382.12	125,652.21	125,652.21	129,245.83	130,229.37	132,640.18	133,623.72
		Total Comp	129,878.87	129,878.87	134,447.86	134,447.86	138,293.04	139,345.43	141,924.99	142,977.38
16a	20	Salary	121,422.06	122,799.06	126,237.41	127,614.41	130,678.30	132,055.30	135,438.54	136,815.54
		Total Comp	129,921.60	131,394.99	135,074.03	136,547.42	139,825.78	141,299.17	144,919.24	146,392.63
16b	21	Salary	122,889.57	122,889.57	127,711.02	128,694.56	132,718.98	133,702.52	137,337.51	138,321.05
		Total Comp	131,491.84	131,491.84	136,650.79	137,703.18	142,009.31	143,061.70	146,951.14	148,003.52
16c	22	Salary	122,976.18	122,976.18	128,093.51	128,694.56	133,842.35	134,443.40	139,050.63	139,651.68
		Total Comp	131,584.51	131,584.51	137,060.06	137,703.18	143,211.31	143,854.44	148,784.17	149,427.30
17a	23	Salary	123,028.06	123,629.06	128,093.56	128,694.56	133,842.40	134,443.40	139,821.13	140,422.13
		Total Comp	131,640.02	132,283.09	137,060.11	137,703.18	143,211.37	143,854.44	149,608.61	150,251.68
17b	24	Salary	123,699.18	124,682.72	128,574.22	129,558.22	133,842.34	134,825.88	139,821.13	140,804.67
		Total Comp	132,358.12	133,410.51	137,574.42	138,627.30	143,211.30	144,263.69	149,608.61	150,661.00
18a	25	Salary	124,537.71	125,913.71	129,670.03	131,046.03	134,740.55	136,116.55	140,218.92	141,594.92
		Total Comp	133,255.35	134,727.67	138,746.93	140,219.25	144,172.39	145,644.71	150,034.24	151,506.56
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1B - 228-Day Schedule

Lane 4

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	80,218.17	80,218.17	83,426.89	83,426.89	86,763.97	86,763.97	90,234.53	90,234.53
		Total Comp	85,833.44	85,833.44	89,266.77	89,266.77	92,837.45	92,837.45	96,550.95	96,550.95
2	2	Salary	80,218.17	81,239.17	83,426.89	84,447.89	86,763.97	87,784.97	90,234.53	91,255.53
		Total Comp	85,833.44	86,925.91	89,266.77	90,359.24	92,837.45	93,929.92	96,550.95	97,643.42
3	3	Salary	81,280.01	82,506.01	84,488.73	85,714.73	87,825.81	89,051.81	91,296.37	92,522.37
		Total Comp	86,969.61	88,281.43	90,402.94	91,714.76	93,973.62	95,285.44	97,687.12	98,998.94
4	4	Salary	82,592.21	83,920.21	85,806.25	87,134.25	89,143.32	90,471.32	92,613.88	93,941.88
		Total Comp	88,373.66	89,794.62	91,812.69	93,233.65	95,383.35	96,804.31	99,096.85	100,517.81
5	5	Salary	84,056.42	86,201.42	87,277.02	89,422.02	90,619.62	92,764.62	94,090.18	96,235.18
		Total Comp	89,940.37	92,235.52	93,386.41	95,681.56	96,962.99	99,258.14	100,676.49	102,971.64
6	6	Salary	86,415.88	89,071.88	89,649.48	92,305.48	92,998.90	95,654.90	96,475.20	99,131.20
		Total Comp	92,464.99	95,306.91	95,924.94	98,766.86	99,508.82	102,350.74	103,228.46	106,070.38
7	7	Salary	89,382.35	92,191.35	92,634.75	95,443.75	95,997.70	98,806.70	99,481.10	102,290.10
		Total Comp	95,639.11	98,644.74	99,119.18	102,124.81	102,717.54	105,723.17	106,444.78	109,450.41
8	8	Salary	92,603.99	95,412.99	95,879.00	98,688.00	99,261.50	102,070.50	102,758.97	105,567.97
		Total Comp	99,086.27	102,091.90	102,590.53	105,596.16	106,209.81	109,215.44	109,952.10	112,957.73
9	9	Salary	95,919.61	98,728.61	99,229.51	102,038.51	102,635.52	105,444.52	106,153.32	108,962.32
		Total Comp	102,633.98	105,639.61	106,175.58	109,181.21	109,820.01	112,825.64	113,584.05	116,589.68
10	10	Salary	99,322.26	101,978.26	102,677.75	105,333.75	106,120.05	108,776.05	109,662.30	112,318.30
		Total Comp	106,274.82	109,116.74	109,865.19	112,707.11	113,548.45	116,390.37	117,338.66	120,180.58
11	11	Salary	102,624.31	105,075.31	106,057.39	108,508.39	109,547.10	111,998.10	113,127.09	115,578.09
		Total Comp	109,808.01	112,430.58	113,481.41	116,103.98	117,215.40	119,837.97	121,045.99	123,668.56
12	12	Salary	105,759.59	107,802.59	109,278.32	111,321.32	112,848.73	114,891.73	116,478.03	118,521.03
		Total Comp	113,162.76	115,348.77	116,927.80	119,113.81	120,748.14	122,934.15	124,631.49	126,817.50
13	13	Salary	108,524.46	110,260.46	112,114.69	113,850.69	115,774.18	117,510.18	119,487.39	121,223.39
		Total Comp	116,121.17	117,978.69	119,962.72	121,820.24	123,878.37	125,735.89	127,851.51	129,709.03
14a	14	Salary	110,990.70	112,471.70	114,670.88	116,151.88	118,404.72	119,885.72	122,210.58	123,691.58
		Total Comp	118,760.05	120,344.72	122,697.84	124,282.51	126,693.05	128,277.72	130,765.32	132,349.99
14b	15	Salary	115,472.76	115,472.76	116,970.57	116,970.57	120,797.95	120,797.95	124,681.15	125,664.69
		Total Comp	123,555.85	123,555.85	125,158.51	125,158.51	129,253.81	129,253.81	133,408.83	134,461.22
14c	16	Salary	118,428.75	118,428.75	120,091.67	120,091.67	121,649.39	121,649.39	125,629.87	126,613.41
		Total Comp	126,718.76	126,718.76	128,498.09	128,498.09	130,164.85	130,164.85	134,423.96	135,476.35
15a	17	Salary	120,874.47	121,934.51	123,165.90	124,225.94	124,895.33	125,955.37	126,515.36	127,575.40
		Total Comp	129,335.68	130,469.93	131,787.51	132,921.76	133,638.00	134,772.25	135,371.44	136,505.68
15b	18	Salary	123,260.15	123,260.15	126,811.89	126,811.89	129,194.98	130,178.52	130,993.59	131,977.13
		Total Comp	131,888.36	131,888.36	135,688.72	135,688.72	138,238.63	139,291.02	140,163.14	141,215.53
15c	19	Salary	123,821.60	123,821.60	128,190.56	128,190.56	131,884.37	132,867.91	135,385.66	136,369.20
		Total Comp	132,489.11	132,489.11	137,163.90	137,163.90	141,116.28	142,168.66	144,862.66	145,915.04
16a	20	Salary	123,861.53	125,238.53	128,774.46	130,151.46	133,318.18	134,695.18	138,182.62	139,559.62
		Total Comp	132,531.84	134,005.23	137,788.67	139,262.06	142,650.45	144,123.84	147,855.40	149,328.79
16b	21	Salary	125,329.04	125,329.04	130,248.07	131,231.61	135,357.52	136,341.06	140,082.99	141,066.53
		Total Comp	134,102.07	134,102.07	139,365.43	140,417.82	144,832.55	145,884.93	149,888.80	150,941.19
16c	22	Salary	125,415.65	125,415.65	130,630.56	131,231.61	136,480.88	137,081.93	141,794.70	142,395.75
		Total Comp	134,194.75	134,194.75	139,774.70	140,417.82	146,034.54	146,677.67	151,720.33	152,363.45
17a	23	Salary	125,467.53	126,068.53	130,630.61	131,231.61	136,480.93	137,081.93	142,565.21	143,166.21
		Total Comp	134,250.26	134,893.33	139,774.75	140,417.82	146,034.60	146,677.67	152,544.77	153,187.84
17b	24	Salary	126,138.65	127,122.19	131,111.27	132,095.27	136,480.88	137,464.42	142,565.21	143,548.75
		Total Comp	134,968.36	136,020.74	140,289.06	141,341.94	146,034.54	147,086.93	152,544.77	153,597.16
18a	25	Salary	126,978.44	128,354.44	132,207.08	133,583.08	137,379.08	138,755.08	142,963.00	144,339.00
		Total Comp	135,866.93	137,339.25	141,461.58	142,933.90	146,995.62	148,467.94	152,970.41	154,442.73
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1B - 228-Day Schedule

Lane 5

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	82,658.89	82,658.89	85,965.25	85,965.25	89,403.86	89,403.86	92,980.01	92,980.01
		Total Comp	88,445.01	88,445.01	91,982.82	91,982.82	95,662.13	95,662.13	99,488.61	99,488.61
2	2	Salary	82,658.89	83,679.89	85,965.25	86,986.25	89,403.86	90,424.86	92,980.01	94,001.01
		Total Comp	88,445.01	89,537.48	91,982.82	93,075.29	95,662.13	96,754.60	99,488.61	100,581.08
3	3	Salary	83,720.73	84,946.73	87,027.09	88,253.09	90,465.70	91,691.70	94,041.85	95,267.85
		Total Comp	89,581.18	90,893.00	93,118.99	94,430.81	96,798.30	98,110.12	100,624.78	101,936.60
4	4	Salary	85,032.93	86,360.93	88,344.60	89,672.60	91,783.21	93,111.21	95,359.36	96,687.36
		Total Comp	90,985.24	92,406.20	94,528.72	95,949.68	98,208.03	99,628.99	102,034.52	103,455.48
5	5	Salary	86,497.15	88,642.15	89,815.37	91,960.37	93,259.50	95,404.50	96,835.66	98,980.66
		Total Comp	92,551.95	94,847.10	96,102.45	98,397.60	99,787.67	102,082.82	103,614.16	105,909.31
6	6	Salary	88,856.60	91,512.60	92,187.83	94,843.83	95,638.79	98,294.79	99,220.68	101,876.68
		Total Comp	95,076.56	97,918.48	98,640.98	101,482.90	102,333.51	105,175.43	106,166.13	109,008.05
7	7	Salary	91,823.07	94,632.07	95,173.10	97,982.10	98,637.59	101,446.59	102,226.58	105,035.58
		Total Comp	98,250.68	101,256.31	101,835.22	104,840.85	105,542.22	108,547.85	109,382.44	112,388.07
8	8	Salary	95,044.71	97,853.71	98,417.35	101,226.35	101,901.39	104,710.39	105,504.45	108,313.45
		Total Comp	101,697.84	104,703.47	105,306.56	108,312.19	109,034.49	112,040.12	112,889.76	115,895.39
9	9	Salary	98,360.33	101,169.33	101,767.86	104,576.86	105,275.41	108,084.41	108,898.80	111,707.80
		Total Comp	105,245.55	108,251.18	108,891.61	111,897.24	112,644.69	115,650.32	116,521.72	119,527.35
10	10	Salary	101,762.98	104,418.98	105,216.11	107,872.11	108,759.93	111,415.93	112,407.78	115,063.78
		Total Comp	108,886.39	111,728.31	112,581.24	115,423.16	116,373.13	119,215.05	120,276.32	123,118.24
11	11	Salary	105,065.03	107,516.03	108,595.74	111,046.74	112,186.99	114,637.99	115,872.57	118,323.57
		Total Comp	112,419.58	115,042.15	116,197.44	118,820.01	120,040.08	122,662.65	123,983.65	126,606.22
12	12	Salary	108,199.06	110,242.06	111,816.67	113,859.67	115,488.61	117,531.61	119,223.51	121,266.51
		Total Comp	115,772.99	117,959.00	119,643.84	121,829.85	123,572.81	125,758.82	127,569.16	129,755.17
13	13	Salary	110,963.94	112,699.94	114,651.74	116,387.74	118,414.06	120,150.06	122,232.88	123,968.88
		Total Comp	118,731.42	120,588.94	122,677.36	124,534.88	126,703.04	128,560.56	130,789.18	132,646.70
14a	14	Salary	113,430.17	114,911.17	117,207.93	118,688.93	121,043.25	122,524.25	124,956.06	126,437.06
		Total Comp	121,370.28	122,954.95	125,412.49	126,997.16	129,516.28	131,100.95	133,702.98	135,287.65
14b	15	Salary	117,910.98	117,910.98	119,507.62	119,507.62	123,436.49	123,436.49	127,425.22	128,408.76
		Total Comp	126,164.75	126,164.75	127,873.15	127,873.15	132,077.04	132,077.04	136,344.99	137,397.37
14c	16	Salary	120,868.23	120,868.23	122,627.42	122,627.42	124,287.92	124,287.92	128,373.95	129,357.49
		Total Comp	129,329.01	129,329.01	131,211.34	131,211.34	132,988.07	132,988.07	137,360.13	138,412.51
15a	17	Salary	123,316.44	124,376.48	125,702.95	126,762.99	127,532.52	128,592.56	129,259.44	130,319.48
		Total Comp	131,948.59	133,082.83	134,502.16	135,636.40	136,459.80	137,594.04	138,307.60	139,441.84
15b	18	Salary	125,699.63	125,699.63	129,351.54	129,351.54	131,833.52	132,817.06	133,736.26	134,719.80
		Total Comp	134,498.60	134,498.60	138,406.15	138,406.15	141,061.87	142,114.25	143,097.80	144,150.19
15c	19	Salary	126,261.07	126,261.07	130,727.61	130,727.61	134,525.60	135,509.14	138,129.74	139,113.28
		Total Comp	135,099.34	135,099.34	139,878.54	139,878.54	143,942.39	144,994.78	147,798.82	148,851.21
16a	20	Salary	126,301.01	127,678.01	131,311.51	132,688.51	135,956.72	137,333.72	140,929.51	142,306.51
		Total Comp	135,142.08	136,615.47	140,503.32	141,976.71	145,473.69	146,947.08	150,794.58	152,267.97
16b	21	Salary	127,768.51	127,768.51	132,785.13	133,768.67	137,996.06	138,979.60	142,827.07	143,810.61
		Total Comp	136,712.31	136,712.31	142,080.09	143,132.48	147,655.78	148,708.17	152,824.96	153,877.35
16c	22	Salary	127,855.13	127,855.13	133,167.62	133,768.67	139,119.42	139,720.47	144,538.78	145,139.83
		Total Comp	136,804.99	136,804.99	142,489.35	143,132.48	148,857.78	149,500.90	154,656.49	155,299.62
17a	23	Salary	127,907.01	128,508.01	133,167.67	133,768.67	139,119.47	139,720.47	145,309.29	145,910.29
		Total Comp	136,860.50	137,503.57	142,489.41	143,132.48	148,857.83	149,500.90	155,480.94	156,124.01
17b	24	Salary	128,578.13	129,561.67	133,648.33	134,632.33	139,119.42	140,102.96	145,309.29	146,292.83
		Total Comp	137,578.60	138,630.99	143,003.71	144,056.59	148,857.78	149,910.17	155,480.94	156,533.33
18a	25	Salary	129,417.91	130,793.91	134,744.13	136,120.13	140,017.62	141,393.62	145,707.07	147,083.07
		Total Comp	138,477.16	139,949.48	144,176.22	145,648.54	149,818.85	151,291.17	155,906.56	157,378.88
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1B - 228-Day Schedule

Lane 6

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	85,099.61	85,099.61	88,503.60	88,503.60	92,043.74	92,043.74	95,725.49	95,725.49
		Total Comp	91,056.58	91,056.58	94,698.85	94,698.85	98,486.80	98,486.80	102,426.27	102,426.27
2	2	Salary	85,099.61	86,120.61	88,503.60	89,524.60	92,043.74	93,064.74	95,725.49	96,746.49
		Total Comp	91,056.58	92,149.05	94,698.85	95,791.32	98,486.80	99,579.27	102,426.27	103,518.74
3	3	Salary	86,161.45	87,387.45	89,565.44	90,791.44	93,105.58	94,331.58	96,787.33	98,013.33
		Total Comp	92,192.75	93,504.57	95,835.02	97,146.84	99,622.97	100,934.79	103,562.44	104,874.26
4	4	Salary	87,473.66	88,801.66	90,882.95	92,210.95	94,423.10	95,751.10	98,104.84	99,432.84
		Total Comp	93,596.82	95,017.78	97,244.76	98,665.72	101,032.72	102,453.68	104,972.18	106,393.14
5	5	Salary	88,937.87	91,082.87	92,353.72	94,498.72	95,899.39	98,044.39	99,581.14	101,726.14
		Total Comp	95,163.52	97,458.67	98,818.48	101,113.63	102,612.35	104,907.50	106,551.82	108,846.97
6	6	Salary	91,297.32	93,953.32	94,726.18	97,382.18	98,278.67	100,934.67	101,966.16	104,622.16
		Total Comp	97,688.13	100,530.05	101,357.01	104,198.93	105,158.18	108,000.10	109,103.79	111,945.71
7	7	Salary	94,263.79	97,072.79	97,711.45	100,520.45	101,277.47	104,086.47	104,972.06	107,781.06
		Total Comp	100,862.26	103,867.89	104,551.25	107,556.88	108,366.89	111,372.52	112,320.10	115,325.73
8	8	Salary	97,485.43	100,294.43	100,955.70	103,764.70	104,541.27	107,350.27	108,249.93	111,058.93
		Total Comp	104,309.41	107,315.04	108,022.60	111,028.23	111,859.16	114,864.79	115,827.43	118,833.06
9	9	Salary	100,801.06	103,610.06	104,306.21	107,115.21	107,915.29	110,724.29	111,644.28	114,453.28
		Total Comp	107,857.13	110,862.76	111,607.64	114,613.27	115,469.36	118,474.99	119,459.38	122,465.01
10	10	Salary	104,203.70	106,859.70	107,754.46	110,410.46	111,399.82	114,055.82	115,153.26	117,809.26
		Total Comp	111,497.96	114,339.88	115,297.27	118,139.19	119,197.81	122,039.73	123,213.99	126,055.91
11	11	Salary	107,505.76	109,956.76	111,134.09	113,585.09	114,826.88	117,277.88	118,618.05	121,069.05
		Total Comp	115,031.16	117,653.73	118,913.48	121,536.05	122,864.76	125,487.33	126,921.31	129,543.88
12	12	Salary	110,641.03	112,684.03	114,355.03	116,398.03	118,128.50	120,171.50	121,968.99	124,011.99
		Total Comp	118,385.90	120,571.91	122,359.88	124,545.89	126,397.50	128,583.51	130,506.82	132,692.83
13	13	Salary	113,405.91	115,141.91	117,191.39	118,927.39	121,053.95	122,789.95	124,978.36	126,714.36
		Total Comp	121,344.32	123,201.84	125,394.79	127,252.31	129,527.73	131,385.25	133,726.85	135,584.37
14a	14	Salary	115,872.14	117,353.14	119,747.58	121,228.58	123,684.49	125,165.49	127,701.54	129,182.54
		Total Comp	123,983.19	125,567.86	128,129.91	129,714.58	132,342.40	133,927.07	136,640.65	138,225.32
14b	15	Salary	120,351.71	120,351.71	122,047.27	122,047.27	126,077.73	126,077.73	130,172.11	131,155.65
		Total Comp	128,776.33	128,776.33	130,590.58	130,590.58	134,903.17	134,903.17	139,284.16	140,336.55
14c	16	Salary	123,307.70	123,307.70	125,165.77	125,165.77	126,929.16	126,929.16	131,120.84	132,104.38
		Total Comp	131,939.24	131,939.24	133,927.37	133,927.37	135,814.20	135,814.20	140,299.30	141,351.69
15a	17	Salary	125,754.67	126,814.71	128,240.01	129,300.05	130,172.40	131,232.44	132,006.33	133,066.37
		Total Comp	134,557.50	135,691.74	137,216.81	138,351.05	139,284.47	140,418.71	141,246.77	142,381.02
15b	18	Salary	128,140.35	128,140.35	131,887.29	131,887.29	134,472.05	135,455.59	136,481.74	137,465.28
		Total Comp	137,110.17	137,110.17	141,119.40	141,119.40	143,885.09	144,937.48	146,035.46	147,087.85
15c	19	Salary	128,701.79	128,701.79	133,265.97	133,265.97	137,162.79	138,146.33	140,873.82	141,857.36
		Total Comp	137,710.92	137,710.92	142,594.59	142,594.59	146,764.19	147,816.57	150,734.99	151,787.38
16a	20	Salary	128,741.73	130,118.73	133,849.86	135,226.86	138,596.60	139,973.60	143,672.18	145,049.18
		Total Comp	137,753.65	139,227.04	143,219.35	144,692.74	148,298.36	149,771.75	153,729.23	155,202.62
16b	21	Salary	130,209.24	130,209.24	135,323.48	136,307.02	140,635.94	141,619.48	145,572.55	146,556.09
		Total Comp	139,323.89	139,323.89	144,796.12	145,848.51	150,480.46	151,532.84	155,762.63	156,815.02
16c	22	Salary	130,295.85	130,295.85	135,705.97	136,307.02	141,759.30	142,360.35	147,284.26	147,885.31
		Total Comp	139,416.56	139,416.56	145,205.39	145,848.51	151,682.45	152,325.57	157,594.16	158,237.28
17a	23	Salary	130,347.73	130,948.73	135,706.02	136,307.02	141,759.35	142,360.35	148,054.77	148,655.77
		Total Comp	139,472.07	140,115.14	145,205.44	145,848.51	151,682.50	152,325.57	158,418.60	159,061.67
17b	24	Salary	131,018.85	132,002.39	136,186.68	137,170.68	141,759.30	142,742.84	148,054.77	149,038.31
		Total Comp	140,190.17	141,242.56	145,719.75	146,772.63	151,682.45	152,734.84	158,418.60	159,470.99
18a	25	Salary	131,857.39	133,233.39	137,282.48	138,658.48	142,657.51	144,033.51	148,452.56	149,828.56
		Total Comp	141,087.41	142,559.73	146,892.25	148,364.57	152,643.54	154,115.86	158,844.24	160,316.56
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1C - 248-Day Schedule				
Step increments				
Step	**FY25 Step Increment**	**FY26 Step Increment**	**FY27 Step Increment**	**8 Step Incren**
1	-	-	-	-
2	$1,108.00	$1,108.00	$1,108.00	$1,108.00
3	$1,330.00	$1,330.00	$1,330.00	$1,330.00
4	$1,441.00	$1,441.00	$1,441.00	$1,441.00
5	$2,327.00	$2,327.00	$2,327.00	$2,327.00
6	$2,882.00	$2,882.00	$2,882.00	$2,882.00
7	$3,048.00	$3,048.00	$3,048.00	$3,048.00
8	$3,048.00	$3,048.00	$3,048.00	$3,048.00
9	$3,048.00	$3,048.00	$3,048.00	$3,048.00
10	$2,881.00	$2,881.00	$2,881.00	$2,881.00
11	$2,660.00	$2,660.00	$2,660.00	$2,660.00
12	$2,217.00	$2,217.00	$2,217.00	$2,217.00
13	$1,884.00	$1,884.00	$1,884.00	$1,884.00
14	$1,607.00	$1,607.00	$1,607.00	$1,607.00
15	-	-	-	**$1,067.20**
16	-	-	-	**$1,067.20**
17	$1,150.21	$1,150.21	$1,150.21	$1,150.21
18	-	-	**$1,067.20**	**$1,067.20**
19	-	-	**$1,067.20**	**$1,067.20**
20	$1,493.00	$1,493.00	$1,493.00	$1,493.00
21	-	**$1,067.20**	**$1,067.20**	**$1,067.20**
22	-	**$652.18**	**$652.18**	**$652.18**
23	$652.00	$652.00	$652.00	$652.00
24	**$1,067.20**	**$1,067.20**	**$1,067.20**	**$1,067.20**
25	$1,490.00	$1,490.00	$1,490.00	$1,490.00
30	-	-	-	-

Notes:				
Teachers reaching step 30 on this salary schedule will be eligible for annual COLA.				
A pensionable longevity payment of $2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 4-year anniversary of their entry into Step 30, corresponding with their 30th year of service eligible for step credit.				

1C - 248-Day Schedule

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Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	76,448.52	76,448.52	79,506.46	79,506.46	82,686.72	82,686.72	85,994.19	85,994.19
		Total Comp	81,799.92	81,799.92	85,071.91	85,071.91	88,474.79	88,474.79	92,013.78	92,013.78
2	2	Salary	76,448.52	77,556.52	79,506.46	80,614.46	82,686.72	83,794.72	85,994.19	87,102.19
		Total Comp	81,799.92	82,985.48	85,071.91	86,257.47	88,474.79	89,660.35	92,013.78	93,199.34
3	3	Salary	77,600.84	78,930.84	80,658.78	81,988.78	83,839.04	85,169.04	87,146.51	88,476.51
		Total Comp	83,032.90	84,456.00	86,304.89	87,727.99	89,707.77	91,130.87	93,246.77	94,669.87
4	4	Salary	79,024.38	80,465.38	82,088.08	83,529.08	85,268.34	86,709.34	88,575.81	90,016.81
		Total Comp	84,556.09	86,097.96	87,834.25	89,376.12	91,237.12	92,778.99	94,776.12	96,317.99
5	5	Salary	80,613.17	82,940.17	83,683.99	86,010.99	86,870.24	89,197.24	90,177.71	92,504.71
		Total Comp	86,256.09	88,745.98	89,541.87	92,031.76	92,951.16	95,441.05	96,490.15	98,980.04
6	6	Salary	83,172.84	86,054.84	86,257.78	89,139.78	89,451.43	92,333.43	92,765.13	95,647.13
		Total Comp	88,994.94	92,078.68	92,295.82	95,379.56	95,713.03	98,796.77	99,258.69	102,342.43
7	7	Salary	86,391.71	89,439.71	89,497.03	92,545.03	92,705.37	95,753.37	96,026.77	99,074.77
		Total Comp	92,439.13	95,700.49	95,761.82	99,023.18	99,194.75	102,456.11	102,748.64	106,010.00
8	8	Salary	89,887.43	92,935.43	93,017.29	96,065.29	96,246.84	99,294.84	99,583.50	102,631.50
		Total Comp	96,179.55	99,440.91	99,528.50	102,789.86	102,984.12	106,245.48	106,554.35	109,815.71
9	9	Salary	93,485.14	96,533.14	96,652.85	99,700.85	99,907.91	102,955.91	103,266.63	106,314.63
		Total Comp	100,029.10	103,290.46	103,418.55	106,679.91	106,901.46	110,162.82	110,495.29	113,756.65
10	10	Salary	97,177.53	100,058.53	100,394.46	103,275.46	103,688.88	106,569.88	107,074.14	109,955.14
		Total Comp	103,979.96	107,062.63	107,422.07	110,504.74	110,947.10	114,029.77	114,569.33	117,652.00
11	11	Salary	100,759.44	103,419.44	104,060.88	106,720.88	107,406.48	110,066.48	110,832.68	113,492.68
		Total Comp	107,812.60	110,658.80	111,345.14	114,191.34	114,924.93	117,771.13	118,590.97	121,437.17
12	12	Salary	104,161.54	106,378.54	107,556.22	109,773.22	110,989.71	113,206.71	114,469.14	116,686.14
		Total Comp	111,452.85	113,825.04	115,085.16	117,457.35	118,758.99	121,131.18	122,481.98	124,854.17
13	13	Salary	107,161.26	109,045.26	110,633.68	112,517.68	114,164.15	116,048.15	117,734.98	119,618.98
		Total Comp	114,662.55	116,678.43	118,378.04	120,393.92	122,155.64	124,171.52	125,976.43	127,992.31
14a	14	Salary	109,838.36	111,445.36	113,407.08	115,014.08	117,018.39	118,625.39	120,690.08	122,297.08
		Total Comp	117,527.05	119,246.54	121,345.58	123,065.07	125,209.68	126,929.17	129,138.39	130,857.88
14b	15	Salary	114,699.76	114,699.76	115,903.17	115,903.17	119,614.64	119,614.64	123,370.41	124,437.61
		Total Comp	122,728.74	122,728.74	124,016.39	124,016.39	127,987.66	127,987.66	132,006.34	133,148.24
14c	16	Salary	117,910.05	117,910.05	119,287.75	119,287.75	120,539.30	120,539.30	124,399.23	125,466.43
		Total Comp	126,163.75	126,163.75	127,637.89	127,637.89	128,977.05	128,977.05	133,107.18	134,249.08
15a	17	Salary	120,564.15	121,714.36	122,626.46	123,776.67	124,059.26	125,209.47	125,360.87	126,511.08
		Total Comp	129,003.64	130,234.37	131,210.31	132,441.04	132,743.41	133,974.13	134,136.13	135,366.86
15b	18	Salary	123,151.55	123,151.55	126,582.93	126,582.93	128,727.74	129,794.94	130,217.86	131,285.06
		Total Comp	131,772.16	131,772.16	135,443.74	135,443.74	137,738.68	138,880.59	139,333.11	140,475.01
15c	19	Salary	123,762.35	123,762.35	128,077.61	128,077.61	131,646.26	132,713.46	134,986.74	136,053.94
		Total Comp	132,425.71	132,425.71	137,043.04	137,043.04	140,861.50	142,003.40	144,435.81	145,577.72
16a	20	Salary	123,805.68	125,298.68	128,712.84	130,205.84	133,200.72	134,693.72	138,021.99	139,514.99
		Total Comp	132,472.08	134,069.59	137,722.74	139,320.25	142,524.77	144,122.28	147,683.53	149,281.04
16b	21	Salary	125,396.84	125,396.84	130,310.63	131,377.83	135,414.08	136,481.28	140,081.47	141,148.67
		Total Comp	134,174.62	134,174.62	139,432.37	140,574.28	144,893.07	146,034.97	149,887.17	151,029.08
16c	22	Salary	125,490.78	125,490.78	130,725.65	131,377.83	136,632.95	137,285.13	141,940.53	142,592.71
		Total Comp	134,275.13	134,275.13	139,876.45	140,574.28	146,197.26	146,895.09	151,876.37	152,574.20
17a	23	Salary	125,547.03	126,199.03	130,725.83	131,377.83	136,633.13	137,285.13	142,776.53	143,428.53
		Total Comp	134,335.32	135,032.96	139,876.64	140,574.28	146,197.45	146,895.09	152,770.89	153,468.53
17b	24	Salary	126,275.20	127,342.40	131,247.00	132,314.20	136,632.95	137,700.15	142,776.53	143,843.73
		Total Comp	135,114.46	136,256.37	140,434.29	141,576.19	146,197.26	147,339.16	152,770.89	153,912.79
18a	25	Salary	127,183.05	128,673.05	132,436.10	133,926.10	137,606.76	139,096.76	143,208.15	144,698.15
		Total Comp	136,085.86	137,680.16	141,706.63	143,300.93	147,239.23	148,833.53	153,232.72	154,827.02
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

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Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	81,745.49	81,745.49	85,015.31	85,015.31	88,415.92	88,415.92	91,952.56	91,952.56
		Total Comp	87,467.67	87,467.67	90,966.38	90,966.38	94,605.03	94,605.03	98,389.24	98,389.24
2	2	Salary	81,745.49	82,853.49	85,015.31	86,123.31	88,415.92	89,523.92	91,952.56	93,060.56
		Total Comp	87,467.67	88,653.23	90,966.38	92,151.94	94,605.03	95,790.59	98,389.24	99,574.80
3	3	Salary	82,897.81	84,227.81	86,167.63	87,497.63	89,568.24	90,898.24	93,104.88	94,434.88
		Total Comp	88,700.66	90,123.76	92,199.36	93,622.46	95,838.02	97,261.12	99,622.22	101,045.32
4	4	Salary	84,321.34	85,762.34	87,596.92	89,037.92	90,997.54	92,438.54	94,534.17	95,975.17
		Total Comp	90,223.83	91,765.70	93,728.70	95,270.57	97,367.37	98,909.24	101,151.56	102,693.43
5	5	Salary	85,910.14	88,237.14	89,192.84	91,519.84	92,599.44	94,926.44	96,136.08	98,463.08
		Total Comp	91,923.85	94,413.74	95,436.34	97,926.23	99,081.40	101,571.29	102,865.61	105,355.50
6	6	Salary	88,469.81	91,351.81	91,766.62	94,648.62	95,180.63	98,062.63	98,723.50	101,605.50
		Total Comp	94,662.70	97,746.44	98,190.28	101,274.02	101,843.27	104,927.01	105,634.15	108,717.89
7	7	Salary	91,688.67	94,736.67	95,005.88	98,053.88	98,434.57	101,482.57	101,985.13	105,033.13
		Total Comp	98,106.88	101,368.24	101,656.29	104,917.65	105,324.99	108,586.35	109,124.09	112,385.45
8	8	Salary	95,184.40	98,232.40	98,526.14	101,574.14	101,976.04	105,024.04	105,541.87	108,589.87
		Total Comp	101,847.31	105,108.67	105,422.97	108,684.33	109,114.36	112,375.72	112,929.80	116,191.16
9	9	Salary	98,782.10	101,830.10	102,161.69	105,209.69	105,637.11	108,685.11	109,225.00	112,273.00
		Total Comp	105,696.85	108,958.21	109,313.01	112,574.37	113,031.71	116,293.07	116,870.75	120,132.11
10	10	Salary	102,473.25	105,354.25	105,903.31	108,784.31	109,418.08	112,299.08	113,032.51	115,913.51
		Total Comp	109,646.38	112,729.05	113,316.54	116,399.21	117,077.35	120,160.02	120,944.79	124,027.46
11	11	Salary	106,055.16	108,715.16	109,568.42	112,228.42	113,135.68	115,795.68	116,791.05	119,451.05
		Total Comp	113,479.02	116,325.22	117,238.21	120,084.41	121,055.18	123,901.38	124,966.42	127,812.62
12	12	Salary	109,457.26	111,674.26	113,063.77	115,280.77	116,717.56	118,934.56	120,427.51	122,644.51
		Total Comp	117,119.27	119,491.46	120,978.23	123,350.42	124,887.79	127,259.98	128,857.44	131,229.63
13	13	Salary	112,458.23	114,342.23	116,141.23	118,025.23	119,892.00	121,776.00	123,691.94	125,575.94
		Total Comp	120,330.31	122,346.19	124,271.12	126,287.00	128,284.44	130,300.32	132,350.38	134,366.26
14a	14	Salary	115,134.07	116,741.07	118,915.92	120,522.92	122,746.24	124,353.24	126,647.04	128,254.04
		Total Comp	123,193.45	124,912.94	127,240.03	128,959.52	131,338.48	133,057.97	135,512.33	137,231.82
14b	15	Salary	119,995.48	119,995.48	121,410.72	121,410.72	125,343.84	125,343.84	129,327.37	130,394.57
		Total Comp	128,395.16	128,395.16	129,909.47	129,909.47	134,117.91	134,117.91	138,380.29	139,522.19
14c	16	Salary	123,205.77	123,205.77	124,795.30	124,795.30	126,267.15	126,267.15	130,357.60	131,424.80
		Total Comp	131,830.17	131,830.17	133,530.97	133,530.97	135,105.85	135,105.85	139,482.63	140,624.54
15a	17	Salary	125,858.62	127,008.83	128,134.00	129,284.21	129,787.11	130,937.32	131,317.83	132,468.04
		Total Comp	134,668.72	135,899.45	137,103.38	138,334.10	138,872.21	140,102.93	140,510.08	141,740.80
15b	18	Salary	128,447.27	128,447.27	132,089.18	132,089.18	134,455.59	135,522.79	136,174.82	137,242.02
		Total Comp	137,438.58	137,438.58	141,335.42	141,335.42	143,867.48	145,009.39	145,707.06	146,848.96
15c	19	Salary	129,056.82	129,056.82	133,585.16	133,585.16	137,372.76	138,439.96	140,943.70	142,010.90
		Total Comp	138,090.80	138,090.80	142,936.12	142,936.12	146,988.85	148,130.76	150,809.76	151,951.66
16a	20	Salary	129,100.15	130,593.15	134,219.09	135,712.09	138,928.56	140,421.56	143,977.55	145,470.55
		Total Comp	138,137.16	139,734.67	143,614.43	145,211.94	148,653.56	150,251.07	154,055.98	155,653.49
16b	21	Salary	130,691.31	130,691.31	135,816.88	136,884.08	141,140.58	142,207.78	146,038.43	147,105.63
		Total Comp	139,839.70	139,839.70	145,324.06	146,465.97	151,020.42	152,162.32	156,261.12	157,403.02
16c	22	Salary	130,785.26	130,785.26	136,231.90	136,884.08	142,359.45	143,011.63	147,896.09	148,548.27
		Total Comp	139,940.23	139,940.23	145,768.13	146,465.97	152,324.61	153,022.44	158,248.82	158,946.65
17a	23	Salary	130,841.50	131,493.50	136,232.08	136,884.08	142,359.63	143,011.63	148,732.09	149,384.09
		Total Comp	140,000.41	140,698.05	145,768.33	146,465.97	152,324.80	153,022.44	159,143.34	159,840.98
17b	24	Salary	131,569.67	132,636.87	136,753.25	137,820.45	142,359.45	143,426.65	148,732.09	149,799.29
		Total Comp	140,779.55	141,921.45	146,325.98	147,467.88	152,324.61	153,466.52	159,143.34	160,285.24
18a	25	Salary	132,477.52	133,967.52	137,942.35	139,432.35	143,333.26	144,823.26	149,163.72	150,653.72
		Total Comp	141,750.95	143,345.25	147,598.31	149,192.61	153,366.59	154,960.89	159,605.18	161,199.48
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1C - 248-Day Schedule

Lane 3

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	84,392.10	84,392.10	87,767.79	87,767.79	91,278.50	91,278.50	94,929.64	94,929.64
		Total Comp	90,299.55	90,299.55	93,911.54	93,911.54	97,668.00	97,668.00	101,574.71	101,574.71
2	2	Salary	84,392.10	85,500.10	87,767.79	88,875.79	91,278.50	92,386.50	94,929.64	96,037.64
		Total Comp	90,299.55	91,485.11	93,911.54	95,097.10	97,668.00	98,853.56	101,574.71	102,760.27
3	3	Salary	85,544.42	86,874.42	88,920.11	90,250.11	92,430.82	93,760.82	96,081.96	97,411.96
		Total Comp	91,532.53	92,955.63	95,144.52	96,567.62	98,900.98	100,324.08	102,807.70	104,230.80
4	4	Salary	86,967.95	88,408.95	90,349.40	91,790.40	93,860.11	95,301.11	97,511.25	98,952.25
		Total Comp	93,055.71	94,597.58	96,673.86	98,215.73	100,430.32	101,972.19	104,337.04	105,878.91
5	5	Salary	88,556.75	90,883.75	91,945.31	94,272.31	95,462.02	97,789.02	99,113.16	101,440.16
		Total Comp	94,755.72	97,245.61	98,381.48	100,871.37	102,144.36	104,634.25	106,051.08	108,540.97
6	6	Salary	91,116.42	93,998.42	94,519.10	97,401.10	98,043.20	100,925.20	101,700.58	104,582.58
		Total Comp	97,494.57	100,578.31	101,135.44	104,219.18	104,906.22	107,989.96	108,819.62	111,903.36
7	7	Salary	94,335.28	97,383.28	97,758.36	100,806.36	101,297.14	104,345.14	104,962.21	108,010.21
		Total Comp	100,938.75	104,200.11	104,601.45	107,862.81	108,387.94	111,649.30	112,309.56	115,570.92
8	8	Salary	97,831.01	100,879.01	101,278.62	104,326.62	104,838.61	107,886.61	108,518.95	111,566.95
		Total Comp	104,679.18	107,940.54	108,368.12	111,629.48	112,177.31	115,438.67	116,115.28	119,376.64
9	9	Salary	101,428.71	104,476.71	104,914.17	107,962.17	108,499.68	111,547.68	112,202.07	115,250.07
		Total Comp	108,528.72	111,790.08	112,258.16	115,519.52	116,094.66	119,356.02	120,056.21	123,317.57
10	10	Salary	105,121.11	108,002.11	108,655.78	111,536.78	112,280.66	115,161.66	116,009.59	118,890.59
		Total Comp	112,479.59	115,562.26	116,261.68	119,344.35	120,140.31	123,222.98	124,130.26	127,212.93
11	11	Salary	108,703.02	111,363.02	112,322.20	114,982.20	115,998.25	118,658.25	119,768.12	122,428.12
		Total Comp	116,312.23	119,158.43	120,184.75	123,030.95	124,118.13	126,964.33	128,151.89	130,998.09
12	12	Salary	112,105.12	114,322.12	115,817.54	118,034.54	119,581.49	121,798.49	123,404.58	125,621.58
		Total Comp	119,952.48	122,324.67	123,924.77	126,296.96	127,952.19	130,324.38	132,042.90	134,415.09
13	13	Salary	115,104.84	116,988.84	118,895.00	120,779.00	122,755.93	124,639.93	126,670.43	128,554.43
		Total Comp	123,162.18	125,178.06	127,217.65	129,233.53	131,348.85	133,364.73	135,537.36	137,553.24
14a	14	Salary	117,781.93	119,388.93	121,668.40	123,275.40	125,610.16	127,217.16	129,625.52	131,232.52
		Total Comp	126,026.67	127,746.16	130,185.19	131,904.68	134,402.87	136,122.36	138,699.31	140,418.80
14b	15	Salary	122,643.34	122,643.34	124,164.49	124,164.49	128,206.41	128,206.41	132,305.85	133,373.05
		Total Comp	131,228.37	131,228.37	132,856.00	132,856.00	137,180.86	137,180.86	141,567.26	142,709.16
14c	16	Salary	125,852.39	125,852.39	127,549.08	127,549.08	129,131.07	129,131.07	133,334.67	134,401.87
		Total Comp	134,662.06	134,662.06	136,477.52	136,477.52	138,170.24	138,170.24	142,668.10	143,810.00
15a	17	Salary	128,507.73	129,657.94	130,886.48	132,036.69	132,651.04	133,801.25	134,296.31	135,446.52
		Total Comp	137,503.27	138,734.00	140,048.53	141,279.26	141,936.61	143,167.34	143,697.05	144,927.78
15b	18	Salary	131,096.38	131,096.38	134,844.26	134,844.26	137,318.16	138,385.36	139,153.30	140,220.50
		Total Comp	140,273.13	140,273.13	144,283.36	144,283.36	146,930.43	148,072.34	148,894.03	150,035.94
15c	19	Salary	131,704.68	131,704.68	136,340.23	136,340.23	140,238.03	141,305.23	143,920.78	144,987.98
		Total Comp	140,924.01	140,924.01	145,884.05	145,884.05	150,054.69	151,196.60	153,995.23	155,137.14
16a	20	Salary	131,748.01	133,241.01	136,972.87	138,465.87	141,793.84	143,286.84	146,957.44	148,450.44
		Total Comp	140,970.37	142,567.88	146,560.97	148,158.48	151,719.41	153,316.92	157,244.46	158,841.97
16b	21	Salary	133,339.17	133,339.17	138,570.66	139,637.86	144,004.50	145,071.70	149,018.32	150,085.52
		Total Comp	142,672.91	142,672.91	148,270.61	149,412.51	154,084.82	155,226.72	159,449.60	160,591.51
16c	22	Salary	133,433.12	133,433.12	138,985.68	139,637.86	145,223.37	145,875.55	150,874.57	151,526.75
		Total Comp	142,773.44	142,773.44	148,714.68	149,412.51	155,389.01	156,086.84	161,435.79	162,133.62
17a	23	Salary	133,489.36	134,141.36	138,985.86	139,637.86	145,223.55	145,875.55	151,710.57	152,362.57
		Total Comp	142,833.62	143,531.26	148,714.87	149,412.51	155,389.20	156,086.84	162,330.31	163,027.95
17b	24	Salary	134,217.53	135,284.73	139,507.02	140,574.22	145,223.37	146,290.57	151,710.58	152,777.78
		Total Comp	143,612.76	144,754.66	149,272.51	150,414.42	155,389.01	156,530.91	162,330.32	163,472.22
18a	25	Salary	135,127.88	136,617.88	140,696.12	142,186.12	146,197.19	147,687.19	152,142.20	153,632.20
		Total Comp	144,586.83	146,181.13	150,544.85	152,139.15	156,430.99	158,025.29	162,792.15	164,386.45
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1C - 248-Day Schedule

Lane 4

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	87,039.96	87,039.96	90,521.56	90,521.56	94,142.42	94,142.42	97,908.12	97,908.12
		Total Comp	93,132.76	93,132.76	96,858.07	96,858.07	100,732.39	100,732.39	104,761.69	104,761.69
2	2	Salary	87,039.96	88,147.96	90,521.56	91,629.56	94,142.42	95,250.42	97,908.12	99,016.12
		Total Comp	93,132.76	94,318.32	96,858.07	98,043.63	100,732.39	101,917.95	104,761.69	105,947.25
3	3	Salary	88,192.28	89,522.28	91,673.88	93,003.88	95,294.74	96,624.74	99,060.44	100,390.44
		Total Comp	94,365.74	95,788.84	98,091.05	99,514.15	101,965.37	103,388.47	105,994.67	107,417.77
4	4	Salary	89,615.81	91,056.81	93,103.17	94,544.17	96,724.04	98,165.04	100,489.73	101,930.73
		Total Comp	95,888.92	97,430.79	99,620.39	101,162.26	103,494.72	105,036.59	107,524.01	109,065.88
5	5	Salary	91,204.61	93,531.61	94,699.09	97,026.09	98,325.94	100,652.94	102,091.64	104,418.64
		Total Comp	97,588.93	100,078.82	101,328.03	103,817.92	105,208.76	107,698.65	109,238.05	111,727.94
6	6	Salary	93,764.28	96,646.28	97,272.87	100,154.87	100,907.13	103,789.13	104,679.06	107,561.06
		Total Comp	100,327.78	103,411.52	104,081.97	107,165.71	107,970.63	111,054.37	112,006.59	115,090.33
7	7	Salary	96,983.14	100,031.14	100,512.13	103,560.13	104,161.07	107,209.07	107,940.69	110,988.69
		Total Comp	103,771.96	107,033.32	107,547.98	110,809.34	111,452.34	114,713.70	115,496.54	118,757.90
8	8	Salary	100,478.87	103,526.87	104,032.39	107,080.39	107,702.54	110,750.54	111,497.43	114,545.43
		Total Comp	107,512.39	110,773.75	111,314.66	114,576.02	115,241.72	118,503.08	119,302.25	122,563.61
9	9	Salary	104,076.57	107,124.57	107,667.95	110,715.95	111,363.61	114,411.61	115,180.56	118,228.56
		Total Comp	111,361.93	114,623.29	115,204.71	118,466.07	119,159.06	122,420.42	123,243.20	126,504.56
10	10	Salary	107,767.73	110,648.73	111,409.56	114,290.56	115,144.58	118,025.58	118,988.07	121,869.07
		Total Comp	115,311.47	118,394.14	119,208.23	122,290.90	123,204.70	126,287.37	127,317.23	130,399.90
11	11	Salary	111,350.88	114,010.88	115,074.67	117,734.67	118,862.18	121,522.18	122,746.61	125,406.61
		Total Comp	119,145.44	121,991.64	123,129.90	125,976.10	127,182.53	130,028.73	131,338.87	134,185.07
12	12	Salary	114,751.73	116,968.73	118,571.32	120,788.32	122,444.06	124,661.06	126,383.07	128,600.07
		Total Comp	122,784.35	125,156.54	126,871.31	129,243.50	131,015.14	133,387.33	135,229.88	137,602.07
13	13	Salary	117,752.70	119,636.70	121,647.48	123,531.48	125,619.85	127,503.85	129,647.50	131,531.50
		Total Comp	125,995.39	128,011.27	130,162.80	132,178.68	134,413.24	136,429.12	138,722.83	140,738.71
14a	14	Salary	120,428.55	122,035.55	124,422.17	126,029.17	128,472.74	130,079.74	132,604.01	134,211.01
		Total Comp	128,858.55	130,578.04	133,131.72	134,851.21	137,465.83	139,185.32	141,886.29	143,605.78
14b	15	Salary	125,291.20	125,291.20	126,916.97	126,916.97	131,070.34	131,070.34	135,282.93	136,350.13
		Total Comp	134,061.58	134,061.58	135,801.16	135,801.16	140,245.26	140,245.26	144,752.74	145,894.64
14c	16	Salary	128,499.00	128,499.00	130,302.85	130,302.85	131,993.65	131,993.65	136,313.16	137,380.36
		Total Comp	137,493.93	137,493.93	139,424.05	139,424.05	141,233.21	141,233.21	145,855.08	146,996.99
15a	17	Salary	131,153.09	132,303.30	133,638.96	134,789.17	135,514.96	136,665.17	137,273.39	138,423.60
		Total Comp	140,333.81	141,564.53	142,993.69	144,224.41	145,001.01	146,231.73	146,882.53	148,113.25
15b	18	Salary	133,742.99	133,742.99	137,595.43	137,595.43	140,180.74	141,247.94	142,131.78	143,198.98
		Total Comp	143,105.00	143,105.00	147,227.11	147,227.11	149,993.39	151,135.30	152,081.00	153,222.91
15c	19	Salary	134,353.79	134,353.79	139,092.71	139,092.71	143,099.26	144,166.46	146,897.86	147,965.06
		Total Comp	143,758.56	143,758.56	148,829.20	148,829.20	153,116.21	154,258.11	157,180.71	158,322.61
16a	20	Salary	134,397.12	135,890.12	139,727.94	141,220.94	144,656.41	146,149.41	149,933.11	151,426.11
		Total Comp	143,804.92	145,402.43	149,508.90	151,106.41	154,782.36	156,379.87	160,428.43	162,025.94
16b	21	Salary	135,988.28	135,988.28	141,325.73	142,392.93	146,869.78	147,936.98	151,995.40	153,062.60
		Total Comp	145,507.46	145,507.46	151,218.53	152,360.44	157,150.66	158,292.57	162,635.08	163,776.98
16c	22	Salary	136,082.22	136,082.22	141,740.75	142,392.93	148,088.65	148,740.83	153,854.46	154,506.64
		Total Comp	145,607.98	145,607.98	151,662.60	152,360.44	158,454.86	159,152.69	164,624.27	165,322.10
17a	23	Salary	136,138.47	136,790.47	141,740.93	142,392.93	148,088.83	148,740.83	154,690.46	155,342.46
		Total Comp	145,668.16	146,365.80	151,662.80	152,360.44	158,455.05	159,152.69	165,518.79	166,216.43
17b	24	Salary	136,866.64	137,933.84	142,262.09	143,329.29	148,088.65	149,155.85	154,690.46	155,757.66
		Total Comp	146,447.30	147,589.21	152,220.44	153,362.34	158,454.86	159,596.76	165,518.79	166,660.70
18a	25	Salary	137,774.49	139,264.49	143,451.19	144,941.19	149,062.46	150,552.46	155,122.08	156,612.08
		Total Comp	147,418.70	149,013.00	153,492.77	155,087.07	159,496.83	161,091.13	165,980.63	167,574.93
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1C - 248-Day Schedule

Lane 5

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	89,687.82	89,687.82	93,275.34	93,275.34	97,006.35	97,006.35	100,886.60	100,886.60
		Total Comp	95,965.97	95,965.97	99,804.61	99,804.61	103,796.79	103,796.79	107,948.66	107,948.66
2	2	Salary	89,687.82	90,795.82	93,275.34	94,383.34	97,006.35	98,114.35	100,886.60	101,994.60
		Total Comp	95,965.97	97,151.53	99,804.61	100,990.17	103,796.79	104,982.35	107,948.66	109,134.22
3	3	Salary	90,840.14	92,170.14	94,427.66	95,757.66	98,158.67	99,488.67	102,038.92	103,368.92
		Total Comp	97,198.95	98,622.05	101,037.60	102,460.70	105,029.78	106,452.88	109,181.64	110,604.74
4	4	Salary	92,263.67	93,704.67	95,856.95	97,297.95	99,587.96	101,028.96	103,468.22	104,909.22
		Total Comp	98,722.13	100,264.00	102,566.94	104,108.81	106,559.12	108,100.99	110,711.00	112,252.87
5	5	Salary	93,852.47	96,179.47	97,452.86	99,779.86	101,189.87	103,516.87	105,070.12	107,397.12
		Total Comp	100,422.14	102,912.03	104,274.56	106,764.45	108,273.16	110,763.05	112,425.03	114,914.92
6	6	Salary	96,412.14	99,294.14	100,026.65	102,908.65	103,771.05	106,653.05	107,657.54	110,539.54
		Total Comp	103,160.99	106,244.73	107,028.52	110,112.26	111,035.02	114,118.76	115,193.57	118,277.31
7	7	Salary	99,631.00	102,679.00	103,265.90	106,313.90	107,024.99	110,072.99	110,919.18	113,967.18
		Total Comp	106,605.17	109,866.53	110,494.51	113,755.87	114,516.74	117,778.10	118,683.52	121,944.88
8	8	Salary	103,126.73	106,174.73	106,786.16	109,834.16	110,566.46	113,614.46	114,475.91	117,523.91
		Total Comp	110,345.60	113,606.96	114,261.19	117,522.55	118,306.11	121,567.47	122,489.22	125,750.58
9	9	Salary	106,724.43	109,772.43	110,421.72	113,469.72	114,227.53	117,275.53	118,159.04	121,207.04
		Total Comp	114,195.14	117,456.50	118,151.24	121,412.60	122,223.46	125,484.82	126,430.17	129,691.53
10	10	Salary	110,416.83	113,297.83	114,163.33	117,044.33	118,008.51	120,889.51	121,966.55	124,847.55
		Total Comp	118,146.01	121,228.68	122,154.76	125,237.43	126,269.11	129,351.78	130,504.21	133,586.88
11	11	Salary	113,998.74	116,658.74	117,829.75	120,489.75	121,726.10	124,386.10	125,725.09	128,385.09
		Total Comp	121,978.65	124,824.85	126,077.83	128,924.03	130,246.93	133,093.13	134,525.85	137,372.05
12	12	Salary	117,400.84	119,617.84	121,325.09	123,542.09	125,309.34	127,526.34	129,361.55	131,578.55
		Total Comp	125,618.90	127,991.09	129,817.85	132,190.04	134,080.99	136,453.18	138,416.86	140,789.05
13	13	Salary	120,400.56	122,284.56	124,402.55	126,286.55	128,483.78	130,367.78	132,627.39	134,511.39
		Total Comp	128,828.60	130,844.48	133,110.73	135,126.61	137,477.64	139,493.52	141,911.31	143,927.19
14a	14	Salary	123,077.65	124,684.65	127,175.95	128,782.95	131,338.01	132,945.01	135,582.49	137,189.49
		Total Comp	131,693.09	133,412.58	136,078.27	137,797.76	140,531.67	142,251.16	145,073.26	146,792.75
14b	15	Salary	127,939.06	127,939.06	129,672.04	129,672.04	133,934.26	133,934.26	138,262.82	139,330.02
		Total Comp	136,894.79	136,894.79	138,749.08	138,749.08	143,309.66	143,309.66	147,941.22	149,083.12
14c	16	Salary	131,146.86	131,146.86	133,056.62	133,056.62	134,858.92	134,858.92	139,291.64	140,358.84
		Total Comp	140,327.14	140,327.14	142,370.58	142,370.58	144,299.04	144,299.04	149,042.05	150,183.96
15a	17	Salary	133,802.20	134,952.41	136,392.73	137,542.94	138,378.89	139,529.10	140,253.28	141,403.49
		Total Comp	143,168.35	144,399.08	145,940.22	147,170.95	148,065.41	149,296.14	150,071.01	151,301.73
15b	18	Salary	136,390.85	136,390.85	140,350.51	140,350.51	143,044.66	144,111.86	145,110.27	146,177.47
		Total Comp	145,938.21	145,938.21	150,175.05	150,175.05	153,057.79	154,199.69	155,267.99	156,409.89
15c	19	Salary	136,999.15	136,999.15	141,846.48	141,846.48	145,964.53	147,031.73	149,876.34	150,943.54
		Total Comp	146,589.09	146,589.09	151,775.73	151,775.73	156,182.05	157,323.95	160,367.68	161,509.59
16a	20	Salary	137,042.48	138,535.48	142,479.12	143,972.12	147,520.34	149,013.34	152,913.00	154,406.00
		Total Comp	146,635.45	148,232.96	152,452.66	154,050.17	157,846.76	159,444.27	163,616.91	165,214.42
16b	21	Salary	138,633.65	138,633.65	144,076.91	145,144.11	149,731.00	150,798.20	154,973.88	156,041.08
		Total Comp	148,338.01	148,338.01	154,162.29	155,304.20	160,212.17	161,354.07	165,822.05	166,963.96
16c	22	Salary	138,727.59	138,727.59	144,491.93	145,144.11	150,949.87	151,602.05	156,830.13	157,482.31
		Total Comp	148,438.52	148,438.52	154,606.37	155,304.20	161,516.36	162,214.19	167,808.24	168,506.07
17a	23	Salary	138,783.83	139,435.83	144,492.11	145,144.11	150,950.05	151,602.05	157,666.13	158,318.13
		Total Comp	148,498.70	149,196.34	154,606.56	155,304.20	161,516.55	162,214.19	168,702.76	169,400.40
17b	24	Salary	139,512.00	140,579.20	145,013.27	146,080.47	150,949.87	152,017.07	157,666.14	158,733.34
		Total Comp	149,277.84	150,419.74	155,164.20	156,306.10	161,516.36	162,658.26	168,702.77	169,844.67
18a	25	Salary	140,421.10	141,911.10	146,202.37	147,692.37	151,923.69	153,413.69	158,097.76	159,587.76
		Total Comp	150,250.58	151,844.88	156,436.54	158,030.84	162,558.35	164,152.65	169,164.60	170,758.90
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1C - 248-Day Schedule

Lane 6

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	92,335.68	92,335.68	96,029.11	96,029.11	99,870.27	99,870.27	103,865.08	103,865.08
		Total Comp	98,799.18	98,799.18	102,751.15	102,751.15	106,861.19	106,861.19	111,135.64	111,135.64
2	2	Salary	92,335.68	93,443.68	96,029.11	97,137.11	99,870.27	100,978.27	103,865.08	104,973.08
		Total Comp	98,799.18	99,984.74	102,751.15	103,936.71	106,861.19	108,046.75	111,135.64	112,321.20
3	3	Salary	93,488.00	94,818.00	97,181.43	98,511.43	101,022.59	102,352.59	105,017.40	106,347.40
		Total Comp	100,032.16	101,455.26	103,984.13	105,407.23	108,094.17	109,517.27	112,368.62	113,791.72
4	4	Salary	94,911.53	96,352.53	98,610.72	100,051.72	102,451.89	103,892.89	106,446.70	107,887.70
		Total Comp	101,555.34	103,097.21	105,513.47	107,055.34	109,623.52	111,165.39	113,897.97	115,439.84
5	5	Salary	96,500.33	98,827.33	100,206.63	102,533.63	104,053.79	106,380.79	108,048.60	110,375.60
		Total Comp	103,255.35	105,745.24	107,221.09	109,710.98	111,337.56	113,827.45	115,612.00	118,101.89
6	6	Salary	99,060.00	101,942.00	102,780.42	105,662.42	106,634.98	109,516.98	110,636.02	113,518.02
		Total Comp	105,994.20	109,077.94	109,975.05	113,058.79	114,099.43	117,183.17	118,380.54	121,464.28
7	7	Salary	102,278.86	105,326.86	106,019.68	109,067.68	109,888.92	112,936.92	113,897.66	116,945.66
		Total Comp	109,438.38	112,699.74	113,441.06	116,702.42	117,581.14	120,842.50	121,870.50	125,131.86
8	8	Salary	105,774.59	108,822.59	109,539.94	112,587.94	113,430.39	116,478.39	117,454.39	120,502.39
		Total Comp	113,178.81	116,440.17	117,207.74	120,469.10	121,370.52	124,631.88	125,676.20	128,937.56
9	9	Salary	109,372.29	112,420.29	113,175.49	116,223.49	117,091.46	120,139.46	121,137.52	124,185.52
		Total Comp	117,028.35	120,289.71	121,097.77	124,359.13	125,287.86	128,549.22	129,617.15	132,878.51
10	10	Salary	113,063.44	115,944.44	116,917.10	119,798.10	120,872.43	123,753.43	124,945.03	127,826.03
		Total Comp	120,977.88	124,060.55	125,101.30	128,183.97	129,333.50	132,416.17	133,691.18	136,773.85
11	11	Salary	116,646.60	119,306.60	120,582.22	123,242.22	124,590.03	127,250.03	128,703.57	131,363.57
		Total Comp	124,811.86	127,658.06	129,022.98	131,869.18	133,311.33	136,157.53	137,712.82	140,559.02
12	12	Salary	120,047.45	122,264.45	124,078.87	126,295.87	128,171.91	130,388.91	132,340.03	134,557.03
		Total Comp	128,450.77	130,822.96	132,764.39	135,136.58	137,143.94	139,516.13	141,603.83	143,976.02
13	13	Salary	123,048.42	124,932.42	127,155.03	129,039.03	131,347.70	133,231.70	135,604.47	137,488.47
		Total Comp	131,661.81	133,677.69	136,055.88	138,071.76	140,542.04	142,557.92	145,096.78	147,112.66
14a	14	Salary	125,724.27	127,331.27	129,929.72	131,536.72	134,200.59	135,807.59	138,560.97	140,167.97
		Total Comp	134,524.97	136,244.46	139,024.80	140,744.29	143,594.63	145,314.12	148,260.24	149,979.73
14b	15	Salary	130,585.67	130,585.67	132,424.52	132,424.52	136,798.19	136,798.19	141,239.89	142,307.09
		Total Comp	139,726.67	139,726.67	141,694.24	141,694.24	146,374.06	146,374.06	151,126.68	152,268.59
14c	16	Salary	133,797.21	133,797.21	135,809.10	135,809.10	137,721.50	137,721.50	142,270.12	143,337.32
		Total Comp	143,163.01	143,163.01	145,315.74	145,315.74	147,362.01	147,362.01	152,229.03	153,370.93
15a	17	Salary	136,450.06	137,600.27	139,149.10	140,299.31	141,241.46	142,391.67	143,230.36	144,380.57
		Total Comp	146,001.56	147,232.29	148,889.54	150,120.26	151,128.36	152,359.09	153,256.49	154,487.21
15b	18	Salary	139,038.71	139,038.71	143,104.28	143,104.28	145,911.29	146,978.49	148,087.34	149,154.54
		Total Comp	148,771.42	148,771.42	153,121.58	153,121.58	156,125.08	157,266.98	158,453.45	159,595.36
15c	19	Salary	139,647.01	139,647.01	144,600.25	144,600.25	148,828.46	149,895.66	152,857.63	153,924.83
		Total Comp	149,422.30	149,422.30	154,722.27	154,722.27	159,246.45	160,388.36	163,557.66	164,699.57
16a	20	Salary	139,690.34	141,183.34	145,232.89	146,725.89	150,384.26	151,877.26	155,891.48	157,384.48
		Total Comp	149,468.66	151,066.17	155,399.19	156,996.70	160,911.16	162,508.67	166,803.88	168,401.39
16b	21	Salary	141,281.51	141,281.51	146,830.68	147,897.88	152,594.93	153,662.13	157,952.36	159,019.56
		Total Comp	151,171.22	151,171.22	157,108.83	158,250.73	163,276.58	164,418.48	169,009.03	170,150.93
16c	22	Salary	141,375.45	141,375.45	147,245.70	147,897.88	153,813.80	154,465.98	159,808.62	160,460.80
		Total Comp	151,271.73	151,271.73	157,552.90	158,250.73	164,580.77	165,278.60	170,995.22	171,693.06
17a	23	Salary	141,431.69	142,083.69	147,245.88	147,897.88	153,813.98	154,465.98	160,644.61	161,296.61
		Total Comp	151,331.91	152,029.55	157,553.09	158,250.73	164,580.96	165,278.60	171,889.73	172,587.37
17b	24	Salary	142,159.86	143,227.06	147,767.05	148,834.25	153,813.80	154,881.00	160,644.62	161,711.82
		Total Comp	152,111.05	153,252.95	158,110.74	159,252.65	164,580.77	165,722.67	171,889.74	173,031.65
18a	25	Salary	143,068.96	144,558.96	148,956.15	150,446.15	154,787.62	156,277.62	161,076.24	162,566.24
		Total Comp	153,083.79	154,678.09	159,383.08	160,977.38	165,622.75	167,217.05	172,351.58	173,945.88
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

Understanding the 52-Week Licensed Professional salary tables

For 52-week licensed professionals hired before 1/1/17, the “Total Comp” row in your salary table equals the sum of the “Salary” column and the pension pick-up (Article 36-4.1), which is 7% of “Salary”.

For 52-week licensed professionals hired on or after 1/1/17, the“Total Comp” row in your salary table equals the sum of the “salary” row and an amount of added salary equal to the pension pickup (article 36-4.1), which is 7% of “Salary”.

An employee’s gross annual salary moves to the “Base” column rate in the applicable lane and step of the salary schedule for a given fiscal year effective each July 1. Consistent with past practice, employees are awarded step increases after reaching their hire date anniversary, such that an employee’s gross annual salary will be at the “Base” column rate from July 1 in a fiscal year until their hire date anniversary, and then move to the “Base + Step” column rate after reaching their hire date anniversary. The 52-week licensed professional tables are 10% higher than the 208-day teacher tables.

1D - 52-Week Licensed Professional Schedule

Lane 1

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	70,916.93	70,916.93	73,753.61	73,753.61	76,703.76	76,703.76	79,771.91	79,771.91
		Total Comp	75,881.12	75,881.12	78,916.37	78,916.37	82,073.02	82,073.02	85,355.94	85,355.94
2	2	Salary	70,916.93	71,945.43	73,753.61	74,782.11	76,703.76	77,732.26	79,771.91	80,800.41
		Total Comp	75,881.12	76,981.62	78,916.37	80,016.86	82,073.02	83,173.52	85,355.94	86,456.44
3	3	Salary	71,986.57	73,220.77	74,823.25	76,057.45	77,773.40	79,007.60	80,841.55	82,075.75
		Total Comp	77,025.63	78,346.22	80,060.88	81,381.48	83,217.54	84,538.14	86,500.46	87,821.05
4	4	Salary	73,307.59	74,644.09	76,149.61	77,486.11	79,099.76	80,436.26	82,167.90	83,504.40
		Total Comp	78,439.12	79,869.17	81,480.08	82,910.14	84,636.74	86,066.79	87,919.66	89,349.71
5	5	Salary	74,781.21	76,940.51	77,629.85	79,789.15	80,585.55	82,744.85	83,653.70	85,813.00
		Total Comp	80,015.89	82,326.34	83,063.94	85,374.39	86,226.54	88,536.99	89,509.46	91,819.92
6	6	Salary	77,156.41	79,829.41	80,018.14	82,691.14	82,980.71	85,653.71	86,054.65	88,727.65
		Total Comp	82,557.35	85,417.46	85,619.40	88,479.51	88,789.36	91,649.47	92,078.48	94,938.59
7	7	Salary	80,141.93	82,968.93	83,022.59	85,849.59	85,998.78	88,825.78	89,079.86	91,906.86
		Total Comp	85,751.86	88,776.75	88,834.17	91,859.06	92,018.70	95,043.59	95,315.45	98,340.34
8	8	Salary	83,383.82	86,210.82	86,287.70	89,114.70	89,283.57	92,110.57	92,378.81	95,205.81
		Total Comp	89,220.68	92,245.57	92,327.84	95,352.73	95,533.42	98,558.31	98,845.33	101,870.22
9	9	Salary	86,720.74	89,547.74	89,659.25	92,486.25	92,679.28	95,506.28	95,795.00	98,622.00
		Total Comp	92,791.19	95,816.08	95,935.40	98,960.29	99,166.83	102,191.72	102,500.65	105,525.54
10	10	Salary	90,143.56	92,816.56	93,129.65	95,802.65	96,185.69	98,858.69	99,326.54	101,999.54
		Total Comp	96,453.61	99,313.72	99,648.73	102,508.84	102,918.70	105,778.81	106,279.39	109,139.50
11	11	Salary	93,466.82	95,934.12	96,529.22	98,996.52	99,634.76	102,102.06	102,813.05	105,280.35
		Total Comp	100,009.50	102,649.51	103,286.27	105,926.28	106,609.18	109,249.20	110,009.97	112,649.98
12	12	Salary	96,621.86	98,677.76	99,771.49	101,827.39	102,956.38	105,012.28	106,186.15	108,242.05
		Total Comp	103,385.38	105,585.19	106,755.48	108,955.30	110,163.33	112,363.14	113,619.18	115,818.99
13	13	Salary	99,403.51	101,151.41	102,624.87	104,372.77	105,900.49	107,648.39	109,212.77	110,960.67
		Total Comp	106,361.76	108,232.01	109,808.61	111,678.86	113,313.52	115,183.77	116,857.66	118,727.92
14a	14	Salary	101,886.96	103,377.46	105,197.47	106,687.97	108,547.68	110,038.18	111,954.33	113,444.83
		Total Comp	109,019.05	110,613.89	112,561.28	114,156.12	116,146.02	117,740.85	119,791.13	121,385.97
14b	15	Salary	106,399.98	106,399.98	107,512.56	107,512.56	110,955.49	110,955.49	114,439.71	115,429.71
		Total Comp	113,847.98	113,847.98	115,038.44	115,038.44	118,722.37	118,722.37	122,450.49	123,509.79
14c	16	Salary	109,371.88	109,371.88	110,655.97	110,655.97	111,813.05	111,813.05	115,393.71	116,383.71
		Total Comp	117,027.91	117,027.91	118,401.89	118,401.89	119,639.97	119,639.97	123,471.27	124,530.57
15a	17	Salary	111,834.37	112,901.37	113,746.75	114,813.75	115,082.21	116,149.21	116,285.58	117,352.58
		Total Comp	119,662.77	120,804.46	121,709.03	122,850.72	123,137.96	124,279.65	124,425.57	125,567.26
15b	18	Salary	114,234.22	114,234.22	117,417.42	117,417.42	119,406.31	120,396.31	120,795.18	121,785.18
		Total Comp	122,230.61	122,230.61	125,636.64	125,636.64	127,764.75	128,824.05	129,250.85	130,310.15
15c	19	Salary	114,803.04	114,803.04	118,803.59	118,803.59	122,114.12	123,104.12	125,212.16	126,202.16
		Total Comp	122,839.26	122,839.26	127,119.84	127,119.84	130,662.11	131,721.41	133,977.02	135,036.32
16a	20	Salary	114,843.23	116,231.43	119,395.17	120,783.37	123,555.73	124,943.93	128,028.29	129,416.49
		Total Comp	122,882.27	124,367.64	127,752.82	129,238.20	132,204.63	133,690.01	136,990.26	138,475.63
16b	21	Salary	116,322.62	116,322.62	120,880.69	121,870.69	125,614.70	126,604.70	129,941.68	130,931.68
		Total Comp	124,465.21	124,465.21	129,342.35	130,401.65	134,407.72	135,467.02	139,037.60	140,096.90
16c	22	Salary	116,409.89	116,409.89	121,265.69	121,870.69	126,745.52	127,350.52	131,668.89	132,273.89
		Total Comp	124,558.58	124,558.58	129,754.30	130,401.65	135,617.70	136,265.05	140,885.71	141,533.06
17a	23	Salary	116,462.19	117,067.19	121,265.69	121,870.69	126,745.52	127,350.52	132,444.54	133,049.54
		Total Comp	124,614.55	125,261.90	129,754.30	130,401.65	135,617.70	136,265.05	141,715.66	142,363.01
17b	24	Salary	117,137.79	118,127.79	121,749.88	122,739.88	126,745.52	127,735.52	132,444.54	133,434.54
		Total Comp	125,337.43	126,396.73	130,272.37	131,331.67	135,617.70	136,677.00	141,715.66	142,774.96
18a	25	Salary	117,981.09	119,369.29	122,852.90	124,241.10	127,649.47	129,037.67	132,844.94	134,233.14
		Total Comp	126,239.77	127,725.15	131,452.60	132,937.97	136,584.93	138,070.31	142,144.09	143,629.46
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1D - 52-Week Licensed Professional Schedule

Lane 2

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	75,828.82	75,828.82	78,861.97	78,861.97	82,016.45	82,016.45	85,297.10	85,297.10
		Total Comp	81,136.84	81,136.84	84,382.31	84,382.31	87,757.60	87,757.60	91,267.90	91,267.90
2	2	Salary	75,828.82	76,857.32	78,861.97	79,890.47	82,016.45	83,044.95	85,297.10	86,325.60
		Total Comp	81,136.84	82,237.33	84,382.31	85,482.80	87,757.60	88,858.10	91,267.90	92,368.40
3	3	Salary	76,898.46	78,132.66	79,931.61	81,165.81	83,086.09	84,320.29	86,366.74	87,600.94
		Total Comp	82,281.35	83,601.95	85,526.83	86,847.42	88,902.12	90,222.72	92,412.42	93,733.01
4	4	Salary	78,219.46	79,555.96	81,257.97	82,594.47	84,412.44	85,748.94	87,693.10	89,029.60
		Total Comp	83,694.82	85,124.88	86,946.02	88,376.08	90,321.31	91,751.36	93,831.62	95,261.67
5	5	Salary	79,693.10	81,852.40	82,738.21	84,897.51	85,898.24	88,057.54	89,178.90	91,338.20
		Total Comp	85,271.62	87,582.07	88,529.88	90,840.33	91,911.12	94,221.57	95,421.43	97,731.88
6	6	Salary	82,068.28	84,741.28	85,126.49	87,799.49	88,293.40	90,966.40	91,579.84	94,252.84
		Total Comp	87,813.07	90,673.18	91,085.35	93,945.46	94,473.94	97,334.05	97,990.43	100,850.54
7	7	Salary	85,053.82	87,880.82	88,130.94	90,957.94	91,311.47	94,138.47	94,605.06	97,432.06
		Total Comp	91,007.59	94,032.48	94,300.11	97,325.00	97,703.28	100,728.17	101,227.41	104,252.30
8	8	Salary	88,296.33	91,123.33	91,396.04	94,223.04	94,596.26	97,423.26	97,904.02	100,731.02
		Total Comp	94,477.08	97,501.97	97,793.76	100,818.65	101,218.00	104,242.89	104,757.30	107,782.19
9	9	Salary	91,633.26	94,460.26	94,768.27	97,595.27	97,991.97	100,818.97	101,320.19	104,147.19
		Total Comp	98,047.59	101,072.48	101,402.05	104,426.94	104,851.41	107,876.30	108,412.60	111,437.49
10	10	Salary	95,056.07	97,729.07	98,238.67	100,911.67	101,499.08	104,172.08	104,851.73	107,524.73
		Total Comp	101,709.99	104,570.10	105,115.37	107,975.48	108,604.01	111,464.12	112,191.34	115,051.45
11	11	Salary	98,379.34	100,846.64	101,638.24	104,105.54	104,948.14	107,415.44	108,338.96	110,806.26
		Total Comp	105,265.89	107,905.90	108,752.92	111,392.93	112,294.51	114,934.52	115,922.69	118,562.70
12	12	Salary	101,534.38	103,590.28	104,880.50	106,936.40	108,269.76	110,325.66	111,712.05	113,767.95
		Total Comp	108,641.79	110,841.60	112,222.13	114,421.95	115,848.63	118,048.45	119,531.90	121,731.71
13	13	Salary	104,316.03	106,063.93	107,733.89	109,481.79	111,213.86	112,961.76	114,738.69	116,486.59
		Total Comp	111,618.14	113,488.40	115,275.26	117,145.51	118,998.84	120,869.09	122,770.40	124,640.65
14a	14	Salary	106,799.47	108,289.97	110,306.48	111,796.98	113,861.06	115,351.56	117,480.23	118,970.73
		Total Comp	114,275.44	115,870.27	118,027.93	119,622.77	121,831.33	123,426.16	125,703.84	127,298.68
14b	15	Salary	111,311.11	111,311.11	112,621.58	112,621.58	116,268.87	116,268.87	119,965.63	120,955.63
		Total Comp	119,102.89	119,102.89	120,505.09	120,505.09	124,407.69	124,407.69	128,363.22	129,422.52
14c	16	Salary	114,281.65	114,281.65	115,763.56	115,763.56	117,126.44	117,126.44	120,919.62	121,909.62
		Total Comp	122,281.37	122,281.37	123,867.01	123,867.01	125,325.29	125,325.29	129,384.00	130,443.30
15a	17	Salary	116,746.88	117,813.88	118,852.92	119,919.92	120,394.10	121,461.10	121,811.49	122,878.49
		Total Comp	124,919.17	126,060.86	127,172.63	128,314.32	128,821.68	129,963.37	130,338.30	131,479.99
15b	18	Salary	119,146.73	119,146.73	122,526.44	122,526.44	124,716.71	125,706.71	126,319.55	127,309.55
		Total Comp	127,487.00	127,487.00	131,103.29	131,103.29	133,446.89	134,506.19	135,161.92	136,221.22
15c	19	Salary	119,714.19	119,714.19	123,912.60	123,912.60	127,427.50	128,417.50	130,734.99	131,724.99
		Total Comp	128,094.19	128,094.19	132,586.49	132,586.49	136,347.42	137,406.72	139,886.44	140,945.74
16a	20	Salary	119,754.38	121,142.58	124,502.75	125,890.95	128,869.10	130,257.30	133,554.20	134,942.40
		Total Comp	128,137.19	129,622.56	133,217.94	134,703.32	137,889.94	139,375.31	142,902.99	144,388.37
16b	21	Salary	121,233.77	121,233.77	125,988.28	126,978.28	130,926.59	131,916.59	135,467.60	136,457.60
		Total Comp	129,720.14	129,720.14	134,807.46	135,866.76	140,091.45	141,150.75	144,950.33	146,009.63
16c	22	Salary	121,321.04	121,321.04	126,373.28	126,978.28	132,057.42	132,662.42	137,193.25	137,798.25
		Total Comp	129,813.51	129,813.51	135,219.41	135,866.76	141,301.44	141,948.79	146,796.78	147,444.13
17a	23	Salary	121,373.33	121,978.33	126,373.28	126,978.28	132,057.42	132,662.42	137,968.91	138,573.91
		Total Comp	129,869.47	130,516.82	135,219.41	135,866.76	141,301.44	141,948.79	147,626.73	148,274.08
17b	24	Salary	122,048.93	123,038.93	126,857.47	127,847.47	132,057.42	133,047.42	137,968.91	138,958.91
		Total Comp	130,592.35	131,651.65	135,737.49	136,796.79	141,301.44	142,360.74	147,626.73	148,686.03
18a	25	Salary	122,893.61	124,281.81	127,960.48	129,348.68	132,961.37	134,349.57	138,369.31	139,757.51
		Total Comp	131,496.16	132,981.53	136,917.72	138,403.09	142,268.67	143,754.04	148,055.16	149,540.53
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1D - 52-Week Licensed Professional Schedule

Lane 3

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	78,284.76	78,284.76	81,416.15	81,416.15	84,672.80	84,672.80	88,059.71	88,059.71
		Total Comp	83,764.69	83,764.69	87,115.28	87,115.28	90,599.89	90,599.89	94,223.89	94,223.89
2	2	Salary	78,284.76	79,313.26	81,416.15	82,444.65	84,672.80	85,701.30	88,059.71	89,088.21
		Total Comp	83,764.69	84,865.19	87,115.28	88,215.78	90,599.89	91,700.39	94,223.89	95,324.38
3	3	Salary	79,354.40	80,588.60	82,485.79	83,719.99	85,742.44	86,976.64	89,129.35	90,363.55
		Total Comp	84,909.21	86,229.80	88,259.80	89,580.39	91,744.41	93,065.01	95,368.41	96,689.00
4	4	Salary	80,675.41	82,011.91	83,812.15	85,148.65	87,068.78	88,405.28	90,455.70	91,792.20
		Total Comp	86,322.69	87,752.74	89,679.00	91,109.05	93,163.60	94,593.65	96,787.59	98,217.65
5	5	Salary	82,149.03	84,308.33	85,292.38	87,451.68	88,554.59	90,713.89	91,941.50	94,100.80
		Total Comp	87,899.47	90,209.92	91,262.85	93,573.30	94,753.41	97,063.86	98,377.40	100,687.85
6	6	Salary	84,524.23	87,197.23	87,680.67	90,353.67	90,949.75	93,622.75	94,342.45	97,015.45
		Total Comp	90,440.92	93,301.03	93,818.32	96,678.43	97,316.23	100,176.34	100,946.42	103,806.53
7	7	Salary	87,509.75	90,336.75	90,685.12	93,512.12	93,967.82	96,794.82	97,367.66	100,194.66
		Total Comp	93,635.43	96,660.32	97,033.08	100,057.97	100,545.57	103,570.46	104,183.39	107,208.28
8	8	Salary	90,751.90	93,578.90	93,950.22	96,777.22	97,252.61	100,079.61	100,666.61	103,493.61
		Total Comp	97,104.54	100,129.43	100,526.73	103,551.62	104,060.29	107,085.18	107,713.28	110,738.17
9	9	Salary	94,088.83	96,915.83	97,322.06	100,149.06	100,648.32	103,475.32	104,082.78	106,909.78
		Total Comp	100,675.05	103,699.94	104,134.60	107,159.49	107,693.70	110,718.59	111,368.58	114,393.47
10	10	Salary	97,511.65	100,184.65	100,792.46	103,465.46	104,155.02	106,828.02	107,614.32	110,287.32
		Total Comp	104,337.46	107,197.57	107,847.94	110,708.05	111,445.87	114,305.98	115,147.32	118,007.43
11	11	Salary	100,834.91	103,302.21	104,192.03	106,659.33	107,604.08	110,071.38	111,101.14	113,568.44
		Total Comp	107,893.36	110,533.37	111,485.47	114,125.48	115,136.36	117,776.37	118,878.22	121,518.23
12	12	Salary	103,989.95	106,045.85	107,434.31	109,490.21	110,925.71	112,981.61	114,474.24	116,530.14
		Total Comp	111,269.25	113,469.06	114,954.71	117,154.52	118,690.51	120,890.32	122,487.43	124,687.24
13	13	Salary	106,771.60	108,519.50	110,287.68	112,035.58	113,869.81	115,617.71	117,500.87	119,248.77
		Total Comp	114,245.62	116,115.87	118,007.82	119,878.08	121,840.70	123,710.95	125,725.93	127,596.18
14a	14	Salary	109,255.05	110,745.55	112,860.28	114,350.78	116,517.01	118,007.51	120,242.42	121,732.92
		Total Comp	116,902.90	118,497.73	120,760.50	122,355.33	124,673.20	126,268.03	128,659.39	130,254.22
14b	15	Salary	113,768.06	113,768.06	115,175.37	115,175.37	118,924.81	118,924.81	122,727.80	123,717.80
		Total Comp	121,731.83	121,731.83	123,237.64	123,237.64	127,249.54	127,249.54	131,318.75	132,378.05
14c	16	Salary	116,737.23	116,737.23	118,318.78	118,318.78	119,782.38	119,782.38	123,681.80	124,671.80
		Total Comp	124,908.83	124,908.83	126,601.10	126,601.10	128,167.14	128,167.14	132,339.53	133,398.83
15a	17	Salary	119,201.08	120,268.08	121,406.71	122,473.71	123,051.53	124,118.53	124,573.68	125,640.68
		Total Comp	127,545.15	128,686.84	129,905.18	131,046.87	131,665.14	132,806.83	133,293.84	134,435.53
15b	18	Salary	121,603.68	121,603.68	125,078.81	125,078.81	127,372.66	128,362.66	129,083.27	130,073.27
		Total Comp	130,115.94	130,115.94	133,834.33	133,834.33	136,288.75	137,348.05	138,119.10	139,178.40
15c	19	Salary	122,169.75	122,169.75	126,467.83	126,467.83	130,081.96	131,071.96	133,497.17	134,487.17
		Total Comp	130,721.64	130,721.64	135,320.57	135,320.57	139,187.70	140,247.00	142,841.96	143,901.26
16a	20	Salary	122,209.96	123,598.16	127,056.55	128,444.75	131,526.54	132,914.74	136,314.84	137,703.04
		Total Comp	130,764.66	132,250.03	135,950.51	137,435.88	140,733.40	142,218.77	145,856.88	147,342.25
16b	21	Salary	123,689.35	123,689.35	128,542.08	129,532.08	133,582.54	134,572.54	138,231.32	139,221.32
		Total Comp	132,347.60	132,347.60	137,540.03	138,599.33	142,933.32	143,992.62	147,907.52	148,966.82
16c	22	Salary	123,776.61	123,776.61	128,927.08	129,532.08	134,713.36	135,318.36	139,955.44	140,560.44
		Total Comp	132,440.97	132,440.97	137,951.98	138,599.33	144,143.30	144,790.65	149,752.33	150,399.68
17a	23	Salary	123,828.90	124,433.90	128,927.08	129,532.08	134,713.36	135,318.36	140,731.10	141,336.10
		Total Comp	132,496.93	133,144.28	137,951.98	138,599.33	144,143.30	144,790.65	150,582.28	151,229.63
17b	24	Salary	124,504.50	125,494.50	129,411.26	130,401.26	134,713.36	135,703.36	140,731.10	141,721.10
		Total Comp	133,219.81	134,279.11	138,470.05	139,529.35	144,143.30	145,202.60	150,582.28	151,641.58
18a	25	Salary	125,349.18	126,737.38	130,514.29	131,902.49	135,617.31	137,005.51	141,131.50	142,519.70
		Total Comp	134,123.63	135,609.00	139,650.28	141,135.65	145,110.52	146,595.89	151,010.71	152,496.08
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1D - 52-Week Licensed Professional Schedule

Lane 4

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	80,740.13	80,740.13	83,969.73	83,969.73	87,328.53	87,328.53	90,821.67	90,821.67
		Total Comp	86,391.94	86,391.94	89,847.62	89,847.62	93,441.52	93,441.52	97,179.18	97,179.18
2	2	Salary	80,740.13	81,768.63	83,969.73	84,998.23	87,328.53	88,357.03	90,821.67	91,850.17
		Total Comp	86,391.94	87,492.44	89,847.62	90,948.11	93,441.52	94,542.02	97,179.18	98,279.68
3	3	Salary	81,809.77	83,043.97	85,039.37	86,273.57	88,398.17	89,632.37	91,891.31	93,125.51
		Total Comp	87,536.46	88,857.05	90,992.13	92,312.73	94,586.04	95,906.64	98,323.70	99,644.29
4	4	Salary	83,130.77	84,467.27	86,365.73	87,702.23	89,724.51	91,061.01	93,217.65	94,554.15
		Total Comp	88,949.93	90,379.98	92,411.33	93,841.39	96,005.23	97,435.28	99,742.89	101,172.94
5	5	Salary	84,604.41	86,763.71	87,845.97	90,005.27	91,210.32	93,369.62	94,703.46	96,862.76
		Total Comp	90,526.72	92,837.17	93,995.19	96,305.64	97,595.04	99,905.49	101,332.69	103,643.14
6	6	Salary	86,979.60	89,652.60	90,234.25	92,907.25	93,605.48	96,278.48	97,104.40	99,777.40
		Total Comp	93,068.17	95,928.28	96,550.65	99,410.76	100,157.86	103,017.97	103,901.71	106,761.82
7	7	Salary	89,965.13	92,792.13	93,238.71	96,065.71	96,623.55	99,450.55	100,129.61	102,956.61
		Total Comp	96,262.68	99,287.57	99,765.41	102,790.30	103,387.20	106,412.09	107,138.68	110,163.57
8	8	Salary	93,207.48	96,034.48	96,503.81	99,330.81	99,908.34	102,735.34	103,428.57	106,255.57
		Total Comp	99,732.00	102,756.89	103,259.08	106,283.97	106,901.92	109,926.81	110,668.57	113,693.46
9	9	Salary	96,544.40	99,371.40	99,875.85	102,702.85	103,304.04	106,131.04	106,844.75	109,671.75
		Total Comp	103,302.51	106,327.40	106,867.17	109,892.06	110,535.32	113,560.21	114,323.88	117,348.77
10	10	Salary	99,968.59	102,641.59	103,346.25	106,019.25	106,810.97	109,483.97	110,376.29	113,049.29
		Total Comp	106,966.40	109,826.51	110,580.49	113,440.60	114,287.73	117,147.84	118,102.63	120,962.74
11	11	Salary	103,290.48	105,757.78	106,747.26	109,214.56	110,260.03	112,727.33	113,863.33	116,330.63
		Total Comp	110,520.82	113,160.83	114,219.57	116,859.58	117,978.23	120,618.25	121,833.77	124,473.78
12	12	Salary	106,446.89	108,502.79	109,988.10	112,044.00	113,583.14	115,639.04	117,236.42	119,292.32
		Total Comp	113,898.17	116,097.98	117,687.26	119,887.08	121,533.96	123,733.78	125,442.97	127,642.78
13	13	Salary	109,228.55	110,976.45	112,842.91	114,590.81	116,525.75	118,273.65	120,264.60	122,012.50
		Total Comp	116,874.55	118,744.80	120,741.91	122,612.16	124,682.56	126,552.81	128,683.12	130,553.37
14a	14	Salary	111,710.61	113,201.11	115,415.50	116,906.00	119,174.44	120,664.94	123,004.60	124,495.10
		Total Comp	119,530.36	121,125.19	123,494.58	125,089.42	127,516.65	129,111.49	131,614.92	133,209.76
14b	15	Salary	116,222.26	116,222.26	117,729.16	117,729.16	121,582.24	121,582.24	125,491.53	126,481.53
		Total Comp	124,357.82	124,357.82	125,970.21	125,970.21	130,093.00	130,093.00	134,275.93	135,335.23
14c	16	Salary	119,194.16	119,194.16	120,871.15	120,871.15	122,438.33	122,438.33	126,445.53	127,435.53
		Total Comp	127,537.75	127,537.75	129,332.13	129,332.13	131,009.01	131,009.01	135,296.71	136,356.01
15a	17	Salary	121,658.03	122,725.03	123,961.94	125,028.94	125,706.00	126,773.00	127,335.86	128,402.86
		Total Comp	130,174.09	131,315.78	132,639.28	133,780.97	134,505.42	135,647.11	136,249.37	137,391.06
15b	18	Salary	124,059.24	124,059.24	127,634.03	127,634.03	130,030.09	131,020.09	131,843.92	132,833.92
		Total Comp	132,743.39	132,743.39	136,568.42	136,568.42	139,132.19	140,191.49	141,073.00	142,132.30
15c	19	Salary	124,623.95	124,623.95	129,021.62	129,021.62	132,739.39	133,729.39	136,260.89	137,250.89
		Total Comp	133,347.63	133,347.63	138,053.14	138,053.14	142,031.14	143,090.44	145,799.16	146,858.46
16a	20	Salary	124,664.16	126,052.36	129,608.91	130,997.11	134,182.48	135,570.68	139,078.57	140,466.77
		Total Comp	133,390.64	134,876.02	138,681.53	140,166.91	143,575.25	145,060.62	148,814.06	150,299.44
16b	21	Salary	126,143.55	126,143.55	131,094.45	132,084.45	136,237.00	137,227.00	140,993.51	141,983.51
		Total Comp	134,973.60	134,973.60	140,271.05	141,330.35	145,773.60	146,832.90	150,863.05	151,922.35
16c	22	Salary	126,230.81	126,230.81	131,479.45	132,084.45	137,367.82	137,972.82	142,716.08	143,321.08
		Total Comp	135,066.97	135,066.97	140,683.00	141,330.35	146,983.57	147,630.92	152,706.20	153,353.55
17a	23	Salary	126,283.10	126,888.10	131,479.45	132,084.45	137,367.82	137,972.82	143,491.73	144,096.73
		Total Comp	135,122.92	135,770.27	140,683.00	141,330.35	146,983.57	147,630.92	153,536.15	154,183.50
17b	24	Salary	126,958.70	127,948.70	131,963.62	132,953.62	137,367.82	138,357.82	143,491.73	144,481.73
		Total Comp	135,845.81	136,905.11	141,201.08	142,260.38	146,983.57	148,042.87	153,536.15	154,595.45
18a	25	Salary	127,806.13	129,194.33	133,066.65	134,454.85	138,271.77	139,659.97	143,892.13	145,280.33
		Total Comp	136,752.56	138,237.94	142,381.32	143,866.69	147,950.79	149,436.17	153,964.58	155,449.95
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1D - 52-Week Licensed Professional Schedule

Lane 5

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	83,197.07	83,197.07	86,524.96	86,524.96	89,985.95	89,985.95	93,585.39	93,585.39
		Total Comp	89,020.87	89,020.87	92,581.70	92,581.70	96,284.97	96,284.97	100,136.37	100,136.37
2	2	Salary	83,197.07	84,225.57	86,524.96	87,553.46	89,985.95	91,014.45	93,585.39	94,613.89
		Total Comp	89,020.87	90,121.36	92,581.70	93,682.19	96,284.97	97,385.46	100,136.37	101,236.86
3	3	Salary	84,266.71	85,500.91	87,594.60	88,828.80	91,055.59	92,289.79	94,655.03	95,889.23
		Total Comp	90,165.38	91,485.98	93,726.22	95,046.81	97,429.49	98,750.08	101,280.88	102,601.48
4	4	Salary	85,587.72	86,924.22	88,920.95	90,257.45	92,381.95	93,718.45	95,981.38	97,317.88
		Total Comp	91,578.86	93,008.92	95,145.42	96,575.48	98,848.68	100,278.74	102,700.08	104,130.14
5	5	Salary	87,061.35	89,220.65	90,401.19	92,560.49	93,867.75	96,027.05	97,467.18	99,626.48
		Total Comp	93,155.65	95,466.10	96,729.27	99,039.72	100,438.49	102,748.94	104,289.89	106,600.34
6	6	Salary	89,436.55	92,109.55	92,789.48	95,462.48	96,262.90	98,935.90	99,868.13	102,541.13
		Total Comp	95,697.11	98,557.22	99,284.74	102,144.85	103,001.31	105,861.42	106,858.90	109,719.01
7	7	Salary	92,422.07	95,249.07	95,793.93	98,620.93	99,280.97	102,107.97	102,893.34	105,720.34
		Total Comp	98,891.61	101,916.50	102,499.51	105,524.40	106,230.64	109,255.53	110,095.88	113,120.77
8	8	Salary	95,664.42	98,491.42	99,059.03	101,886.03	102,565.76	105,392.76	106,192.30	109,019.30
		Total Comp	102,360.93	105,385.82	105,993.16	109,018.05	109,745.36	112,770.25	113,625.75	116,650.64
9	9	Salary	99,001.34	101,828.34	102,431.08	105,258.08	105,961.47	108,788.47	109,608.48	112,435.48
		Total Comp	105,931.44	108,956.33	109,601.25	112,626.14	113,378.77	116,403.66	117,281.07	120,305.96
10	10	Salary	102,424.16	105,097.16	105,901.48	108,574.48	109,468.40	112,141.40	113,140.02	115,813.02
		Total Comp	109,593.85	112,453.96	113,314.58	116,174.69	117,131.19	119,991.30	121,059.82	123,919.93
11	11	Salary	105,747.43	108,214.73	109,301.05	111,768.35	112,917.46	115,384.76	116,627.06	119,094.36
		Total Comp	113,149.75	115,789.76	116,952.12	119,592.13	120,821.69	123,461.70	124,790.95	127,430.96
12	12	Salary	108,902.46	110,958.36	112,543.32	114,599.22	116,239.08	118,294.98	120,000.14	122,056.04
		Total Comp	116,525.64	118,725.45	120,421.36	122,621.17	124,375.81	126,575.63	128,400.15	130,599.96
13	13	Salary	111,684.11	113,432.01	115,396.70	117,144.60	119,183.19	120,931.09	123,026.78	124,774.68
		Total Comp	119,502.00	121,372.25	123,474.47	125,344.73	127,526.00	129,396.26	131,638.66	133,508.91
14a	14	Salary	114,167.56	115,658.06	117,969.29	119,459.79	121,830.38	123,320.88	125,768.32	127,258.82
		Total Comp	122,159.29	123,754.13	126,227.15	127,821.98	130,358.50	131,953.34	134,572.11	136,166.94
14b	15	Salary	118,677.83	118,677.83	120,284.38	120,284.38	124,238.19	124,238.19	128,253.72	129,243.72
		Total Comp	126,985.29	126,985.29	128,704.29	128,704.29	132,934.87	132,934.87	137,231.48	138,290.78
14c	16	Salary	121,649.74	121,649.74	123,424.94	123,424.94	125,095.76	125,095.76	129,207.72	130,197.72
		Total Comp	130,165.22	130,165.22	132,064.68	132,064.68	133,852.47	133,852.47	138,252.26	139,311.56
15a	17	Salary	124,114.97	125,181.97	126,515.73	127,582.73	128,361.94	129,428.94	130,099.59	131,166.59
		Total Comp	132,803.02	133,944.71	135,371.83	136,513.52	137,347.28	138,488.97	139,206.55	140,348.24
15b	18	Salary	126,516.19	126,516.19	130,189.25	130,189.25	132,686.04	133,676.04	134,606.10	135,596.10
		Total Comp	135,372.33	135,372.33	139,302.49	139,302.49	141,974.06	143,033.36	144,028.52	145,087.82
15c	19	Salary	127,080.90	127,080.90	131,576.84	131,576.84	135,396.82	136,386.82	139,023.08	140,013.08
		Total Comp	135,976.57	135,976.57	140,787.22	140,787.22	144,874.60	145,933.90	148,754.69	149,813.99
16a	20	Salary	127,121.09	128,509.29	132,164.13	133,552.33	136,839.91	138,228.11	141,842.29	143,230.49
		Total Comp	136,019.57	137,504.94	141,415.62	142,900.99	146,418.70	147,904.08	151,771.26	153,256.63
16b	21	Salary	128,600.48	128,600.48	133,649.67	134,639.67	138,894.43	139,884.43	143,757.24	144,747.24
		Total Comp	137,602.52	137,602.52	143,005.15	144,064.45	148,617.04	149,676.34	153,820.25	154,879.55
16c	22	Salary	128,687.75	128,687.75	134,034.67	134,639.67	140,025.26	140,630.26	145,479.81	146,084.81
		Total Comp	137,695.89	137,695.89	143,417.10	144,064.45	149,827.03	150,474.38	155,663.40	156,310.75
17a	23	Salary	128,740.05	129,345.05	134,034.67	134,639.67	140,025.26	140,630.26	146,255.46	146,860.46
		Total Comp	137,751.86	138,399.21	143,417.10	144,064.45	149,827.03	150,474.38	156,493.35	157,140.70
17b	24	Salary	129,415.65	130,405.65	134,518.85	135,508.85	140,025.26	141,015.26	146,255.46	147,245.46
		Total Comp	138,474.74	139,534.04	143,935.17	144,994.47	149,827.03	150,886.33	156,493.35	157,552.65
18a	25	Salary	130,261.70	131,649.90	135,621.87	137,010.07	140,929.21	142,317.41	146,655.86	148,044.06
		Total Comp	139,380.02	140,865.40	145,115.40	146,600.77	150,794.25	152,279.62	156,921.78	158,407.15
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1D - 52-Week Licensed Professional Schedule

Lane 6

Steps			2024-2025		2025-2026		2026-2027		2027-2028*	
FY25	FY26+	Comp Type	Base	Base + Step	Base	Base + Step	Base	Base + Step	Base	Base + Step
1	1	Salary	85,654.02	85,654.02	89,080.18	89,080.18	92,643.39	92,643.39	96,349.12	96,349.12
		Total Comp	91,649.80	91,649.80	95,315.79	95,315.79	99,128.43	99,128.43	103,093.56	103,093.56
2	2	Salary	85,654.02	86,682.52	89,080.18	90,108.68	92,643.39	93,671.89	96,349.12	97,377.62
		Total Comp	91,649.80	92,750.30	95,315.79	96,416.29	99,128.43	100,228.92	103,093.56	104,194.06
3	3	Salary	86,723.66	87,957.86	90,149.82	91,384.02	93,713.03	94,947.23	97,418.76	98,652.96
		Total Comp	92,794.32	94,114.91	96,460.31	97,780.90	100,272.94	101,593.54	104,238.08	105,558.67
4	4	Salary	88,044.66	89,381.16	91,476.18	92,812.68	95,039.37	96,375.87	98,745.11	100,081.61
		Total Comp	94,207.78	95,637.84	97,879.51	99,309.56	101,692.13	103,122.18	105,657.27	107,087.32
5	5	Salary	89,518.30	91,677.60	92,956.41	95,115.71	96,525.18	98,684.48	100,230.91	102,390.21
		Total Comp	95,784.58	98,095.03	99,463.36	101,773.82	103,281.94	105,592.39	107,247.07	109,557.53
6	6	Salary	91,893.48	94,566.48	95,344.70	98,017.70	98,920.34	101,593.34	102,631.86	105,304.86
		Total Comp	98,326.03	101,186.14	102,018.83	104,878.94	105,844.76	108,704.87	109,816.09	112,676.20
7	7	Salary	94,879.02	97,706.02	98,349.14	101,176.14	101,938.41	104,765.41	105,657.07	108,484.07
		Total Comp	101,520.55	104,545.44	105,233.58	108,258.47	109,074.10	112,098.99	113,053.06	116,077.95
8	8	Salary	98,121.36	100,948.36	101,614.25	104,441.25	105,223.20	108,050.20	108,956.02	111,783.02
		Total Comp	104,989.86	108,014.75	108,727.25	111,752.14	112,588.82	115,613.71	116,582.95	119,607.84
9	9	Salary	101,458.29	104,285.29	104,986.30	107,813.30	108,618.91	111,445.91	112,372.21	115,199.21
		Total Comp	108,560.38	111,585.27	112,335.34	115,360.23	116,222.23	119,247.12	120,238.26	123,263.15
10	10	Salary	104,881.11	107,554.11	108,456.70	111,129.70	112,125.83	114,798.83	115,903.74	118,576.74
		Total Comp	112,222.78	115,082.89	116,048.67	118,908.78	119,974.64	122,834.75	124,017.00	126,877.11
11	11	Salary	108,204.37	110,671.67	111,856.27	114,323.57	115,574.89	118,042.19	119,390.79	121,858.09
		Total Comp	115,778.67	118,418.69	119,686.22	122,326.23	123,665.14	126,305.15	127,748.15	130,388.16
12	12	Salary	111,359.40	113,415.30	115,098.54	117,154.44	118,896.51	120,952.41	122,763.87	124,819.77
		Total Comp	119,154.56	121,354.38	123,155.44	125,355.25	127,219.27	129,419.08	131,357.35	133,557.16
13	13	Salary	114,141.06	115,888.96	117,951.92	119,699.82	121,840.62	123,588.52	125,790.51	127,538.41
		Total Comp	122,130.93	124,001.19	126,208.56	128,078.81	130,369.46	132,239.71	134,595.85	136,466.10
14a	14	Salary	116,624.51	118,115.01	120,524.51	122,015.01	124,487.81	125,978.31	128,532.05	130,022.55
		Total Comp	124,788.22	126,383.06	128,961.23	130,556.06	133,201.96	134,796.79	137,529.29	139,124.13
14b	15	Salary	121,134.77	121,134.77	122,839.61	122,839.61	126,895.62	126,895.62	131,017.45	132,007.45
		Total Comp	129,614.21	129,614.21	131,438.38	131,438.38	135,778.31	135,778.31	140,188.66	141,247.96
14c	16	Salary	124,108.06	124,108.06	125,980.16	125,980.16	127,753.19	127,753.19	131,971.44	132,961.44
		Total Comp	132,795.63	132,795.63	134,798.77	134,798.77	136,695.91	136,695.91	141,209.44	142,268.74
15a	17	Salary	126,569.17	127,636.17	129,072.38	130,139.38	131,019.37	132,086.37	132,863.31	133,930.31
		Total Comp	135,429.01	136,570.70	138,107.45	139,249.14	140,190.73	141,332.42	142,163.75	143,305.44
15b	18	Salary	128,970.39	128,970.39	132,741.62	132,741.62	135,344.96	136,334.96	137,369.83	138,359.83
		Total Comp	137,998.32	137,998.32	142,033.53	142,033.53	144,819.10	145,878.40	146,985.72	148,045.02
15c	19	Salary	129,539.21	129,539.21	134,129.20	134,129.20	138,051.29	139,041.29	141,788.35	142,778.35
		Total Comp	138,606.95	138,606.95	143,518.24	143,518.24	147,714.88	148,774.18	151,713.54	152,772.84
16a	20	Salary	129,579.42	130,967.62	134,720.78	136,108.98	139,494.38	140,882.58	144,602.93	145,991.13
		Total Comp	138,649.97	140,135.35	144,151.24	145,636.61	149,258.98	150,744.35	154,725.13	156,210.51
16b	21	Salary	131,058.81	131,058.81	136,206.32	137,196.32	141,553.35	142,543.35	146,517.88	147,507.88
		Total Comp	140,232.93	140,232.93	145,740.77	146,800.07	151,462.08	152,521.38	156,774.12	157,833.42
16c	22	Salary	131,146.07	131,146.07	136,591.32	137,196.32	142,684.17	143,289.17	148,245.08	148,850.08
		Total Comp	140,326.30	140,326.30	146,152.72	146,800.07	152,672.06	153,319.41	158,622.23	159,269.58
17a	23	Salary	131,198.36	131,803.36	136,591.32	137,196.32	142,684.17	143,289.17	149,020.74	149,625.74
		Total Comp	140,382.25	141,029.60	146,152.72	146,800.07	152,672.06	153,319.41	159,452.19	160,099.54
17b	24	Salary	131,873.96	132,863.96	137,075.50	138,065.50	142,684.17	143,674.17	149,020.74	150,010.74
		Total Comp	141,105.14	142,164.44	146,670.79	147,730.09	152,672.06	153,731.36	159,452.19	160,511.49
18a	25	Salary	132,717.27	134,105.47	138,178.52	139,566.72	143,588.12	144,976.32	149,421.14	150,809.34
		Total Comp	142,007.47	143,492.84	147,851.02	149,336.40	153,639.29	155,124.66	159,880.62	161,366.00
18b+	26	COLA								

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

Understanding PSRP salary tables

For PSRPs hired before 1/1/17, the “Total Comp” row in your salary table equals the sum of the “Salary” column and the pension pick-up (Article 36-4.1), which is 7% of “Salary”.

For PSRPs hired on or after 1/1/17, the “Total Comp” row in your salary table equals the sum of the “Salary” column and an amount of added salary equal to the pension pickup (Article 36-4.1), which is 7% of “Salary”.

Bi-weekly pay calculation

The August 14, 2023 Equal Paycheck Smoothing MOU (full text included in the Addenda) provides, amongst other things, “[T]he Parties desire to adopt a payroll calendar that will smooth the distribution of full time, non-52-week bargaining unit employees’ annual salaries by eliminating the 8 unpaid non-work days during the Work Year (“Work Year”) of an employee’s respective pay group (e.g., 208-day employee pay under Article 19 of the CBA being distributed across 216 days)”; and “The annual salaries of all full-time, non-52-week bargaining unit members will be distributed smoothly across each member’s Work Year, including the following 8 non-work smoothing days: (a) Monday, Tuesday, and Wednesday of the week of Thanksgiving; and (b) the Monday through Friday of the second week of Winter Break.”

This section is designed to help you calculate your gross pay (pay before taxes, insurance and other deductions) for a typical 10-day pay period.

For PSRPs hired before 1/1/17, divide “Salary” by the number of days in your annual schedule + the 8 non-work smoothing days (e.g., 208 + 8 =216 for 208-day employees), and multiply by 10—or the number of days in the pay period.

For PSRPs hired after 1/1/17, divide “Total Comp” by the number of days in your annual schedule + the 8 non-work smoothing days (e.g., 208 + 8 =216 for 208-day employees), and multiply by 10—or the number of days in the pay period.

Steps and year of credited service

The table below displays the year of credited service associated with the step.

	FY25			FY26-FY28		
Step	FY 25 Increment Months	Year	Year Description	FY26-FY28 Increment Months	Year	Year Description
1	12	Y0-Y1	1st year	12	Y0-Y1	1st year
2	12	Y1-Y2	2nd year	12	Y1-Y2	2nd year
3	18	Y2-Y3.5	3rd through first half of 4th year	12	Y2-Y3	3rd year
4	30	Y3.5-Y6	2nd half of 4th year through 6th year	12	Y3-Y4	4th year
5	36	Y6-Y9	7th through 9th year	24	Y4-Y6	5th and 6th year
6	24	Y9-Y11	10th through 11th year	36	Y6-Y9	7th, through 9th year
7	36	Y11-Y15	12th through 14th year	24	Y9-Y11	10th through 11th year
8	24	Y15-Y17	15th through 16th year	36	Y11-Y14	12th through 14th year
9	24	Y17-Y19	17th through 18th year	24	Y14-Y16	15th through 16th year
10	24	Y19-Y20	19th through 20th year	24	Y16-Y18	17th through 18th year
11	48	Y20-Y24	21st through 24th year	24	Y18-Y20	19th through 20th year
12	N/A	Y24+	25th year and thereafter	24	Y20-Y22	21st through 22nd year
13				24	Y22-Y24	23rd through 24th year
14				N/A	Y24+	25th year and thereafter

Note: "Y" References anniversary date (E.g., Y1 = 1 year anniversary; Y10 = 10th anniversary)						

PSRP Lanes

PSRP lane adjustments will be made pursuant to already established processes for teachers. Lane II is set at the educational level of Associate's Degree. Effective July 1, 2021, Lane III is set at the educational level of Bachelor's degree or higher.

For more help

For additional contract-related resources, go to www.ctulocal1.org/ contract.

1E. PSRP Job Titles & Grades*

Jobcode	Job Title	Lane 1	Lane 2	Lane 3
501043	Attendance Coordinator	G08 / NG8	G37 / N37	G40 / N40
003150	Audio And Vision Screen Tech	G08 / NG8	G37 / N37	G40 / N40
000940	Audio-Visual Technician	GA3 / NA3	G26 / N26	G41 / N41
501347	College and Career Specialist	G38 / N38	G39 / N39	G42 / N42
500656	College/Career Coach	G0X / NGX	G24 / N24	G43 / N43
000711	Community Relations Rep	GA8 / NA8	G29 / N29	G44 / N44
000712	Community Relations Rep II		G25 / N25	G55 / N55
504473	Comprehensive Service Coord	G08 / NG8	G37 / N37	G40 / N40
000671	Computer Technician	T11 / NTB	T12 / NTC	T13 / NTD
504468	CTE Academy Coordinator	G0X / NGX	G24 / N24	G43 / N43
003429	Ed Sign Language Interpreter	G33 / N33	G34 / N34	G35 / N35
504492	Family Engagement Coordinator	G08 / NG8	G37 / N37	G40 / N40
501409	Gear Up Coach	G0X / NGX	G24 / N24	G43 / N43
003618	Health Service Nurse	G11 / NGB	G36 / N36	G45 / N45
003620	Hospital Licensed Prac Nurse	G08 / NG8	G37 / N37	G40 / N40
003917	Instructor Assistant	G03 / NG3	GB3 / NB3	G46 / N46
000470	Interpreter Clerk	SC9 / NC9	G31 / N31	G47 / N47
000702	Parent Advocate	GB6 / NB6	G30 / N30	G48 / N48
000703	Parent Advocate-Bilingual	GB6 / NB6	G30 / N30	G48 / N48
000474	School Assist Bilingual-Spnish	GA1 / NA1	GA2 / NA2	G49 / N49
000462	School Assistant	GA1 / NA1	GA2 / NA2	G49 / N49
000475	School Assistant-Bilingual	GA1 / NA1	GA2 / NA2	G49 / N49
000468	School Clerk	SC9 / NC9	G31 / N31	G47 / N47
002501	School Clerk (Bilin Spanish)	SC9 / NC9	G31 / N31	G47 / N47
000467	School Clerk Assistant	G05 / NG5	G22 / N22	G50 / N50
000701	School Community Representive	G03 / NG3	GB3 / NB3	G46 / N46
000466	School Counseling Office Asst	G06 / NG6	GC6 / NC6	G51 / N51
000531	School Library Assistant	G06 / NG6	GC6 / NC6	G51 / N51
003501	School Social Svc Assistant	GA1 / NA1	GA2 / NA2	G49 / N49
000472	Special Education Support Clrk	G09 / NG9	G23 / N23	G52 / N52
500992	STLS Advocate	SC9 / NC9	G31 / N31	G47 / N47
003515	Student Special Needs Prm Asst	GA7 / NA7	G28 / N28	G53 / N53
000710	Student Special Svc Advocate	G0X / NGX	G24 / N24	G43 / N43
000463	Teacher Assistant	GB1 / NB1	GB2 / NB2	G54 / N54
000478	Teacher Assistant Bilingual	GB1 / NB1	GB2 / NB2	G54 / N54
000476	Teacher Asst Bil Spanish	GB1 / NB1	GB2 / NB2	G54 / N54
002520	Teacher Asst-Montessori Prm	G03 / NG3	GB3 / NB3	G46 / N46
000691	Technology Coordinator	T11 / NTB	T12 / NTC	T13 / NTD
003015	Youth Intervention Specialist	G0X / NGX	G24 / N24	G43 / N43

*** The grade to the left of the / is for PSRPs hired before 1-1-17, and the grade to the right of the / is for PSRPs hired on or after 1-1-17.**

1F - 208-Day PSRP Schedule

208-Day - School Social Svc Assistant, School Assistant, School Assistant-Bilingual, School Assist Bilingual-Spnish, Lifeguards

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 G49/N49	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 G49/N49	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 G49/N49	Lane 1 GA1/NA1	Lane 2 GA2/NA2	Lane 3 G49/N49
1	Salary	36,152.75	37,598.86	38,683.44	37,598.86	39,102.81	40,230.78	39,102.81	40,666.92	41,840.01	40,666.92	42,293.60	43,513.61
	Total Comp	38,683.44	40,230.78	41,391.28	40,230.78	41,840.01	43,046.93	41,840.01	43,513.61	44,768.81	43,513.61	45,254.15	46,559.56
2	Salary	38,007.38	39,527.68	40,667.90	39,527.68	41,108.78	42,294.61	41,108.78	42,753.14	43,986.40	42,753.14	44,463.26	45,745.86
	Total Comp	40,667.90	42,294.61	43,514.65	42,294.61	43,986.40	45,255.24	43,986.40	45,745.86	47,065.45	45,745.86	47,575.69	48,948.07
3	Salary	39,957.16	41,555.45	42,754.16	41,555.45	43,217.66	44,464.33	43,217.66	44,946.37	46,242.90	44,946.37	46,744.23	48,092.62
	Total Comp	42,754.16	44,464.33	45,746.95	44,464.33	46,242.90	47,576.83	46,242.90	48,092.62	49,479.90	48,092.62	50,016.32	51,459.10
4	Salary	42,006.96	43,687.24	44,947.45	43,687.24	45,434.73	46,745.35	45,434.73	47,252.12	48,615.16	47,252.12	49,142.21	50,559.77
	Total Comp	44,947.45	46,745.35	48,093.77	46,745.35	48,615.16	50,017.52	48,615.16	50,559.77	52,018.22	50,559.77	52,582.16	54,098.95
5	Salary	44,161.92	45,928.40	47,253.25	44,779.42	46,570.60	47,913.98	46,570.60	48,433.42	49,830.54	48,433.42	50,370.76	51,823.76
	Total Comp	47,253.25	49,143.38	50,560.98	47,913.98	49,830.54	51,267.96	49,830.54	51,823.76	53,318.68	51,823.76	53,896.71	55,451.43
6	Salary	45,265.97	47,076.61	48,434.59	45,943.69	47,781.44	49,159.75	47,781.44	49,692.69	51,126.14	49,692.69	51,680.40	53,171.18
	Total Comp	48,434.59	50,371.97	51,825.01	49,159.75	51,126.14	52,600.93	51,126.14	53,171.18	54,704.97	53,171.18	55,298.03	56,893.16
7	Salary	46,442.88	48,300.60	49,693.89	47,092.28	48,975.97	50,388.74	48,975.97	50,935.01	52,404.29	50,935.01	52,972.41	54,500.46
	Total Comp	49,693.89	51,681.64	53,172.46	50,388.74	52,404.29	53,915.95	52,404.29	54,500.46	56,072.59	54,500.46	56,680.48	58,315.49
8	Salary	47,603.96	49,508.11	50,936.23	48,316.68	50,249.35	51,698.85	50,249.35	52,259.32	53,766.80	52,259.32	54,349.69	55,917.47
	Total Comp	50,936.23	52,973.68	54,501.77	51,698.85	53,766.80	55,317.77	53,766.80	55,917.47	57,530.48	55,917.47	58,154.17	59,831.70
9	Salary	48,841.66	50,795.32	52,260.57	49,524.60	51,505.58	52,991.32	51,505.58	53,565.80	55,110.97	53,565.80	55,708.44	57,315.41
	Total Comp	52,260.57	54,351.00	55,918.81	52,991.32	55,110.97	56,700.71	55,110.97	57,315.41	58,968.74	57,315.41	59,608.03	61,327.49
10	Salary	51,347.24	53,401.12	54,941.54	50,812.24	52,844.72	54,369.09	52,844.72	54,958.51	56,543.86	54,958.51	57,156.85	58,805.61
	Total Comp	54,941.54	57,139.20	58,787.45	54,369.09	56,543.86	58,174.93	56,543.86	58,805.61	60,501.93	58,805.61	61,157.83	62,922.00
11	Salary	52,887.65	55,003.16	56,589.79	53,418.90	55,555.66	57,158.23	55,555.66	57,777.89	59,444.56	57,777.89	60,089.00	61,822.34
	Total Comp	56,589.79	58,853.38	60,551.07	57,158.23	59,444.56	61,159.30	59,444.56	61,822.34	63,605.67	61,822.34	64,295.23	66,149.90
12	Salary	54,474.28	56,653.25	58,287.48	55,021.47	57,222.33	58,872.97	57,222.33	59,511.22	61,227.89	59,511.22	61,891.67	63,677.01
	Total Comp	58,287.48	60,618.98	62,367.61	58,872.97	61,227.89	62,994.08	61,227.89	63,677.01	65,513.84	63,677.01	66,224.09	68,134.40
13	Salary				56,259.45	58,509.83	60,197.62	58,509.83	60,850.22	62,605.52	60,850.22	63,284.23	65,109.74
	Total Comp				60,197.62	62,605.52	64,411.45	62,605.52	65,109.74	66,987.91	65,109.74	67,714.13	69,667.42
14	Salary				57,947.24	60,265.13	62,003.54	60,265.13	62,675.73	64,483.69	62,675.73	65,182.76	67,063.03
	Total Comp				62,003.54	64,483.69	66,343.79	64,483.69	67,063.03	68,997.54	67,063.03	69,745.55	71,757.45

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Teacher Assistant, Teacher Assistant Bilingual, Teacher Asst Bil Spanish, Class Size Teaching Asst, Class Size Bil Teaching Asst

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 G54/N54	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 G54/N54	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 G54/N54	Lane 1 GB1/NB1	Lane 2 GB2/NB2	Lane 3 G54/N54
1	Salary	36,476.82	37,935.89	39,030.19	37,935.89	39,453.33	40,591.40	39,453.33	41,031.46	42,215.06	41,031.46	42,672.72	43,903.66
	Total Comp	39,030.19	40,591.40	41,762.31	40,591.40	42,215.06	43,432.80	42,215.06	43,903.66	45,170.11	43,903.66	45,659.81	46,976.92
2	Salary	38,348.08	39,882.00	41,032.44	39,882.00	41,477.28	42,673.74	41,477.28	43,136.37	44,380.69	43,136.37	44,861.83	46,155.92
	Total Comp	41,032.44	42,673.74	43,904.71	42,673.74	44,380.69	45,660.90	44,380.69	46,155.92	47,487.34	46,155.92	48,002.15	49,386.83
3	Salary	40,315.33	41,927.95	43,137.41	41,927.95	43,605.07	44,862.90	43,605.07	45,349.27	46,657.42	45,349.27	47,163.24	48,523.72
	Total Comp	43,137.41	44,862.90	46,157.03	44,862.90	46,657.42	48,003.31	46,657.42	48,523.72	49,923.44	48,523.72	50,464.67	51,920.38
4	Salary	42,383.51	44,078.85	45,350.36	44,078.85	45,842.01	47,164.37	45,842.01	47,675.69	49,050.95	47,675.69	49,582.71	51,012.98
	Total Comp	45,350.36	47,164.37	48,524.88	47,164.37	49,050.95	50,465.88	49,050.95	51,012.98	52,484.51	51,012.98	53,053.50	54,583.89
5	Salary	44,557.78	46,340.10	47,676.83	45,180.82	46,988.06	48,343.48	46,988.06	48,867.58	50,277.22	48,867.58	50,822.28	52,288.31
	Total Comp	47,676.83	49,143.38	51,014.21	48,343.48	50,277.22	51,727.52	50,277.22	52,288.31	53,796.62	52,288.31	54,379.84	55,948.49
6	Salary	45,671.73	47,498.60	48,868.75	46,355.52	48,209.74	49,600.41	48,209.74	50,138.13	51,584.43	50,138.13	52,143.66	53,647.80
	Total Comp	48,868.75	50,823.50	52,289.56	49,600.41	51,584.43	53,072.44	51,584.43	53,647.80	55,195.34	53,647.80	55,793.72	57,403.15
7	Salary	46,859.19	48,733.56	50,139.34	47,514.41	49,414.99	50,840.42	49,414.99	51,391.59	52,874.04	51,391.59	53,447.25	54,989.00
	Total Comp	50,139.34	52,144.91	53,649.09	50,840.42	52,874.04	54,399.25	52,874.04	54,989.00	56,575.22	54,989.00	57,188.56	58,838.23
8	Salary	48,030.67	49,951.90	51,392.82	48,749.79	50,699.78	52,162.27	50,699.78	52,727.77	54,248.76	52,727.77	54,836.88	56,418.71
	Total Comp	51,392.82	53,448.53	54,990.32	52,162.27	54,248.76	55,813.63	54,248.76	56,418.71	58,046.18	56,418.71	58,675.46	60,368.02
9	Salary	49,279.47	51,250.65	52,729.03	49,968.53	51,967.27	53,466.33	51,967.27	54,045.96	55,604.98	54,045.96	56,207.80	57,829.18
	Total Comp	52,729.03	54,838.20	56,420.07	53,466.33	55,604.98	57,208.97	55,604.98	57,829.18	59,497.33	57,829.18	60,142.35	61,877.22
10	Salary	51,807.51	53,879.81	55,434.03	51,267.71	53,318.42	54,856.45	53,318.42	55,451.16	57,050.71	55,451.16	57,669.20	59,332.74
	Total Comp	55,434.03	57,651.40	59,314.42	54,856.45	57,050.71	58,696.40	57,050.71	59,332.74	61,044.26	59,332.74	61,706.05	63,486.03
11	Salary	53,361.73	55,496.20	57,097.06	53,897.75	56,053.66	57,670.59	56,053.66	58,295.80	59,977.41	58,295.80	60,627.64	62,376.51
	Total Comp	57,097.06	59,380.94	61,093.85	57,670.59	59,977.41	61,707.53	59,977.41	62,376.51	64,175.83	62,376.51	64,871.57	66,742.86
12	Salary	54,962.59	57,161.09	58,809.97	55,514.68	57,735.27	59,400.71	57,735.27	60,044.68	61,776.74	60,044.68	62,446.46	64,247.80
	Total Comp	58,809.97	61,162.37	62,926.66	59,400.71	61,776.74	63,558.76	61,776.74	64,247.80	66,101.11	64,247.80	66,817.72	68,745.15
13	Salary				56,763.76	59,034.31	60,737.22	59,034.31	61,395.68	63,166.71	61,395.68	63,851.51	65,693.38
	Total Comp				60,737.22	63,166.71	64,988.83	63,166.71	65,693.38	67,588.38	65,693.38	68,321.12	70,291.92
14	Salary				58,466.67	60,805.34	62,559.34	60,805.34	63,237.55	65,061.71	63,237.55	65,767.05	67,664.18
	Total Comp				62,559.34	65,061.71	66,938.49	65,061.71	67,664.18	69,616.03	67,664.18	70,370.75	72,400.67

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Audio-Visual Technician

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41	Lane 1 GA3/NA3	Lane 2 G26/N26	Lane 3 G41/N41
1	Salary	37,514.99	39,015.59	40,141.04	39,015.59	40,576.21	41,746.68	40,576.21	42,199.26	43,416.55	42,199.26	43,887.23	45,153.21
	Total Comp	40,141.04	41,746.68	42,950.91	41,746.68	43,416.55	44,668.95	43,416.55	45,153.21	46,455.71	45,153.21	46,959.34	48,313.93
2	Salary	39,439.51	41,017.09	42,200.27	41,017.09	42,657.77	43,888.28	42,657.77	44,364.08	45,643.82	44,364.08	46,138.65	47,469.57
	Total Comp	42,200.27	43,888.28	45,154.29	43,888.28	45,643.82	46,960.46	45,643.82	47,469.57	48,838.88	47,469.57	49,368.35	50,792.44
3	Salary	41,462.76	43,121.27	44,365.15	43,121.27	44,846.12	46,139.75	44,846.12	46,639.96	47,985.34	46,639.96	48,505.56	49,904.76
	Total Comp	44,365.15	46,139.75	47,470.71	46,139.75	47,985.34	49,369.54	47,985.34	49,904.76	51,344.32	49,904.76	51,900.95	53,398.09
4	Salary	43,589.79	45,333.39	46,641.08	45,333.39	47,146.72	48,506.72	47,146.72	49,032.59	50,446.99	49,032.59	50,993.89	52,464.87
	Total Comp	46,641.08	48,506.72	49,905.96	48,506.72	50,446.99	51,902.19	50,446.99	52,464.87	53,978.28	52,464.87	54,563.47	56,137.41
5	Salary	45,825.95	47,658.99	49,033.77	46,466.72	48,325.39	49,719.39	48,325.39	50,258.41	51,708.17	50,258.41	52,268.74	53,776.49
	Total Comp	49,033.77	49,143.38	52,466.13	49,719.39	51,708.17	53,199.75	51,708.17	53,776.49	55,327.74	53,776.49	55,927.55	57,540.85
6	Salary	46,971.60	48,850.46	50,259.61	47,674.86	49,581.85	51,012.10	49,581.85	51,565.12	53,052.58	51,565.12	53,627.73	55,174.68
	Total Comp	50,259.61	52,270.00	53,777.78	51,012.10	53,052.58	54,582.94	53,052.58	55,174.68	56,766.26	55,174.68	57,381.67	59,036.91
7	Salary	48,192.86	50,120.58	51,566.36	48,866.73	50,821.40	52,287.40	50,821.40	52,854.25	54,378.89	52,854.25	54,968.42	56,554.05
	Total Comp	51,566.36	53,629.02	55,176.01	52,287.40	54,378.89	55,947.52	54,378.89	56,554.05	58,185.42	56,554.05	58,816.21	60,512.83
8	Salary	49,397.68	51,373.59	52,855.52	50,137.26	52,142.75	53,646.87	52,142.75	54,228.46	55,792.75	54,228.46	56,397.60	58,024.45
	Total Comp	52,855.52	54,969.74	56,555.41	53,646.87	55,792.75	57,402.15	55,792.75	58,024.45	59,698.24	58,024.45	60,345.43	62,086.17
9	Salary	50,682.02	52,709.30	54,229.76	51,390.69	53,446.32	54,988.04	53,446.32	55,584.17	57,187.56	55,584.17	57,807.54	59,475.07
	Total Comp	54,229.76	56,398.95	58,025.85	54,988.04	57,187.56	58,837.20	57,187.56	59,475.07	61,190.69	59,475.07	61,854.07	63,638.32
10	Salary	53,282.01	55,413.29	57,011.75	52,726.85	54,835.93	56,417.73	54,835.93	57,029.36	58,674.44	57,029.36	59,310.54	61,021.42
	Total Comp	57,011.75	59,292.22	61,002.57	56,417.73	58,674.44	60,366.97	58,674.44	61,021.42	62,781.65	61,021.42	63,462.27	65,292.92
11	Salary	54,880.47	57,075.69	58,722.10	55,431.74	57,649.01	59,311.96	57,649.01	59,954.97	61,684.44	59,954.97	62,353.17	64,151.82
	Total Comp	58,722.10	61,070.99	62,832.65	59,311.96	61,684.44	63,463.80	61,684.44	64,151.82	66,002.35	64,151.82	66,717.89	68,642.44
12	Salary	56,526.88	58,787.96	60,483.77	57,094.69	59,378.48	61,091.32	59,378.48	61,753.62	63,534.97	61,753.62	64,223.76	66,076.37
	Total Comp	60,483.77	62,903.12	64,717.63	61,091.32	63,534.97	65,367.71	63,534.97	66,076.37	67,982.42	66,076.37	68,719.43	70,701.72
13	Salary				58,379.32	60,714.49	62,465.87	60,714.49	63,143.07	64,964.51	63,143.07	65,668.80	67,563.09
	Total Comp				62,465.87	64,964.51	66,838.49	64,964.51	67,563.09	69,512.02	67,563.09	70,265.61	72,292.51
14	Salary				60,130.70	62,535.93	64,339.85	62,535.93	65,037.37	66,913.44	65,037.37	67,638.86	69,589.98
	Total Comp				64,339.85	66,913.44	68,843.64	66,913.44	69,589.98	71,597.39	69,589.98	72,373.58	74,461.28

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Instructor Assistant, Teacher Asst-Montessori Prm, School Community Representive

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G03/NG3	Lane 2 GB3/NB3	Lane 3 G46/N46	Lane 1 G03/NG3	Lane 2 GB3/NB3	Lane 3 G46/N46	Lane 1 G03/NG3	Lane 2 GB3/NB3	Lane 3 G46/N46	Lane 1 G03/NG3	Lane 2 GB3/NB3	Lane 3 G46/N46
1	Salary	38,771.69	40,322.55	41,485.70	40,322.55	41,935.46	43,145.13	41,935.46	43,612.87	44,870.94	43,612.87	45,357.39	46,665.77
	Total Comp	41,485.70	43,145.13	44,389.70	43,145.13	44,870.94	46,165.29	44,870.94	46,665.77	48,011.90	46,665.77	48,532.41	49,932.38
2	Salary	40,760.67	42,391.10	43,613.92	42,391.10	44,086.74	45,358.48	44,086.74	45,850.21	47,172.82	45,850.21	47,684.22	49,059.73
	Total Comp	43,613.92	45,358.48	46,666.90	45,358.48	47,172.82	48,533.57	47,172.82	49,059.73	50,474.91	49,059.73	51,022.12	52,493.91
3	Salary	42,851.70	44,565.76	45,851.31	44,565.76	46,348.39	47,685.37	46,348.39	48,202.33	49,592.78	48,202.33	50,130.42	51,576.49
	Total Comp	45,851.31	47,685.37	49,060.91	47,685.37	49,592.78	51,023.34	49,592.78	51,576.49	53,064.28	51,576.49	53,639.55	55,186.85
4	Salary	45,049.99	46,851.99	48,203.49	46,851.99	48,726.07	50,131.63	48,726.07	50,675.11	52,136.89	50,675.11	52,702.11	54,222.37
	Total Comp	48,203.49	50,131.63	51,577.73	50,131.63	52,136.89	53,640.84	52,136.89	54,222.37	55,786.47	54,222.37	56,391.26	58,017.93
5	Salary	47,361.05	49,255.49	50,676.33	48,023.29	49,944.22	51,384.92	49,944.22	51,941.99	53,440.31	51,941.99	54,019.67	55,577.93
	Total Comp	50,676.33	49,143.38	54,223.67	51,384.92	53,440.31	54,981.86	53,440.31	55,577.93	57,181.14	55,577.93	57,801.04	59,468.38
6	Salary	48,545.08	50,486.88	51,943.23	49,271.89	51,242.77	52,720.93	51,242.77	53,292.48	54,829.76	53,292.48	55,424.18	57,022.95
	Total Comp	51,943.23	54,020.96	55,579.26	52,720.93	54,829.76	56,411.39	54,829.76	57,022.95	58,667.85	57,022.95	59,303.87	61,014.56
7	Salary	49,807.25	51,799.54	53,293.76	50,503.69	52,523.84	54,038.95	52,523.84	54,624.79	56,200.51	54,624.79	56,809.78	58,448.53
	Total Comp	53,293.76	55,425.51	57,024.32	54,038.95	56,200.51	57,821.67	56,200.51	58,448.53	60,134.54	58,448.53	60,786.47	62,539.92
8	Salary	51,052.43	53,094.53	54,626.10	51,816.79	53,889.46	55,443.96	53,889.46	56,045.04	57,661.72	56,045.04	58,286.84	59,968.19
	Total Comp	54,626.10	56,811.15	58,449.93	55,443.96	57,661.72	59,325.04	57,661.72	59,968.19	61,698.04	59,968.19	62,366.92	64,165.96
9	Salary	52,379.80	54,474.99	56,046.38	53,112.21	55,236.69	56,830.06	55,236.69	57,446.16	59,103.26	57,446.16	59,744.01	61,467.39
	Total Comp	56,046.38	58,288.24	59,969.63	56,830.06	59,103.26	60,808.16	59,103.26	61,467.39	63,240.49	61,467.39	63,926.09	65,770.11
10	Salary	55,066.88	57,269.55	58,921.56	54,493.12	56,672.85	58,307.64	56,672.85	58,939.76	60,639.95	58,939.76	61,297.35	63,065.55
	Total Comp	58,921.56	61,278.42	63,046.07	58,307.64	60,639.95	62,389.18	60,639.95	63,065.55	64,884.74	63,065.55	65,588.17	67,480.13
11	Salary	56,718.89	58,987.64	60,689.21	57,288.62	59,580.16	61,298.82	59,580.16	61,963.37	63,750.78	61,963.37	64,441.91	66,300.81
	Total Comp	60,689.21	63,116.78	64,937.45	61,298.82	63,750.78	65,589.74	63,750.78	66,300.81	68,213.33	66,300.81	68,952.84	70,941.86
12	Salary	58,420.45	60,757.27	62,509.88	59,007.28	61,367.57	63,137.79	61,367.57	63,822.27	65,663.30	63,822.27	66,375.16	68,289.83
	Total Comp	62,509.88	65,010.28	66,885.58	63,137.79	65,663.30	67,557.43	65,663.30	68,289.83	70,259.73	68,289.83	71,021.43	73,070.12
13	Salary				60,334.94	62,748.34	64,558.39	62,748.34	65,258.27	67,140.72	65,258.27	67,868.60	69,826.35
	Total Comp				64,558.39	67,140.72	69,077.48	67,140.72	69,826.35	71,840.57	69,826.35	72,619.41	74,714.20
14	Salary				62,144.99	64,630.79	66,495.14	64,630.79	67,216.02	69,154.95	67,216.02	69,904.66	71,921.14
	Total Comp				66,495.14	69,154.95	71,149.80	69,154.95	71,921.14	73,995.79	71,921.14	74,797.99	76,955.62

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - School Clerk Assistant

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G05/NG5	Lane 2 G22/N22	Lane 3 G50/N50	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 3 G50/N50	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 3 G50/N50	Lane 1 G05/NG5	Lane 2 G22/N22	Lane 3 G50/N50
1	Salary	41,129.95	42,775.14	44,009.04	42,775.14	44,486.15	45,769.40	44,486.15	46,265.60	47,600.18	46,265.60	48,116.22	49,504.19
	Total Comp	44,009.04	45,769.40	47,089.68	45,769.40	47,600.18	48,973.26	47,600.18	49,504.19	50,932.19	49,504.19	51,484.35	52,969.48
2	Salary	43,239.91	44,969.51	46,266.71	44,969.51	46,768.29	48,117.37	46,768.29	48,639.02	50,042.07	48,639.02	50,584.58	52,043.75
	Total Comp	46,266.71	48,117.37	49,505.38	48,117.37	50,042.07	51,485.59	50,042.07	52,043.75	53,545.01	52,043.75	54,125.50	55,686.81
3	Salary	45,458.12	47,276.44	48,640.19	47,276.44	49,167.50	50,585.80	49,167.50	51,134.20	52,609.23	51,134.20	53,179.57	54,713.60
	Total Comp	48,640.19	50,585.80	52,045.00	50,585.80	52,609.23	54,126.80	52,609.23	54,713.60	56,291.87	54,713.60	56,902.14	58,543.55
4	Salary	47,790.12	49,701.73	51,135.43	49,701.73	51,689.80	53,180.85	51,689.80	53,757.39	55,308.08	53,757.39	55,907.68	57,520.40
	Total Comp	51,135.43	53,180.85	54,714.91	53,180.85	55,308.08	56,903.51	55,308.08	57,520.40	59,179.65	57,520.40	59,821.22	61,546.83
5	Salary	50,241.75	52,251.42	53,758.68	50,944.27	52,982.04	54,510.37	52,982.04	55,101.32	56,690.78	55,101.32	57,305.37	58,958.41
	Total Comp	53,758.68	49,143.38	57,521.78	54,510.37	56,690.78	58,326.09	56,690.78	58,958.41	60,659.14	58,958.41	61,316.75	63,085.50
6	Salary	51,497.80	53,557.71	55,102.64	52,268.82	54,359.57	55,927.64	54,359.57	56,533.96	58,164.74	56,533.96	58,795.31	60,491.33
	Total Comp	55,102.64	57,306.75	58,959.83	55,927.64	58,164.74	59,842.57	58,164.74	60,491.33	62,236.28	60,491.33	62,910.99	64,725.73
7	Salary	52,836.74	54,950.21	56,535.31	53,575.54	55,718.56	57,325.83	55,718.56	57,947.31	59,618.86	57,947.31	60,265.20	62,003.62
	Total Comp	56,535.31	58,796.73	60,492.79	57,325.83	59,618.86	61,338.64	59,618.86	62,003.62	63,792.18	62,003.62	64,483.76	66,343.87
8	Salary	54,157.66	56,323.97	57,948.70	54,968.51	57,167.25	58,816.30	57,167.25	59,453.94	61,168.95	59,453.94	61,832.09	63,615.71
	Total Comp	57,948.70	60,266.64	62,005.10	58,816.30	61,168.95	62,933.44	61,168.95	63,615.71	65,450.78	63,615.71	66,160.34	68,068.81
9	Salary	55,565.76	57,788.39	59,455.36	56,342.72	58,596.43	60,286.71	58,596.43	60,940.28	62,698.18	60,940.28	63,377.89	65,206.10
	Total Comp	59,455.36	61,833.58	63,617.24	60,286.71	62,698.18	64,506.78	62,698.18	65,206.10	67,087.05	65,206.10	67,814.35	69,770.53
10	Salary	58,416.28	60,752.93	62,505.42	57,807.63	60,119.93	61,854.16	60,119.93	62,524.73	64,328.33	62,524.73	65,025.72	66,901.46
	Total Comp	62,505.42	65,005.64	66,880.80	61,854.16	64,328.33	66,183.95	64,328.33	66,901.46	68,831.31	66,901.46	69,577.52	71,584.56
11	Salary	60,168.77	62,575.52	64,380.58	60,773.16	63,204.09	65,027.28	63,204.09	65,732.25	67,628.37	65,732.25	68,361.54	70,333.51
	Total Comp	64,380.58	66,955.81	68,887.23	65,027.28	67,628.37	69,579.19	67,628.37	70,333.51	72,362.36	70,333.51	73,146.85	75,256.85
12	Salary	61,973.83	64,452.79	66,312.00	62,596.35	65,100.21	66,978.10	65,100.21	67,704.22	69,657.22	67,704.22	70,412.39	72,443.51
	Total Comp	66,312.00	68,964.48	70,953.84	66,978.10	69,657.22	71,666.57	69,657.22	72,443.51	74,533.23	72,443.51	75,341.25	77,514.56
13	Salary				64,004.77	66,564.96	68,485.11	66,564.96	69,227.56	71,224.51	69,227.56	71,996.66	74,073.49
	Total Comp				68,485.11	71,224.51	73,279.06	71,224.51	74,073.49	76,210.23	74,073.49	77,036.43	79,258.64
14	Salary				65,924.92	68,561.91	70,539.66	68,561.91	71,304.39	73,361.25	71,304.39	74,156.56	76,295.70
	Total Comp				70,539.66	73,361.25	75,477.44	73,361.25	76,295.70	78,496.53	76,295.70	79,347.52	81,636.39

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Parent Advocate, Parent Advocate-Bilingual, Braille Transcriber

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48	Lane 1 GB6/NB6	Lane 2 G30/N30	Lane 3 G48/N48
1	Salary	42,979.26	44,698.43	45,987.81	44,698.43	46,486.37	47,827.32	46,486.37	48,345.82	49,740.41	48,345.82	50,279.65	51,730.03
	Total Comp	45,987.81	47,827.32	49,206.95	47,827.32	49,740.41	51,175.23	49,740.41	51,730.03	53,222.24	51,730.03	53,799.23	55,351.13
2	Salary	45,184.09	46,991.46	48,346.98	46,991.46	48,871.12	50,280.86	48,871.12	50,825.96	52,292.10	50,825.96	52,859.00	54,383.78
	Total Comp	48,346.98	50,280.86	51,731.27	50,280.86	52,292.10	53,800.52	52,292.10	54,383.78	55,952.54	54,383.78	56,559.13	58,190.64
3	Salary	47,502.04	49,402.12	50,827.18	49,402.12	51,378.21	52,860.27	51,378.21	53,433.33	54,974.68	53,433.33	55,570.67	57,173.67
	Total Comp	50,827.18	52,860.27	54,385.08	52,860.27	54,974.68	56,560.49	54,974.68	57,173.67	58,822.91	57,173.67	59,460.61	61,175.82
4	Salary	49,938.89	51,936.45	53,434.62	51,936.45	54,013.91	55,572.00	54,013.91	56,174.46	57,794.88	56,174.46	58,421.44	60,106.68
	Total Comp	53,434.62	55,572.00	57,175.04	55,572.00	57,794.88	59,462.04	57,794.88	60,106.68	61,840.52	60,106.68	62,510.94	64,314.14
5	Salary	52,500.76	54,600.79	56,175.81	53,234.86	55,364.25	56,961.30	55,364.25	57,578.83	59,239.75	57,578.83	59,881.98	61,609.34
	Total Comp	56,175.81	49,143.38	60,108.12	56,961.30	59,239.75	60,948.59	59,239.75	61,609.34	63,386.54	61,609.34	64,073.72	65,922.00
6	Salary	53,813.28	55,965.81	57,580.21	54,618.97	56,803.73	58,442.29	56,803.73	59,075.87	60,779.99	59,075.87	61,438.91	63,211.19
	Total Comp	57,580.21	59,883.42	61,610.82	58,442.29	60,779.99	62,533.26	60,779.99	63,211.19	65,034.59	63,211.19	65,739.63	67,635.97
7	Salary	55,212.42	57,420.92	59,077.29	55,984.44	58,223.82	59,903.35	58,223.82	60,552.77	62,299.49	60,552.77	62,974.88	64,791.47
	Total Comp	59,077.29	61,440.38	63,212.70	59,903.35	62,299.49	64,096.59	62,299.49	64,791.47	66,660.45	64,791.47	67,383.12	69,326.87
8	Salary	56,592.73	58,856.44	60,554.22	57,440.04	59,737.64	61,460.84	59,737.64	62,127.14	63,919.27	62,127.14	64,612.23	66,476.04
	Total Comp	60,554.22	62,976.39	64,793.02	61,460.84	63,919.27	65,763.10	63,919.27	66,476.04	68,393.62	66,476.04	69,135.09	71,129.37
9	Salary	58,064.14	60,386.71	62,128.63	58,876.04	61,231.08	62,997.36	61,231.08	63,680.32	65,517.25	63,680.32	66,227.53	68,137.94
	Total Comp	62,128.63	64,613.78	66,477.64	62,997.36	65,517.25	67,407.18	65,517.25	68,137.94	70,103.46	68,137.94	70,863.46	72,907.60
10	Salary	61,042.84	63,484.55	65,315.83	60,406.81	62,823.09	64,635.29	62,823.09	65,336.01	67,220.70	65,336.01	67,949.45	69,909.53
	Total Comp	65,315.83	67,928.47	69,887.94	64,635.29	67,220.70	69,159.76	67,220.70	69,909.53	71,926.15	69,909.53	72,705.91	74,803.20
11	Salary	62,874.12	65,389.09	67,275.31	63,505.68	66,045.91	67,951.08	66,045.91	68,687.75	70,669.13	68,687.75	71,435.26	73,495.89
	Total Comp	67,275.31	69,966.32	71,984.58	67,951.08	70,669.13	72,707.66	70,669.13	73,495.89	75,615.96	73,495.89	76,435.73	78,640.60
12	Salary	64,760.34	67,350.76	69,293.57	65,410.85	68,027.29	69,989.61	68,027.29	70,748.38	72,789.20	70,748.38	73,578.32	75,700.77
	Total Comp	69,293.57	72,065.31	74,144.12	69,989.61	72,789.20	74,888.89	72,789.20	75,700.77	77,884.44	75,700.77	78,728.80	80,999.82
13	Salary				66,882.60	69,557.90	71,564.38	69,557.90	72,340.22	74,426.96	72,340.22	75,233.83	77,404.03
	Total Comp				71,564.38	74,426.96	76,573.89	74,426.96	77,404.03	79,636.84	77,404.03	80,500.20	82,822.32
14	Salary				68,889.08	71,644.64	73,711.31	71,644.64	74,510.43	76,659.76	74,510.43	77,490.84	79,726.16
	Total Comp				73,711.31	76,659.76	78,871.10	76,659.76	79,726.16	82,025.95	79,726.16	82,915.20	85,306.99

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - School Library Assistant, School Counseling Office Asst

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/N51	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/N51	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/N51	Lane 1 G06/NG6	Lane 2 GC6/NC6	Lane 3 G51/N51
1	Salary	44,421.22	46,198.07	47,530.71	46,198.07	48,045.99	49,431.94	48,045.99	49,967.83	51,409.21	49,967.83	51,966.55	53,465.58
	Total Comp	47,530.71	49,431.94	50,857.86	49,431.94	51,409.21	52,892.17	51,409.21	53,465.58	55,007.86	53,465.58	55,604.20	57,208.17
2	Salary	46,700.03	48,568.03	49,969.03	48,568.03	50,510.75	51,967.79	50,510.75	52,531.18	54,046.51	52,531.18	54,632.43	56,208.37
	Total Comp	49,969.03	51,967.79	53,466.86	51,967.79	54,046.51	55,605.54	54,046.51	56,208.37	57,829.76	56,208.37	58,456.70	60,142.95
3	Salary	49,095.74	51,059.57	52,532.44	51,059.57	53,101.95	54,633.74	53,101.95	55,226.03	56,819.09	55,226.03	57,435.07	59,091.85
	Total Comp	52,532.44	54,633.74	56,209.71	54,633.74	56,819.09	58,458.10	56,819.09	59,091.85	60,796.43	59,091.85	61,455.53	63,228.28
4	Salary	51,614.35	53,678.93	55,227.36	53,678.93	55,826.08	57,436.45	55,826.08	58,059.13	59,733.91	58,059.13	60,381.49	62,123.27
	Total Comp	55,227.36	57,436.45	59,093.27	57,436.45	59,733.91	61,457.00	59,733.91	62,123.27	63,915.28	62,123.27	64,608.20	66,471.90
5	Salary	54,262.17	56,432.66	58,060.52	55,020.90	57,221.74	58,872.36	57,221.74	59,510.61	61,227.26	59,510.61	61,891.03	63,676.35
	Total Comp	58,060.52	49,143.38	62,124.76	58,872.36	61,227.26	62,993.43	61,227.26	63,676.35	65,513.17	63,676.35	66,223.40	68,133.69
6	Salary	55,618.72	57,843.47	59,512.03	56,451.44	58,709.50	60,403.04	58,709.50	61,057.88	62,819.17	61,057.88	63,500.20	65,331.93
	Total Comp	59,512.03	61,892.52	63,677.88	60,403.04	62,819.17	64,631.26	62,819.17	65,331.93	67,216.51	65,331.93	67,945.21	69,905.17
7	Salary	57,064.81	59,347.40	61,059.35	57,862.73	60,177.24	61,913.12	60,177.24	62,584.33	64,389.65	62,584.33	65,087.70	66,965.23
	Total Comp	61,059.35	63,501.72	65,333.50	61,913.12	64,389.65	66,247.04	64,389.65	66,965.23	68,896.92	66,965.23	69,643.84	71,652.80
8	Salary	58,491.43	60,831.09	62,585.83	59,367.16	61,741.85	63,522.86	61,741.85	64,211.52	66,063.78	64,211.52	66,779.98	68,706.33
	Total Comp	62,585.83	65,089.26	66,966.84	63,522.86	66,063.78	67,969.46	66,063.78	68,706.33	70,688.24	68,706.33	71,454.58	73,515.77
9	Salary	60,012.21	62,412.70	64,213.06	60,851.34	63,285.39	65,110.93	63,285.39	65,816.81	67,715.37	65,816.81	68,449.48	70,423.99
	Total Comp	64,213.06	66,781.58	68,707.98	65,110.93	67,715.37	69,668.70	67,715.37	70,423.99	72,455.45	70,423.99	73,240.95	75,353.66
10	Salary	63,090.83	65,614.47	67,507.19	62,433.47	64,930.81	66,803.82	64,930.81	67,528.05	69,475.97	67,528.05	70,229.17	72,255.01
	Total Comp	67,507.19	70,207.48	72,232.70	66,803.82	69,475.97	71,480.09	69,475.97	72,255.01	74,339.29	72,255.01	75,145.21	77,312.86
11	Salary	64,983.56	67,582.90	69,532.41	65,636.31	68,261.76	70,230.85	68,261.76	70,992.24	73,040.09	70,992.24	73,831.92	75,961.69
	Total Comp	69,532.41	72,313.70	74,399.68	70,230.85	73,040.09	75,147.01	73,040.09	75,961.69	78,152.89	75,961.69	79,000.16	81,279.01
12	Salary	66,933.07	69,610.39	71,618.38	67,605.40	70,309.62	72,337.78	70,309.62	73,122.00	75,231.29	73,122.00	76,046.88	78,240.54
	Total Comp	71,618.38	74,483.12	76,631.67	72,337.78	75,231.29	77,401.42	75,231.29	78,240.54	80,497.48	78,240.54	81,370.16	83,717.38
13	Salary				69,126.52	71,891.58	73,965.38	71,891.58	74,767.25	76,923.99	74,767.25	77,757.94	80,000.95
	Total Comp				73,965.38	76,923.99	79,142.96	76,923.99	80,000.95	82,308.67	80,000.95	83,200.99	85,601.02
14	Salary				71,200.32	74,048.33	76,184.34	74,048.33	77,010.26	79,231.71	77,010.26	80,090.68	82,400.98
	Total Comp				76,184.34	79,231.71	81,517.24	79,231.71	82,400.98	84,777.93	82,400.98	85,697.02	88,169.05

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Community Relations Rep

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44
1	Salary	47,343.09	49,236.81	50,657.10	49,236.81	51,206.28	52,683.39	51,206.28	53,254.53	54,790.72	53,254.53	55,384.71	56,982.35
	Total Comp	50,657.10	52,683.39	54,203.10	52,683.39	54,790.72	56,371.22	54,790.72	56,982.35	58,626.07	56,982.35	59,261.64	60,971.11
2	Salary	49,771.79	51,762.66	53,255.81	51,762.66	53,833.16	55,386.04	53,833.16	55,986.49	57,601.48	55,986.49	58,225.95	59,905.54
	Total Comp	53,255.81	55,386.04	56,983.72	55,386.04	57,601.48	59,263.07	57,601.48	59,905.54	61,633.59	59,905.54	62,301.77	64,098.93
3	Salary	52,325.08	54,418.08	55,987.83	54,418.08	56,594.80	58,227.35	56,594.80	58,858.60	60,556.44	58,858.60	61,212.94	62,978.70
	Total Comp	55,987.83	58,227.35	59,906.98	58,227.35	60,556.44	62,303.26	60,556.44	62,978.70	64,795.39	62,978.70	65,497.85	67,387.21
4	Salary	55,009.35	57,209.73	58,860.01	57,209.73	59,498.12	61,214.41	59,498.12	61,878.04	63,662.99	61,878.04	64,353.16	66,209.51
	Total Comp	58,860.01	61,214.41	62,980.21	61,214.41	63,662.99	65,499.42	63,662.99	66,209.51	68,119.40	66,209.51	68,857.89	70,844.17
5	Salary	57,831.33	60,144.59	61,879.53	58,639.97	60,985.57	62,744.77	60,985.57	63,424.99	65,254.56	63,424.99	65,961.99	67,864.74
	Total Comp	61,879.53	49,143.38	66,211.09	62,744.77	65,254.56	67,136.90	65,254.56	67,864.74	69,822.38	67,864.74	70,579.33	72,615.28
6	Salary	59,277.12	61,648.20	63,426.52	60,164.61	62,571.20	64,376.13	62,571.20	65,074.04	66,951.18	65,074.04	67,677.01	69,629.23
	Total Comp	63,426.52	65,963.58	67,866.37	64,376.13	66,951.18	68,882.46	66,951.18	69,629.23	71,637.76	69,629.23	72,414.40	74,503.27
7	Salary	60,818.32	63,251.06	65,075.61	61,668.73	64,135.48	65,985.54	64,135.48	66,700.89	68,624.96	66,700.89	69,368.93	71,369.96
	Total Comp	65,075.61	67,678.63	69,630.90	65,985.54	68,624.96	70,604.52	68,624.96	71,369.96	73,428.71	71,369.96	74,224.76	76,365.85
8	Salary	62,338.78	64,832.33	66,702.50	63,272.11	65,803.00	67,701.16	65,803.00	68,435.12	70,409.21	68,435.12	71,172.52	73,225.58
	Total Comp	66,702.50	69,370.60	71,371.67	67,701.16	70,409.21	72,440.24	70,409.21	73,225.58	75,337.85	73,225.58	76,154.60	78,351.37
9	Salary	63,959.59	66,517.97	68,436.76	64,853.92	67,448.07	69,393.69	67,448.07	70,146.00	72,169.44	70,146.00	72,951.84	75,056.22
	Total Comp	68,436.76	71,174.23	73,227.33	69,393.69	72,169.44	74,251.25	72,169.44	75,056.22	77,221.30	75,056.22	78,058.46	80,310.15
10	Salary	67,240.72	69,930.34	71,947.57	66,540.12	69,201.72	71,197.93	69,201.72	71,969.79	74,045.84	71,969.79	74,848.58	77,007.68
	Total Comp	71,947.57	74,825.47	76,983.90	71,197.93	74,045.84	76,181.78	74,045.84	77,007.68	79,229.05	77,007.68	80,087.98	82,398.21
11	Salary	69,257.94	72,028.26	74,105.99	69,953.63	72,751.77	74,850.38	72,751.77	75,661.84	77,844.40	75,661.84	78,688.32	80,958.17
	Total Comp	74,105.99	77,070.23	79,293.41	74,850.38	77,844.40	80,089.91	77,844.40	80,958.17	83,293.50	80,958.17	84,196.50	86,625.24
12	Salary	71,335.68	74,189.10	76,329.17	72,052.23	74,934.32	77,095.89	74,934.32	77,931.70	80,179.73	77,931.70	81,048.97	83,386.92
	Total Comp	76,329.17	79,382.34	81,672.22	77,095.89	80,179.73	82,492.60	80,179.73	83,386.92	85,792.31	83,386.92	86,722.39	89,224.00
13	Salary				73,673.41	76,620.35	78,830.55	76,620.35	79,685.16	81,983.77	79,685.16	82,872.57	85,263.12
	Total Comp				78,830.55	81,983.77	84,348.69	81,983.77	85,263.12	87,722.63	85,263.12	88,673.65	91,231.54
14	Salary				75,883.61	78,918.96	81,195.47	78,918.96	82,075.72	84,443.28	82,075.72	85,358.74	87,821.02
	Total Comp				81,195.47	84,443.28	86,879.15	84,443.28	87,821.02	90,354.31	87,821.02	91,333.86	93,968.49

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Hospital Licensed Prac Nurse, Audio And Vision Screen Tech, Attendance Coordinator

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40	Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40	Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40	Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40
1	Salary	48,933.85	50,891.20	52,359.22	50,891.20	52,926.85	54,453.59	52,926.85	55,043.92	56,631.73	55,043.92	57,245.68	58,897.00
	Total Comp	52,359.22	54,453.59	56,024.36	54,453.59	56,631.73	58,265.34	56,631.73	58,897.00	60,595.95	58,897.00	61,252.88	63,019.79
2	Salary	51,444.15	53,501.92	55,045.24	53,501.92	55,642.00	57,247.05	55,642.00	57,867.68	59,536.94	57,867.68	60,182.38	61,918.41
	Total Comp	55,045.24	57,247.05	58,898.41	57,247.05	59,536.94	61,254.35	59,536.94	61,918.41	63,704.52	61,918.41	64,395.15	66,252.70
3	Salary	54,083.24	56,246.57	57,869.07	56,246.57	58,496.43	60,183.83	58,496.43	60,836.29	62,591.18	60,836.29	63,269.74	65,094.83
	Total Comp	57,869.07	60,183.83	61,919.90	60,183.83	62,591.18	64,396.70	62,591.18	65,094.83	66,972.56	65,094.83	67,698.62	69,651.47
4	Salary	56,857.71	59,132.02	60,837.75	59,132.02	61,497.30	63,271.26	61,497.30	63,957.19	65,802.11	63,957.19	66,515.48	68,434.19
	Total Comp	60,837.75	63,271.26	65,096.39	63,271.26	65,802.11	67,700.25	65,802.11	68,434.19	70,408.26	68,434.19	71,171.56	73,224.59
5	Salary	59,774.51	62,165.49	63,958.72	60,610.32	63,034.73	64,853.04	63,034.73	65,556.12	67,447.16	65,556.12	68,178.36	70,145.05
	Total Comp	63,958.72	49,143.38	68,435.84	64,853.04	67,447.16	69,392.75	67,447.16	70,145.05	72,168.46	70,145.05	72,950.85	75,055.20
6	Salary	61,268.87	63,719.63	65,557.69	62,186.19	64,673.63	66,539.22	64,673.63	67,260.58	69,200.79	67,260.58	69,951.00	71,968.82
	Total Comp	65,557.69	68,180.00	70,146.73	66,539.22	69,200.79	71,196.96	69,200.79	71,968.82	74,044.84	71,968.82	74,847.57	77,006.64
7	Salary	62,861.86	65,376.34	67,262.19	63,740.84	66,290.47	68,202.70	66,290.47	68,942.09	70,930.81	68,942.09	71,699.78	73,768.04
	Total Comp	67,262.19	69,952.68	71,970.55	68,202.70	70,930.81	72,976.89	70,930.81	73,768.04	75,895.96	73,768.04	76,718.76	78,931.80
8	Salary	64,433.41	67,010.75	68,943.75	65,398.10	68,014.03	69,975.97	68,014.03	70,734.59	72,775.01	70,734.59	73,563.97	75,686.01
	Total Comp	68,943.75	71,701.50	73,769.81	69,975.97	72,775.01	74,874.29	72,775.01	75,686.01	77,869.26	75,686.01	78,713.45	80,984.03
9	Salary	66,108.68	68,753.02	70,736.29	67,033.05	69,714.38	71,725.37	69,714.38	72,502.95	74,594.38	72,502.95	75,403.07	77,578.16
	Total Comp	70,736.29	73,565.74	75,687.83	71,725.37	74,594.38	76,746.14	74,594.38	77,578.16	79,815.99	77,578.16	80,681.29	83,008.63
10	Salary	69,500.05	72,280.06	74,365.06	68,775.91	71,526.95	73,590.23	71,526.95	74,388.03	76,533.84	74,388.03	77,363.55	79,595.19
	Total Comp	74,365.06	77,339.66	79,570.61	73,590.23	76,533.84	78,741.54	76,533.84	79,595.19	81,891.21	79,595.19	82,779.00	85,166.85
11	Salary	71,585.05	74,448.46	76,596.01	72,304.12	75,196.28	77,365.41	75,196.28	78,204.13	80,460.02	78,204.13	81,332.30	83,678.42
	Total Comp	76,596.01	79,659.85	81,957.73	77,365.41	80,460.02	82,780.99	80,460.02	83,678.42	86,092.22	83,678.42	87,025.56	89,535.91
12	Salary	73,732.61	76,681.91	78,893.89	74,473.24	77,452.17	79,686.37	77,452.17	80,550.26	82,873.82	80,550.26	83,772.27	86,188.78
	Total Comp	78,893.89	82,049.64	84,416.46	79,686.37	82,873.82	85,264.42	82,873.82	86,188.78	88,674.99	86,188.78	89,636.33	92,221.99
13	Salary				76,148.89	79,194.85	81,479.31	79,194.85	82,362.64	84,738.48	82,362.64	85,657.15	88,128.02
	Total Comp				81,479.31	84,738.48	87,182.86	84,738.48	88,128.02	90,670.18	88,128.02	91,653.15	94,296.99
14	Salary				78,433.36	81,570.69	83,923.69	81,570.69	84,833.52	87,280.64	84,833.52	88,226.86	90,771.87
	Total Comp				83,923.69	87,280.64	89,798.35	87,280.64	90,771.87	93,390.28	90,771.87	94,402.74	97,125.90

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Youth Intervention Specialist, College/Career Coach, Student Special Svc Advocate, Restorative Justice Coordinator

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43	Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43	Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43	Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43
1	Salary	55,277.94	57,489.06	59,147.40	57,489.06	59,788.63	61,513.30	59,788.63	62,180.17	63,973.83	62,180.17	64,667.38	66,532.78
	Total Comp	59,147.40	61,513.30	63,287.72	61,513.30	63,973.83	65,819.23	63,973.83	66,532.78	68,452.00	66,532.78	69,194.09	71,190.08
2	Salary	58,113.70	60,438.25	62,181.66	60,438.25	62,855.78	64,668.93	62,855.78	65,370.01	67,255.69	65,370.01	67,984.81	69,945.91
	Total Comp	62,181.66	64,668.93	66,534.38	64,668.93	67,255.69	69,195.75	67,255.69	69,945.91	71,963.58	69,945.91	72,743.75	74,842.13
3	Salary	61,094.94	63,538.73	65,371.58	63,538.73	66,080.28	67,986.45	66,080.28	68,723.49	70,705.90	68,723.49	71,472.43	73,534.14
	Total Comp	65,371.58	67,986.45	69,947.59	67,986.45	70,705.90	72,745.50	70,705.90	73,534.14	75,655.32	73,534.14	76,475.50	78,681.53
4	Salary	64,229.11	66,798.27	68,725.14	66,798.27	69,470.20	71,474.15	69,470.20	72,249.01	74,333.12	72,249.01	75,138.97	77,306.44
	Total Comp	68,725.14	71,474.15	73,535.90	71,474.15	74,333.12	76,477.34	74,333.12	77,306.44	79,536.43	77,306.44	80,398.70	82,717.89
5	Salary	67,524.06	70,225.02	72,250.74	68,468.23	71,206.96	73,261.00	71,206.96	74,055.24	76,191.44	74,055.24	77,017.44	79,239.10
	Total Comp	72,250.74	49,143.38	77,308.30	73,261.00	76,191.44	78,389.27	76,191.44	79,239.10	81,524.85	79,239.10	82,408.67	84,785.84
6	Salary	69,212.16	71,980.65	74,057.01	70,248.40	73,058.34	75,165.79	73,058.34	75,980.67	78,172.42	75,980.67	79,019.90	81,299.32
	Total Comp	74,057.01	77,019.29	79,241.00	75,165.79	78,172.42	80,427.40	78,172.42	81,299.32	83,644.49	81,299.32	84,551.29	86,990.27
7	Salary	71,011.68	73,852.14	75,982.50	72,004.61	74,884.80	77,044.93	74,884.80	77,880.19	80,126.73	77,880.19	80,995.40	83,331.80
	Total Comp	75,982.50	79,021.79	81,301.27	77,044.93	80,126.73	82,438.08	80,126.73	83,331.80	85,735.60	83,331.80	86,665.07	89,165.03
8	Salary	72,786.97	75,698.45	77,882.06	73,876.73	76,831.80	79,048.10	76,831.80	79,905.07	82,210.03	79,905.07	83,101.28	85,498.43
	Total Comp	77,882.06	80,997.34	83,333.80	79,048.10	82,210.03	84,581.47	82,210.03	85,498.43	87,964.73	85,498.43	88,918.37	91,483.32
9	Salary	74,679.43	77,666.61	79,906.99	75,723.65	78,752.60	81,024.31	78,752.60	81,902.70	84,265.28	81,902.70	85,178.81	87,635.89
	Total Comp	79,906.99	83,103.27	85,500.48	81,024.31	84,265.28	86,696.01	84,265.28	87,635.89	90,163.85	87,635.89	91,141.32	93,770.40
10	Salary	78,510.49	81,650.91	84,006.22	77,692.46	80,800.16	83,130.94	80,800.16	84,032.17	86,456.17	84,032.17	87,393.46	89,914.42
	Total Comp	84,006.22	87,366.47	89,886.65	83,130.94	86,456.17	88,950.10	86,456.17	89,914.42	92,508.11	89,914.42	93,511.00	96,208.43
11	Salary	80,865.80	84,100.43	86,526.41	81,678.09	84,945.21	87,395.55	84,945.21	88,343.02	90,891.38	88,343.02	91,876.74	94,527.03
	Total Comp	86,526.41	89,987.46	92,583.25	87,395.55	90,891.38	93,513.24	90,891.38	94,527.03	97,253.77	94,527.03	98,308.11	101,143.92
12	Salary	83,291.77	86,623.45	89,122.20	84,128.43	87,493.57	90,017.42	87,493.57	90,993.31	93,618.12	90,993.31	94,633.04	97,362.84
	Total Comp	89,122.20	92,687.09	95,360.75	90,017.42	93,618.12	96,318.64	93,618.12	97,362.84	100,171.39	97,362.84	101,257.36	104,178.24
13	Salary				86,021.32	89,462.17	92,042.81	89,462.17	93,040.66	95,724.53	93,040.66	96,762.29	99,553.51
	Total Comp				92,042.81	95,724.53	98,485.81	95,724.53	99,553.51	102,425.24	99,553.51	103,535.65	106,522.25
14	Salary				88,601.96	92,146.04	94,804.10	92,146.04	95,831.88	98,596.26	95,831.88	99,665.16	102,540.11
	Total Comp				94,804.10	98,596.26	101,440.38	98,596.26	102,540.11	105,498.00	102,540.11	106,641.72	109,717.92

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Ed Sign Language Interpreter

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35	Lane 1 G33/N33	Lane 2 G34/N34	Lane 3 G35/N35
1	Salary	51,807.50	53,879.80	60,964.01	53,879.80	56,034.99	63,402.58	56,034.99	58,276.39	65,938.68	58,276.39	60,607.45	68,576.23
	Total Comp	55,434.03	57,651.39	65,231.50	57,651.39	59,957.44	67,840.76	59,957.44	62,355.74	70,554.39	62,355.74	64,849.97	73,376.56
2	Salary	54,465.22	56,643.83	64,091.47	56,643.83	58,909.59	66,655.13	58,909.59	61,265.97	69,321.33	61,265.97	63,716.61	72,094.19
	Total Comp	58,277.79	60,608.90	68,577.87	60,608.90	63,033.26	71,320.99	63,033.26	65,554.59	74,173.83	65,554.59	68,176.77	77,140.78
3	Salary	57,259.29	59,549.66	67,379.36	59,549.66	61,931.65	70,074.54	61,931.65	64,408.91	72,877.52	64,408.91	66,985.27	75,792.62
	Total Comp	61,267.44	63,718.14	72,095.92	63,718.14	66,266.86	74,979.75	66,266.86	68,917.54	77,978.94	68,917.54	71,674.24	81,098.10
4	Salary	60,196.69	62,604.56	70,835.92	62,604.56	65,108.74	73,669.36	65,108.74	67,713.09	76,616.13	67,713.09	70,421.62	79,680.78
	Total Comp	64,410.46	66,986.88	75,794.44	66,986.88	69,666.35	78,826.21	69,666.35	72,453.01	81,979.26	72,453.01	75,351.13	85,258.43
5	Salary	63,284.78	65,816.17	74,469.80	64,169.67	66,736.46	75,511.09	66,736.46	69,405.92	78,531.54	69,405.92	72,182.16	81,672.80
	Total Comp	67,714.72	49,143.38	79,682.69	68,661.55	71,408.01	80,796.87	71,408.01	74,264.33	84,028.74	74,264.33	77,234.91	87,389.89
6	Salary	64,866.90	67,461.58	76,331.55	65,838.09	68,471.61	77,474.38	68,471.61	71,210.47	80,573.36	71,210.47	74,058.89	83,796.29
	Total Comp	69,407.59	72,183.89	81,674.76	70,446.75	73,264.62	82,897.59	73,264.62	76,195.21	86,213.49	76,195.21	79,243.01	89,662.03
7	Salary	66,553.44	69,215.58	78,316.17	67,484.04	70,183.40	79,411.24	70,183.40	72,990.74	82,587.69	72,990.74	75,910.36	85,891.20
	Total Comp	71,212.18	74,060.67	83,798.30	72,207.92	75,096.24	84,970.03	75,096.24	78,100.09	88,368.83	78,100.09	81,224.09	91,903.58
8	Salary	68,217.28	70,945.97	80,274.07	69,238.62	72,008.17	81,475.93	72,008.17	74,888.49	84,734.97	74,888.49	77,884.03	88,124.37
	Total Comp	72,992.49	75,912.19	85,893.26	74,085.33	77,048.74	87,179.25	77,048.74	80,130.69	90,666.42	80,130.69	83,335.92	94,293.08
9	Salary	69,990.93	72,790.56	82,361.20	70,969.59	73,808.37	83,512.83	73,808.37	76,760.71	86,853.34	76,760.71	79,831.14	90,327.48
	Total Comp	74,890.29	77,885.90	88,126.48	75,937.46	78,974.96	89,358.73	78,974.96	82,133.96	92,933.08	82,133.96	85,419.31	96,650.40
10	Salary	73,581.46	76,524.72	86,586.33	72,814.80	75,727.39	85,684.17	75,727.39	78,756.49	89,111.53	78,756.49	81,906.74	92,675.99
	Total Comp	78,732.16	81,881.45	92,647.37	77,911.83	81,028.31	91,682.06	81,028.31	84,269.44	95,349.34	84,269.44	87,640.22	99,163.31
11	Salary	75,788.91	78,820.46	89,183.92	76,550.20	79,612.20	90,079.76	79,612.20	82,796.69	93,682.95	82,796.69	86,108.56	97,430.27
	Total Comp	81,094.13	84,337.89	95,426.79	81,908.71	85,185.06	96,385.35	85,185.06	88,592.46	100,240.76	88,592.46	92,136.16	104,250.39
12	Salary	78,062.57	81,185.08	91,859.44	78,846.70	82,000.57	92,782.16	82,000.57	85,280.59	96,493.44	85,280.59	88,691.82	100,353.18
	Total Comp	83,526.95	86,868.03	98,289.60	84,365.97	87,740.61	99,276.91	87,740.61	91,250.24	103,247.98	91,250.24	94,900.24	107,377.90
13	Salary				80,620.75	83,845.58	94,869.75	83,845.58	87,199.41	98,664.54	87,199.41	90,687.38	102,611.13
	Total Comp				86,264.21	89,714.77	101,510.64	89,714.77	93,303.37	105,571.06	93,303.37	97,035.50	109,793.90
14	Salary				83,039.38	86,360.95	97,715.85	86,360.95	89,815.39	101,624.48	89,815.39	93,408.00	105,689.46
	Total Comp				88,852.13	92,406.22	104,555.96	92,406.22	96,102.47	108,738.19	96,102.47	99,946.57	113,087.72

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Health Service Nurse

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G11/NGB	Lane 2 G36/N36	Lane 3 G45/N45	Lane 1 G11/NGB	Lane 2 G36/N36	Lane 3 G45/N45	Lane 1 G11/NGB	Lane 2 G36/N36	Lane 3 G45/N45	Lane 1 G11/NGB	Lane 2 G36/N36	Lane 3 G45/N45
1	Salary	60,964.01	63,402.58	65,231.50	63,402.58	65,938.68	67,840.76	65,938.68	68,576.23	70,554.39	68,576.23	71,319.27	73,376.56
	Total Comp	65,231.50	67,840.76	69,797.70	67,840.76	70,554.39	72,589.61	70,554.39	73,376.56	75,493.19	73,376.56	76,311.62	78,512.92
2	Salary	64,091.47	66,655.13	68,577.87	66,655.13	69,321.33	71,320.99	69,321.33	72,094.19	74,173.83	72,094.19	74,977.95	77,140.78
	Total Comp	68,577.87	71,320.99	73,378.32	71,320.99	74,173.83	76,313.46	74,173.83	77,140.78	79,365.99	77,140.78	80,226.41	82,540.63
3	Salary	67,379.36	70,074.54	72,095.92	70,074.54	72,877.52	74,979.75	72,877.52	75,792.62	77,978.94	75,792.62	78,824.32	81,098.10
	Total Comp	72,095.92	74,979.75	77,142.63	74,979.75	77,978.94	80,228.34	77,978.94	81,098.10	83,437.47	81,098.10	84,342.02	86,774.97
4	Salary	70,835.92	73,669.36	75,794.44	73,669.36	76,616.13	78,826.21	76,616.13	79,680.78	81,979.26	79,680.78	82,868.01	85,258.43
	Total Comp	75,794.44	78,826.21	81,100.05	78,826.21	81,979.26	84,344.05	81,979.26	85,258.43	87,717.81	85,258.43	88,668.77	91,226.52
5	Salary	74,469.80	77,448.60	79,682.69	75,511.09	78,531.54	80,796.87	78,531.54	81,672.80	84,028.74	81,672.80	84,939.71	87,389.89
	Total Comp	79,682.69	49,143.38	85,260.48	80,796.87	84,028.74	86,452.65	84,028.74	87,389.89	89,910.76	87,389.89	90,885.49	93,507.19
6	Salary	76,331.55	79,384.81	81,674.76	77,474.38	80,573.36	82,897.59	80,573.36	83,796.29	86,213.49	83,796.29	87,148.14	89,662.03
	Total Comp	81,674.76	84,941.75	87,391.99	82,897.59	86,213.49	88,700.42	86,213.49	89,662.03	92,248.44	89,662.03	93,248.51	95,938.37
7	Salary	78,316.17	81,448.82	83,798.30	79,411.24	82,587.69	84,970.03	82,587.69	85,891.20	88,368.83	85,891.20	89,326.85	91,903.58
	Total Comp	83,798.30	87,150.23	89,664.18	84,970.03	88,368.83	90,917.93	88,368.83	91,903.58	94,554.65	91,903.58	95,579.73	98,336.83
8	Salary	80,274.07	83,485.04	85,893.26	81,475.93	84,734.97	87,179.25	84,734.97	88,124.37	90,666.42	88,124.37	91,649.34	94,293.08
	Total Comp	85,893.26	89,328.99	91,905.79	87,179.25	90,666.42	93,281.80	90,666.42	94,293.08	97,013.07	94,293.08	98,064.80	100,893.59
9	Salary	82,361.20	85,655.65	88,126.48	83,512.83	86,853.34	89,358.73	86,853.34	90,327.48	92,933.08	90,327.48	93,940.58	96,650.40
	Total Comp	88,126.48	91,651.54	94,295.34	89,358.73	92,933.08	95,613.84	92,933.08	96,650.40	99,438.39	96,650.40	100,516.42	103,415.93
10	Salary	86,586.33	90,049.78	92,647.37	85,684.17	89,111.53	91,682.06	89,111.53	92,675.99	95,349.34	92,675.99	96,383.03	99,163.31
	Total Comp	92,647.37	96,353.27	99,132.69	91,682.06	95,349.34	98,099.80	95,349.34	99,163.31	102,023.79	99,163.31	103,129.84	106,104.74
11	Salary	89,183.92	92,751.28	95,426.79	90,079.76	93,682.95	96,385.35	93,682.95	97,430.27	100,240.76	97,430.27	101,327.48	104,250.39
	Total Comp	95,426.79	99,243.87	102,106.67	96,385.35	100,240.76	103,132.32	100,240.76	104,250.39	107,257.61	104,250.39	108,420.41	111,547.92
12	Salary	91,859.44	95,533.82	98,289.60	92,782.16	96,493.44	99,276.91	96,493.44	100,353.18	103,247.98	100,353.18	104,367.31	107,377.90
	Total Comp	98,289.60	102,221.18	105,169.87	99,276.91	103,247.98	106,226.29	103,247.98	107,377.90	110,475.34	107,377.90	111,673.02	114,894.36
13	Salary				94,869.75	98,664.54	101,510.64	98,664.54	102,611.13	105,571.06	102,611.13	106,715.57	109,793.90
	Total Comp				101,510.64	105,571.06	108,616.38	105,571.06	109,793.90	112,961.04	109,793.90	114,185.66	117,479.48
14	Salary				97,715.85	101,624.48	104,555.96	101,624.48	105,689.46	108,738.19	105,689.46	109,917.04	113,087.72
	Total Comp				104,555.96	108,738.19	111,874.87	108,738.19	113,087.72	116,349.87	113,087.72	117,611.23	121,003.86

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1F - 208-Day PSRP Schedule

208-Day - Technology Coordinator

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD	Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD	Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD	Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD
1	Salary	60,454.53	66,696.30	73,476.58	62,872.71	69,364.15	76,415.65	65,387.62	72,138.72	79,472.27	68,003.13	75,024.27	82,651.16
	Total Comp	64,686.35	71,365.04	78,619.95	67,273.80	74,219.64	81,764.74	69,964.76	77,188.43	85,035.33	72,763.35	80,275.96	88,436.75
2	Salary	63,555.85	70,117.82	77,245.93	66,098.08	72,922.53	80,335.77	68,742.01	75,839.43	83,549.20	71,491.69	78,873.01	86,891.17
	Total Comp	68,004.76	75,026.07	82,653.15	70,724.95	78,027.11	85,959.27	73,553.95	81,148.19	89,397.65	76,496.11	84,394.12	92,973.55
3	Salary	66,816.27	73,714.86	81,208.65	69,488.92	76,663.46	84,457.00	72,268.47	79,730.00	87,835.28	75,159.21	82,919.20	91,348.69
	Total Comp	71,493.40	78,874.90	86,893.26	74,353.14	82,029.90	90,368.99	77,327.27	85,311.10	93,983.74	80,420.36	88,723.54	97,743.09
4	Salary	70,243.94	77,496.44	85,374.65	73,053.70	80,596.29	88,789.64	75,975.85	83,820.14	92,341.23	79,014.88	87,172.95	96,034.87
	Total Comp	75,161.02	82,921.19	91,350.88	78,167.46	86,238.03	95,004.91	81,294.15	89,687.55	98,805.11	84,545.92	93,275.06	102,757.32
5	Salary	73,847.45	81,472.00	89,754.37	74,880.04	82,611.20	91,009.38	77,875.24	85,915.65	94,649.76	80,990.25	89,352.27	98,435.75
	Total Comp	79,016.78	49,143.38	96,037.18	80,121.64	88,393.98	97,380.04	83,326.51	91,929.74	101,275.24	86,659.57	95,606.93	105,326.25
6	Salary	75,693.64	83,508.80	91,998.23	76,826.92	84,759.09	93,375.62	79,900.00	88,149.45	97,110.65	83,096.00	91,675.43	100,995.08
	Total Comp	80,992.19	89,354.42	98,438.11	82,204.81	90,692.23	99,911.92	85,493.00	94,319.92	103,908.39	88,912.72	98,092.71	108,064.73
7	Salary	77,661.67	85,680.03	94,390.19	78,747.59	86,878.07	95,710.02	81,897.50	90,353.19	99,538.42	85,173.40	93,967.32	103,519.95
	Total Comp	83,097.99	91,677.63	100,997.50	84,259.93	92,959.53	102,409.72	87,630.32	96,677.91	106,506.10	91,135.54	100,545.03	110,766.35
8	Salary	79,603.22	87,822.03	96,749.94	80,795.03	89,136.90	98,198.48	84,026.83	92,702.37	102,126.41	87,387.91	96,410.47	106,211.47
	Total Comp	85,175.44	93,969.57	103,522.44	86,450.68	95,376.48	105,072.37	89,908.71	99,191.54	109,275.26	93,505.06	103,159.20	113,646.27
9	Salary	81,672.90	90,105.40	99,265.44	82,814.91	91,365.32	100,653.44	86,127.50	95,019.93	104,679.57	89,572.60	98,820.73	108,866.76
	Total Comp	87,390.00	96,412.78	106,214.02	88,611.95	97,760.89	107,699.18	92,156.43	101,671.33	112,007.15	95,842.69	105,738.18	116,487.43
10	Salary	85,862.72	94,727.81	104,357.76	84,968.09	93,740.82	103,270.43	88,366.82	97,490.45	107,401.24	91,901.49	101,390.07	111,697.29
	Total Comp	91,873.11	101,358.76	111,662.80	90,915.86	100,302.68	110,499.36	94,552.50	104,314.78	114,919.33	98,334.60	108,487.37	119,516.10
11	Salary	88,438.60	97,569.65	107,488.49	89,326.96	98,549.72	108,568.20	92,900.04	102,491.71	112,910.93	96,616.04	106,591.38	117,427.36
	Total Comp	94,629.30	104,399.52	115,012.68	95,579.84	105,448.20	116,167.97	99,403.04	109,666.13	120,814.69	103,379.16	114,052.78	125,647.28
12	Salary	91,091.76	100,496.74	110,713.14	92,006.77	101,506.21	111,825.25	95,687.04	105,566.46	116,298.26	99,514.52	109,789.12	120,950.19
	Total Comp	97,468.18	107,531.51	118,463.06	98,447.24	108,611.65	119,653.01	102,385.13	112,956.12	124,439.13	106,480.53	117,474.36	129,416.70
13	Salary				94,076.92	103,790.10	114,341.31	97,840.00	107,941.71	118,914.97	101,753.60	112,259.38	123,671.56
	Total Comp				100,662.30	111,055.41	122,345.21	104,688.80	115,497.63	127,239.01	108,876.35	120,117.53	132,328.57
14	Salary				96,899.23	106,903.81	117,771.55	100,775.20	111,179.96	122,482.42	104,806.20	115,627.16	127,381.71
	Total Comp				103,682.17	114,387.07	126,015.56	107,829.46	118,962.56	131,056.18	112,142.64	123,721.06	136,298.43

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - Community Relations Rep, At-Risk Student Coordinator, Conflict Resolution Specialist

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44	Lane 1 GA8/NA8	Lane 2 G29/N29	Lane 3 G44/N44
1	Salary	52,789.29	54,900.86	56,484.54	54,900.86	57,096.89	58,743.92	57,096.89	59,380.77	61,093.68	59,380.77	61,756.00	63,537.42
	Total Comp	56,484.54	58,743.92	60,438.46	58,743.92	61,093.68	62,855.99	61,093.68	63,537.42	65,370.23	63,537.42	66,078.92	67,985.04
2	Salary	55,497.38	57,717.27	59,382.19	57,717.27	60,025.96	61,757.48	60,025.96	62,427.00	64,227.78	62,427.00	64,924.08	66,796.89
	Total Comp	59,382.19	61,757.48	63,538.95	61,757.48	64,227.78	66,080.51	64,227.78	66,796.89	68,723.73	66,796.89	69,468.77	71,472.68
3	Salary	58,344.39	60,678.17	62,428.50	60,678.17	63,105.30	64,925.64	63,105.30	65,629.51	67,522.67	65,629.51	68,254.69	70,223.57
	Total Comp	62,428.50	64,925.64	66,798.50	64,925.64	67,522.67	69,470.44	67,522.67	70,223.57	72,249.25	70,223.57	73,032.52	75,139.22
4	Salary	61,337.46	63,790.96	65,631.08	63,790.96	66,342.60	68,256.33	66,342.60	68,996.30	70,986.58	68,996.30	71,756.15	73,826.04
	Total Comp	65,631.08	68,256.33	70,225.26	68,256.33	70,986.58	73,034.27	70,986.58	73,826.04	75,955.64	73,826.04	76,779.08	78,993.87
5	Salary	64,484.07	67,063.44	68,997.96	65,385.73	68,001.16	69,962.73	68,001.16	70,721.21	72,761.24	70,721.21	73,550.06	75,671.69
	Total Comp	68,997.96	49,143.38	73,827.81	69,962.73	72,761.24	74,860.13	72,761.24	75,671.69	77,854.53	75,671.69	78,698.56	80,968.71
6	Salary	66,096.17	68,740.02	70,722.91	67,085.76	69,769.19	71,781.77	69,769.19	72,559.96	74,653.04	72,559.96	75,462.36	77,639.16
	Total Comp	70,722.91	73,551.82	75,673.51	71,781.77	74,653.04	76,806.49	74,653.04	77,639.16	79,878.75	77,639.16	80,744.72	83,073.90
7	Salary	67,814.67	70,527.26	72,561.70	68,762.91	71,513.42	73,576.31	71,513.42	74,373.96	76,519.36	74,373.96	77,348.92	79,580.14
	Total Comp	72,561.70	75,464.17	77,641.02	73,576.31	76,519.36	78,726.65	76,519.36	79,580.14	81,875.72	79,580.14	82,763.34	85,150.75
8	Salary	69,510.04	72,290.44	74,375.74	70,550.74	73,372.77	75,489.29	73,372.77	76,307.68	78,508.87	76,307.68	79,359.99	81,649.22
	Total Comp	74,375.74	77,350.77	79,582.05	75,489.29	78,508.87	80,773.54	78,508.87	81,649.22	84,004.49	81,649.22	84,915.19	87,364.67
9	Salary	71,317.30	74,169.99	76,309.51	72,314.51	75,207.09	77,376.53	75,207.09	78,215.37	80,471.59	78,215.37	81,343.99	83,690.45
	Total Comp	76,309.51	79,361.89	81,651.18	77,376.53	80,471.59	82,792.88	80,471.59	83,690.45	86,104.60	83,690.45	87,038.07	89,548.78
10	Salary	74,975.88	77,974.92	80,224.19	74,194.69	77,162.48	79,388.32	77,162.48	80,248.97	82,563.85	80,248.97	83,458.93	85,866.40
	Total Comp	80,224.19	83,433.16	85,839.89	79,388.32	82,563.85	84,945.50	82,563.85	85,866.40	88,343.32	85,866.40	89,301.06	91,877.05
11	Salary	77,225.16	80,314.16	82,630.92	78,000.88	81,120.91	83,460.94	81,120.91	84,365.75	86,799.37	84,365.75	87,740.38	90,271.35
	Total Comp	82,630.92	85,936.15	88,415.08	83,460.94	86,799.37	89,303.20	86,799.37	90,271.35	92,875.33	90,271.35	93,882.20	96,590.34
12	Salary	79,541.91	82,723.59	85,109.85	80,340.90	83,554.54	85,964.76	83,554.54	86,896.72	89,403.35	86,896.72	90,372.59	92,979.49
	Total Comp	85,109.85	88,514.24	91,067.53	85,964.76	89,403.35	91,982.30	89,403.35	92,979.49	95,661.59	92,979.49	96,698.67	99,488.05
13	Salary				82,148.57	85,434.51	87,898.97	85,434.51	88,851.89	91,414.93	88,851.89	92,405.97	95,071.53
	Total Comp				87,898.97	91,414.93	94,051.90	91,414.93	95,071.53	97,813.98	95,071.53	98,874.39	101,726.53
14	Salary				84,613.03	87,997.55	90,535.94	87,997.55	91,517.45	94,157.38	91,517.45	95,178.15	97,923.67
	Total Comp				90,535.94	94,157.38	96,873.46	94,157.38	97,923.67	100,748.39	97,923.67	101,840.62	104,778.33

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - Family Engagement Coordinator, Attendance Coordinator

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40	Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40	Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40	Lane 1 G08/NG8	Lane 2 G37/N37	Lane 3 G40/N40
1	Salary	59,088.83	61,452.39	63,225.05	61,452.39	63,910.48	65,754.05	63,910.48	66,466.90	68,384.21	66,466.90	69,125.58	71,119.58
	Total Comp	63,225.05	65,754.05	67,650.80	65,754.05	68,384.21	70,356.84	68,384.21	71,119.58	73,171.11	71,119.58	73,964.37	76,097.95
2	Salary	62,120.09	64,604.89	66,468.50	64,604.89	67,189.09	69,127.23	67,189.09	69,876.65	71,892.32	69,876.65	72,671.72	74,768.02
	Total Comp	66,468.50	69,127.23	71,121.29	69,127.23	71,892.32	73,966.14	71,892.32	74,768.02	76,924.79	74,768.02	77,758.74	80,001.78
3	Salary	65,306.85	67,919.12	69,878.33	67,919.12	70,635.89	72,673.46	70,635.89	73,461.32	75,580.40	73,461.32	76,399.78	78,603.62
	Total Comp	69,878.33	72,673.46	74,769.81	72,673.46	75,580.40	77,760.60	75,580.40	78,603.62	80,871.03	78,603.62	81,747.76	84,105.87
4	Salary	68,657.09	71,403.37	73,463.09	71,403.37	74,259.51	76,401.61	74,259.51	77,229.89	79,457.68	77,229.89	80,319.09	82,635.98
	Total Comp	73,463.09	76,401.61	78,605.50	76,401.61	79,457.68	81,749.72	79,457.68	82,635.98	85,019.71	82,635.98	85,941.42	88,420.50
5	Salary	72,179.20	75,066.37	77,231.74	73,188.46	76,116.00	78,311.65	76,116.00	79,160.64	81,444.12	79,160.64	82,327.06	84,701.88
	Total Comp	77,231.74	49,143.38	82,637.97	78,311.65	81,444.12	83,793.47	81,444.12	84,701.88	87,145.21	84,701.88	88,089.96	90,631.01
6	Salary	73,983.68	76,943.03	79,162.54	75,091.36	78,095.01	80,347.75	78,095.01	81,218.81	83,561.66	81,218.81	84,467.57	86,904.13
	Total Comp	79,162.54	82,329.04	84,703.91	80,347.75	83,561.66	85,972.10	83,561.66	86,904.13	89,410.98	86,904.13	90,380.30	92,987.42
7	Salary	75,907.26	78,943.55	81,220.76	76,968.64	80,047.39	82,356.45	80,047.39	83,249.28	85,650.71	83,249.28	86,579.26	89,076.73
	Total Comp	81,220.76	84,469.59	86,906.22	82,356.45	85,650.71	88,121.40	85,650.71	89,076.73	91,646.26	89,076.73	92,639.80	95,312.11
8	Salary	77,804.94	80,917.13	83,251.28	78,969.83	82,128.62	84,497.72	82,128.62	85,413.77	87,877.62	85,413.77	88,830.32	91,392.73
	Total Comp	83,251.28	86,581.33	89,078.87	84,497.72	87,877.62	90,412.56	87,877.62	91,392.73	94,029.06	91,392.73	95,048.44	97,790.22
9	Salary	79,827.87	83,020.98	85,415.82	80,944.07	84,181.84	86,610.16	84,181.84	87,549.11	90,074.56	87,549.11	91,051.07	93,677.55
	Total Comp	85,415.82	88,832.45	91,394.92	86,610.16	90,074.56	92,672.87	90,074.56	93,677.55	96,379.78	93,677.55	97,424.65	100,234.98
10	Salary	83,923.03	87,279.96	89,797.65	83,048.62	86,370.56	88,862.02	86,370.56	89,825.39	92,416.50	89,825.39	93,418.40	96,113.16
	Total Comp	89,797.65	93,389.55	96,083.48	88,862.02	92,416.50	95,082.36	92,416.50	96,113.16	98,885.66	96,113.16	99,957.69	102,841.08
11	Salary	86,440.73	89,898.35	92,491.58	87,309.01	90,801.37	93,420.64	90,801.37	94,433.43	97,157.47	94,433.43	98,210.77	101,043.77
	Total Comp	92,491.58	96,191.24	98,965.99	93,420.64	97,157.47	99,960.09	97,157.47	101,043.77	103,958.49	101,043.77	105,085.52	108,116.83
12	Salary	89,033.95	92,595.31	95,266.32	89,928.28	93,525.41	96,223.26	93,525.41	97,266.43	100,072.19	97,266.43	101,157.09	104,075.08
	Total Comp	95,266.32	99,076.98	101,934.97	96,223.26	100,072.19	102,958.89	100,072.19	104,075.08	107,077.25	104,075.08	108,238.09	111,360.34
13	Salary				91,951.67	95,629.74	98,388.29	95,629.74	99,454.93	102,323.82	99,454.93	103,433.12	106,416.77
	Total Comp				98,388.29	102,323.82	105,275.47	102,323.82	106,416.77	109,486.49	106,416.77	110,673.44	113,865.95
14	Salary				94,710.22	98,498.63	101,339.94	98,498.63	102,438.57	105,393.53	102,438.57	106,536.12	109,609.27
	Total Comp				101,339.94	105,393.53	108,433.73	105,393.53	109,609.27	112,771.08	109,609.27	113,993.65	117,281.92

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - College/Career Coach, Student Special Svc Advocate, CTE Academy Coordinator, School Culture Coordinator

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43	Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43	Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43	Lane 1 G0X/NGX	Lane 2 G24/N24	Lane 3 G43/N43
1	Salary	61,644.84	64,110.64	65,959.98	64,110.64	66,675.06	68,598.38	66,675.06	69,342.06	71,342.32	69,342.06	72,115.75	74,196.01
	Total Comp	65,959.98	68,598.38	70,577.18	68,598.38	71,342.32	73,400.27	71,342.32	74,196.01	76,336.28	74,196.01	77,163.85	79,389.73
2	Salary	64,807.22	67,399.51	69,343.73	67,399.51	70,095.49	72,117.48	70,095.49	72,899.31	75,002.18	72,899.31	75,815.28	78,002.26
	Total Comp	69,343.73	72,117.48	74,197.79	72,117.48	75,002.18	77,165.70	75,002.18	78,002.26	80,252.33	78,002.26	81,122.35	83,462.42
3	Salary	68,131.83	70,857.11	72,901.06	70,857.11	73,691.39	75,817.10	73,691.39	76,639.05	78,849.79	76,639.05	79,704.61	82,003.78
	Total Comp	72,901.06	75,817.10	78,004.14	75,817.10	78,849.79	81,124.30	78,849.79	82,003.78	84,369.27	82,003.78	85,283.93	87,744.04
4	Salary	71,627.00	74,492.08	76,640.89	74,492.08	77,471.76	79,706.52	77,471.76	80,570.63	82,894.78	80,570.63	83,793.45	86,210.57
	Total Comp	76,640.89	79,706.52	82,005.75	79,706.52	82,894.78	85,285.98	82,894.78	86,210.57	88,697.42	86,210.57	89,659.00	92,245.31
5	Salary	75,301.46	78,313.52	80,572.56	76,354.38	79,408.55	81,699.18	79,408.55	82,584.89	84,967.15	82,584.89	85,888.29	88,365.84
	Total Comp	80,572.56	49,143.38	86,212.64	81,699.18	84,967.15	87,418.13	84,967.15	88,365.84	90,914.85	88,365.84	91,900.47	94,551.45
6	Salary	77,184.00	80,271.36	82,586.88	78,339.59	81,473.17	83,823.36	81,473.17	84,732.10	87,176.30	84,732.10	88,121.39	90,663.35
	Total Comp	82,586.88	85,890.35	88,367.96	83,823.36	87,176.30	89,691.00	87,176.30	90,663.35	93,278.64	90,663.35	94,289.88	97,009.78
7	Salary	79,190.78	82,358.41	84,734.14	80,298.08	83,510.00	85,918.95	83,510.00	86,850.40	89,355.70	86,850.40	90,324.42	92,929.93
	Total Comp	84,734.14	88,123.50	90,665.53	85,918.95	89,355.70	91,933.27	89,355.70	92,929.93	95,610.60	92,929.93	96,647.13	99,435.03
8	Salary	81,170.55	84,417.37	86,852.49	82,385.83	85,681.26	88,152.84	85,681.26	89,108.52	91,678.95	89,108.52	92,672.86	95,346.11
	Total Comp	86,852.49	90,326.59	92,932.16	88,152.84	91,678.95	94,323.54	91,678.95	95,346.11	98,096.48	95,346.11	99,159.96	102,020.34
9	Salary	83,280.98	86,612.22	89,110.65	84,445.48	87,823.30	90,356.66	87,823.30	91,336.23	93,970.93	91,336.23	94,989.68	97,729.76
	Total Comp	89,110.65	92,675.08	95,348.40	90,356.66	93,970.93	96,681.63	93,970.93	97,729.76	100,548.89	97,729.76	101,638.95	104,570.85
10	Salary	87,553.30	91,055.43	93,682.03	86,641.06	90,106.70	92,705.93	90,106.70	93,710.97	96,414.17	93,710.97	97,459.41	100,270.74
	Total Comp	93,682.03	97,429.31	100,239.77	92,705.93	96,414.17	99,195.35	96,414.17	100,270.74	103,163.16	100,270.74	104,281.57	107,289.69
11	Salary	90,179.90	93,787.09	96,492.49	91,085.75	94,729.18	97,461.75	94,729.18	98,518.34	101,360.22	98,518.34	102,459.08	105,414.63
	Total Comp	96,492.49	100,352.19	103,246.97	97,461.75	101,360.22	104,284.07	101,360.22	105,414.63	108,455.43	105,414.63	109,631.21	112,793.65
12	Salary	92,885.30	96,600.71	99,387.27	93,818.32	97,571.05	100,385.60	97,571.05	101,473.89	104,401.02	101,473.89	105,532.85	108,577.07
	Total Comp	99,387.27	103,362.76	106,344.37	100,385.60	104,401.02	107,412.59	104,401.02	108,577.07	111,709.10	108,577.07	112,920.15	116,177.46
13	Salary				95,929.23	99,766.40	102,644.28	99,766.40	103,757.06	106,750.05	103,757.06	107,907.34	111,020.05
	Total Comp				102,644.28	106,750.05	109,829.38	106,750.05	111,020.05	114,222.55	111,020.05	115,460.85	118,791.45
14	Salary				98,807.11	102,759.39	105,723.60	102,759.39	106,869.77	109,952.55	106,869.77	111,144.56	114,350.65
	Total Comp				105,723.60	109,952.55	113,124.26	109,952.55	114,350.65	117,649.23	114,350.65	118,924.68	122,355.20

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - School Clerk, School Clerk (Bilin Spanish), Interpreter Clerk

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 SC9/NC9	Lane 2 G31/N31	Lane 3 G47/N47	Lane 1 SC9/NC9	Lane 2 G31/N31	Lane 3 G47/N47	Lane 1 SC9/NC9	Lane 2 G31/N31	Lane 3 G47/N47	Lane 1 SC9/NC9	Lane 2 G31/N31	Lane 3 G47/N47
1	Salary	65,994.76	68,634.55	70,614.40	68,634.55	71,379.94	73,438.97	71,379.94	74,235.13	76,376.53	74,235.13	77,204.54	79,431.59
	Total Comp	70,614.40	73,438.97	75,557.41	73,438.97	76,376.53	78,579.70	76,376.53	79,431.59	81,722.89	79,431.59	82,608.86	84,991.81
2	Salary	69,380.30	72,155.51	74,236.92	72,155.51	75,041.73	77,206.39	75,041.73	78,043.40	80,294.65	78,043.40	81,165.13	83,506.43
	Total Comp	74,236.92	77,206.39	79,433.50	77,206.39	80,294.65	82,610.84	80,294.65	83,506.43	85,915.27	83,506.43	86,846.69	89,351.88
3	Salary	72,939.50	75,857.08	78,045.27	75,857.08	78,891.37	81,167.08	78,891.37	82,047.02	84,413.76	82,047.02	85,328.90	87,790.31
	Total Comp	78,045.27	81,167.08	83,508.44	81,167.08	84,413.76	86,848.78	84,413.76	87,790.31	90,322.73	87,790.31	91,301.93	93,935.64
4	Salary	76,681.30	79,748.55	82,048.99	79,748.55	82,938.50	85,330.95	82,938.50	86,256.04	88,744.19	86,256.04	89,706.28	92,293.96
	Total Comp	82,048.99	85,330.95	87,792.42	85,330.95	88,744.19	91,304.12	88,744.19	92,293.96	94,956.28	92,293.96	95,985.72	98,754.53
5	Salary	80,615.05	83,839.65	86,258.11	81,742.27	85,011.96	87,464.23	85,011.96	88,412.44	90,962.79	88,412.44	91,948.93	94,601.31
	Total Comp	86,258.11	49,143.38	92,296.17	87,464.23	90,962.79	93,586.72	90,962.79	94,601.31	97,330.19	94,601.31	98,385.36	101,223.40
6	Salary	82,630.43	85,935.65	88,414.56	83,867.57	87,222.27	89,738.30	87,222.27	90,711.16	93,327.83	90,711.16	94,339.61	97,060.94
	Total Comp	88,414.56	91,951.14	94,603.58	89,738.30	93,327.83	96,019.98	93,327.83	97,060.94	99,860.78	97,060.94	100,943.38	103,855.21
7	Salary	84,778.82	88,169.97	90,713.34	85,964.26	89,402.83	91,981.75	89,402.83	92,978.94	95,661.02	92,978.94	96,698.10	99,487.46
	Total Comp	90,713.34	94,341.87	97,063.27	91,981.75	95,661.02	98,420.48	95,661.02	99,487.46	102,357.29	99,487.46	103,466.96	106,451.59
8	Salary	86,898.29	90,374.22	92,981.17	88,199.33	91,727.30	94,373.28	91,727.30	95,396.39	98,148.21	95,396.39	99,212.25	102,074.14
	Total Comp	92,981.17	96,700.42	99,489.85	94,373.28	98,148.21	100,979.41	98,148.21	102,074.14	105,018.58	102,074.14	106,157.10	109,219.33
9	Salary	89,157.65	92,723.95	95,398.68	90,404.31	94,020.48	96,732.61	94,020.48	97,781.30	100,601.92	97,781.30	101,692.55	104,625.99
	Total Comp	95,398.68	99,214.63	102,076.59	96,732.61	100,601.92	103,503.89	100,601.92	104,625.99	107,644.05	104,625.99	108,811.03	111,949.81
10	Salary	93,731.43	97,480.69	100,292.63	92,754.82	96,465.01	99,247.66	96,465.01	100,323.61	103,217.56	100,323.61	104,336.56	107,346.27
	Total Comp	100,292.63	104,304.34	107,313.12	99,247.66	103,217.56	106,194.99	103,217.56	107,346.27	110,442.79	107,346.27	111,640.12	114,860.51
11	Salary	96,543.38	100,405.11	103,301.41	97,513.14	101,413.67	104,339.06	101,413.67	105,470.22	108,512.63	105,470.22	109,689.02	112,853.13
	Total Comp	103,301.41	107,433.47	110,532.51	104,339.06	108,512.63	111,642.80	108,512.63	112,853.13	116,108.51	112,853.13	117,367.26	120,752.85
12	Salary	99,439.68	103,417.26	106,400.45	100,438.54	104,456.08	107,469.24	104,456.08	108,634.32	111,768.00	108,634.32	112,979.70	116,238.72
	Total Comp	106,400.45	110,656.47	113,848.49	107,469.24	111,768.00	114,992.08	111,768.00	116,238.72	119,591.77	116,238.72	120,888.27	124,375.44
13	Salary				102,698.40	106,806.34	109,887.29	106,806.34	111,078.59	114,282.78	111,078.59	115,521.74	118,854.10
	Total Comp				109,887.29	114,282.78	117,579.40	114,282.78	118,854.10	122,282.58	118,854.10	123,608.26	127,173.88
14	Salary				105,779.36	110,010.53	113,183.91	110,010.53	114,410.95	117,711.27	114,410.95	118,987.39	122,419.72
	Total Comp				113,183.91	117,711.27	121,106.79	117,711.27	122,419.72	125,951.06	122,419.72	127,316.51	130,989.10

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - Career Connected Pathways Spec, Work-Based Learning Specialist

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 N/A	Lane 2 N/A	Lane 3 G57/N57	Lane 1 N/A	Lane 2 N/A	Lane 3 G57/N57	Lane 1 N/A	Lane 2 N/A	Lane 3 G57/N57	Lane 1 N/A	Lane 2 N/A	Lane 3 G57/N57
1	Salary			75,853.98			78,888.14			82,043.66			85,325.41
	Total Comp			81,163.76			84,410.31			87,786.72			91,298.19
2	Salary			79,745.29			82,935.10			86,252.50			89,702.60
	Total Comp			85,327.46			88,740.56			92,290.18			95,981.78
3	Salary			83,836.22			87,189.67			90,677.26			94,304.35
	Total Comp			89,704.76			93,292.95			97,024.67			100,905.65
4	Salary			88,137.02			91,662.50			95,329.00			99,142.16
	Total Comp			94,306.61			98,078.88			102,002.03			106,082.11
5	Salary			92,658.45			93,954.06			97,712.22			101,620.71
	Total Comp			99,144.54			100,530.84			104,552.08			108,734.16
6	Salary			94,974.91			96,396.87			100,252.74			104,262.85
	Total Comp			101,623.15			103,144.65			107,270.43			111,561.25
7	Salary			97,444.26			98,806.79			102,759.06			106,869.42
	Total Comp			104,265.36			105,723.27			109,952.19			114,350.28
8	Salary			99,880.36			101,375.77			105,430.80			109,648.03
	Total Comp			106,871.99			108,472.07			112,810.96			117,323.39
9	Salary			102,477.25			103,910.16			108,066.57			112,389.23
	Total Comp			109,650.66			111,183.87			115,631.23			120,256.48
10	Salary			107,734.34			106,611.82			110,876.30			115,311.35
	Total Comp			115,275.74			114,074.65			118,637.64			123,383.14
11	Salary			110,966.37			112,081.01			116,564.25			121,226.82
	Total Comp			118,734.02			119,926.68			124,723.75			129,712.70
12	Salary			114,295.36			115,443.44			120,061.18			124,863.63
	Total Comp			122,296.04			123,524.48			128,465.46			133,604.08
13	Salary						118,040.92			122,762.55			127,673.06
	Total Comp						126,303.78			131,355.93			136,610.17
14	Salary						121,582.15			126,445.43			131,503.25
	Total Comp						130,092.90			135,296.61			140,708.48

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - Technology Coordinator

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD	Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD	Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD	Lane 1 T11/NTB	Lane 2 T12/NTC	Lane 3 T13/NTD
1	Salary	67,706.62	74,699.58	82,294.47	70,414.88	77,687.57	85,586.25	73,231.48	80,795.07	89,009.70	76,160.74	84,026.87	92,570.09
	Total Comp	72,446.08	79,928.55	88,055.08	75,343.92	83,125.70	91,577.29	78,357.68	86,450.72	95,240.38	81,491.99	89,908.75	99,049.99
2	Salary	71,179.97	78,531.67	86,516.18	74,027.17	81,672.94	89,976.82	76,988.25	84,939.86	93,575.90	80,067.78	88,337.45	97,318.93
	Total Comp	76,162.56	84,028.89	92,572.31	79,209.07	87,390.04	96,275.20	82,377.43	90,885.65	100,126.21	85,672.53	94,521.07	104,131.26
3	Salary	74,831.50	82,560.35	90,954.46	77,824.76	85,862.76	94,592.64	80,937.75	89,297.27	98,376.34	84,175.26	92,869.16	102,311.40
	Total Comp	80,069.70	88,339.57	97,321.27	83,272.49	91,873.15	101,214.12	86,603.39	95,548.08	105,262.69	90,067.53	99,370.00	109,473.19
4	Salary	78,670.36	86,795.69	95,620.42	81,817.17	90,267.52	99,445.24	85,089.86	93,878.22	103,423.05	88,493.45	97,633.35	107,559.97
	Total Comp	84,177.28	92,871.39	102,313.85	87,544.37	96,586.25	106,406.40	91,046.15	100,449.70	110,662.66	94,687.99	104,467.68	115,089.17
5	Salary	82,706.14	91,248.31	100,525.75	83,862.60	92,524.21	101,931.37	87,217.10	96,225.18	106,008.62	90,705.79	100,074.18	110,248.97
	Total Comp	88,495.57	49,143.38	107,562.55	89,732.98	99,000.90	109,066.57	93,322.30	102,960.94	113,429.23	97,055.19	107,079.38	117,966.40
6	Salary	84,773.80	93,529.52	103,038.89	86,043.03	94,929.84	104,581.58	89,484.75	98,727.03	108,764.85	93,064.14	102,676.11	113,115.44
	Total Comp	90,707.96	100,076.59	110,251.62	92,066.04	101,574.93	111,902.30	95,748.68	105,637.92	116,378.39	99,578.63	109,863.44	121,033.52
7	Salary	86,977.92	95,961.29	105,717.90	88,194.10	97,303.08	107,196.12	91,721.87	101,195.21	111,483.97	95,390.74	105,243.02	115,943.33
	Total Comp	93,066.37	102,678.58	113,118.16	94,367.69	104,114.30	114,699.85	98,142.40	108,278.87	119,287.85	102,068.09	112,610.03	124,059.36
8	Salary	89,152.37	98,360.32	108,360.85	90,487.15	99,832.96	109,983.22	94,106.63	103,826.28	114,382.55	97,870.90	107,979.33	118,957.85
	Total Comp	95,393.03	105,245.54	115,946.11	96,821.25	106,821.27	117,682.05	100,694.10	111,094.12	122,389.33	104,721.86	115,537.89	127,284.90
9	Salary	91,470.33	100,917.69	111,178.23	92,749.33	102,328.79	112,732.80	96,459.30	106,421.94	117,242.12	100,317.67	110,678.82	121,931.80
	Total Comp	97,873.25	107,981.93	118,960.71	99,241.78	109,491.80	120,624.10	103,211.45	113,871.48	125,449.06	107,339.91	118,426.33	130,467.03
10	Salary	96,162.75	106,094.77	116,881.68	95,160.81	104,989.34	115,663.86	98,967.24	109,188.91	120,290.41	102,925.93	113,556.47	125,102.03
	Total Comp	102,894.15	113,521.40	125,063.39	101,822.07	112,338.59	123,760.33	105,894.95	116,832.13	128,710.74	110,130.75	121,505.42	133,859.17
11	Salary	99,047.64	109,277.61	120,388.13	100,042.56	110,375.29	121,597.41	104,044.26	114,790.30	126,461.31	108,206.03	119,381.91	131,519.76
	Total Comp	105,980.97	116,927.04	128,815.30	107,045.54	118,101.56	130,109.23	111,327.36	122,825.62	135,313.60	115,780.45	127,738.65	140,726.15
12	Salary	102,019.07	112,555.94	123,999.77	103,043.84	113,686.55	125,245.34	107,165.59	118,234.01	130,255.15	111,452.21	122,963.37	135,465.35
	Total Comp	109,160.40	120,434.85	132,679.76	110,256.91	121,644.61	134,012.51	114,667.18	126,510.39	139,373.01	119,253.87	131,570.81	144,947.93
13	Salary				105,362.32	116,244.50	128,063.36	109,576.82	120,894.28	133,185.89	113,959.89	125,730.05	138,513.33
	Total Comp				112,737.69	124,381.61	137,027.79	117,247.19	129,356.87	142,508.90	121,937.08	134,531.15	148,209.26
14	Salary				108,523.19	119,731.83	131,905.26	112,864.12	124,521.10	137,181.47	117,378.68	129,501.95	142,668.73
	Total Comp				116,119.82	128,113.06	141,138.62	120,764.61	133,237.58	146,784.17	125,595.19	138,567.08	152,655.54

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1H - 52-Week PSRP Schedule

52-Week - College and Career Specialist, College & Career Equity Specialist

Step	Comp Type	2024-2025			2025-2026			2026-2027			2027-2028*		
		Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42	Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42	Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42	Lane 1 G38/N38	Lane 2 G39/N39	Lane 3 G42/N42
1	Salary	82,294.47	85,586.25	88,055.08	85,586.25	89,009.70	91,577.29	89,009.70	92,570.09	95,240.38	92,570.09	96,272.89	99,049.99
	Total Comp	88,055.08	91,577.29	94,218.94	91,577.29	95,240.38	97,987.70	95,240.38	99,049.99	101,907.21	99,049.99	103,011.99	105,983.49
2	Salary	86,516.18	89,976.82	92,572.31	89,976.82	93,575.90	96,275.20	93,575.90	97,318.93	100,126.21	97,318.93	101,211.69	104,131.26
	Total Comp	92,572.31	96,275.20	99,052.37	96,275.20	100,126.21	103,014.47	100,126.21	104,131.26	107,135.05	104,131.26	108,296.51	111,420.45
3	Salary	90,954.46	94,592.64	97,321.27	94,592.64	98,376.34	101,214.12	98,376.34	102,311.40	105,262.69	102,311.40	106,403.85	109,473.19
	Total Comp	97,321.27	101,214.12	104,133.76	101,214.12	105,262.69	108,299.11	105,262.69	109,473.19	112,631.07	109,473.19	113,852.12	117,136.32
4	Salary	95,620.42	99,445.24	102,313.85	99,445.24	103,423.05	106,406.40	103,423.05	107,559.97	110,662.66	107,559.97	111,862.37	115,089.17
	Total Comp	102,313.85	106,406.40	109,475.82	106,406.40	110,662.66	113,854.85	110,662.66	115,089.17	118,409.05	115,089.17	119,692.73	123,145.41
5	Salary	100,525.75	104,546.78	107,562.55	101,931.37	106,008.62	109,066.57	106,008.62	110,248.97	113,429.23	110,248.97	114,658.93	117,966.40
	Total Comp	107,562.55	49,143.38	115,091.93	109,066.57	113,429.23	116,701.22	113,429.23	117,966.40	121,369.27	117,966.40	122,685.05	126,224.04
6	Salary	103,038.89	107,160.45	110,251.62	104,581.58	108,764.85	111,902.30	108,764.85	113,115.44	116,378.39	113,115.44	117,640.06	121,033.52
	Total Comp	110,251.62	114,661.68	117,969.23	111,902.30	116,378.39	119,735.46	116,378.39	121,033.52	124,524.87	121,033.52	125,874.86	129,505.87
7	Salary	105,717.90	109,946.62	113,118.16	107,196.12	111,483.97	114,699.85	111,483.97	115,943.33	119,287.85	115,943.33	120,581.06	124,059.36
	Total Comp	113,118.16	117,642.88	121,036.43	114,699.85	119,287.85	122,728.84	119,287.85	124,059.36	127,638.00	124,059.36	129,021.74	132,743.52
8	Salary	108,360.85	112,695.29	115,946.11	109,983.22	114,382.55	117,682.05	114,382.55	118,957.85	122,389.33	118,957.85	123,716.17	127,284.90
	Total Comp	115,946.11	120,583.96	124,062.34	117,682.05	122,389.33	125,919.79	122,389.33	127,284.90	130,956.58	127,284.90	132,376.30	136,194.85
9	Salary	111,178.23	115,625.36	118,960.71	112,732.80	117,242.12	120,624.10	117,242.12	121,931.80	125,449.06	121,931.80	126,809.07	130,467.03
	Total Comp	118,960.71	123,719.14	127,287.96	120,624.10	125,449.06	129,067.79	125,449.06	130,467.03	134,230.50	130,467.03	135,685.71	139,599.72
10	Salary	116,881.68	121,556.94	125,063.39	115,663.86	120,290.41	123,760.33	120,290.41	125,102.03	128,710.74	125,102.03	130,106.11	133,859.17
	Total Comp	125,063.39	130,065.93	133,817.83	123,760.33	128,710.74	132,423.55	128,710.74	133,859.17	137,720.49	133,859.17	139,213.54	143,229.31
11	Salary	120,388.13	125,203.65	128,815.30	121,597.41	126,461.31	130,109.23	126,461.31	131,519.76	135,313.60	131,519.76	136,780.55	140,726.15
	Total Comp	128,815.30	133,967.91	137,832.37	130,109.23	135,313.60	139,216.88	135,313.60	140,726.15	144,785.55	140,726.15	146,355.19	150,576.98
12	Salary	123,999.77	128,959.76	132,679.76	125,245.34	130,255.15	134,012.51	130,255.15	135,465.35	139,373.01	135,465.35	140,883.97	144,947.93
	Total Comp	132,679.76	137,986.95	141,967.34	134,012.51	139,373.01	143,393.38	139,373.01	144,947.93	149,129.12	144,947.93	150,745.85	155,094.28
13	Salary				128,063.36	133,185.89	137,027.79	133,185.89	138,513.33	142,508.90	138,513.33	144,053.86	148,209.26
	Total Comp				137,027.79	142,508.90	146,619.74	142,508.90	148,209.26	152,484.53	148,209.26	154,137.63	158,583.91
14	Salary				131,905.26	137,181.47	141,138.62	137,181.47	142,668.73	146,784.17	142,668.73	148,375.47	152,655.54
	Total Comp				141,138.62	146,784.17	151,018.33	146,784.17	152,655.54	157,059.06	152,655.54	158,761.76	163,341.42

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1I. Incentives for High-Needs and Retiree Special Education Substitutes.

i. Substitutes filling assignments in high-needs schools are afforded an incentive rate of $45 per day.

ii. Retired substitutes with special education credentials filling special education assignments are afforded an incentive of $35 per day.

1J. Cadre Substitutes.

i. Cadre substitutes, as defined in Article 23-6.2, shall be paid as follows:

Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$226.17
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$235.22
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$244.63
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$254.42

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

ii. A teacher who is a TAT who is displaced and assigned to the Cadre pursuant to Article 38-2 and who has served as a TAT for one hundred school days or more during the school year in which the displacement occurred shall be paid as follows:

Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$275.41
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$286.43
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$297.89
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$309.81

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

iii. A substitute in the Provisional Cadre position (with a BA not in Education) shall be paid as follows:

Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$177.29
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$184.38
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$191.76
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$199.43

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1K. Day-to-Day Substitutes.

i. Day-to-day substitutes who hold a valid Type 39 substitute certificate and who do not have a bachelor's degree in education shall be paid as follows:

Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$149.17
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$155.14
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$161.35
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$167.80

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

ii. Day-to-day substitutes who hold a valid Type 39 substitute certificate, who have a bachelor's degree in education and who have fewer than one hundred days of service shall be paid as follows:

Up to 6.5 Hours per Day		
Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$201.41
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$209.47
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$217.85
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$226.56

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

8 Hours per Day		
Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$230.20
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$239.41
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$248.99
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$258.95

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

iii. Day-to-day substitutes who hold a valid Type 39 substitute certificate, who have a bachelor's degree in education and who have one hundred or more days of service shall be paid as follows:

6.25 / 6.5 Hours per Day		
Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$211.04
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$219.48
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$228.26
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$237.39

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

8 Hours per Day		
Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$239.42
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$249.00
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$258.96
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$269.32

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

iv. Substitutes employed as Short-term Substitutes (Associates Degree) shall be paid as follows:

Effective July 1, 2024 (4% COLA)	Flat Rate per Day	$130.01
Effective July 1, 2025 (4% COLA)	Flat Rate per Day	$135.21
Effective July 1, 2026 (4% COLA)	Flat Rate per Day	$140.62
Effective July 1, 2027 (4% COLA*)	Flat Rate per Day	$146.24

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1L.

[RESERVED]
(Formerly RETIRED TEACHERS)

1M. M.A.T. (Masters of Arts in Teaching) Program. Teachers serving on temporary certificates in the M.A.T. program receive a prorated salary of a first-year teacher (Lane I, Step 1) on the appropriate schedule as determined by that portion of the teaching program they carry.

1N. Trade and Vocational School Teachers (Including Cooperative Work Programs and Teachers in Vocational Home Economics Programs). Eight-hour/extended-day trade and vocational teachers (including cooperative work program teachers and teachers in vocational home economics programs) shall be paid their base salaries plus twenty percent of their base salaries.

1O. Vocational Teacher Service Providers (Part-Time Employees).

Effective July 1, 2024 (4% COLA)	Teacher Rate per Hour	$36.77
Effective July 1, 2025 (4% COLA)	Teacher Rate per Hour	$38.24
Effective July 1, 2026 (4% COLA)	Teacher Rate per Hour	$39.77
Effective July 1, 2027 (4% COLA*)	Teacher Rate per Hour	$41.36

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

1P. Longevity Pay Agreement.

A. A pensionable longevity payment of $2,100 will be made to teachers who remain employed with CPS through the conclusion of the school year in which they reach the 4-year anniversary of their entry into Step 26, corresponding with their 30th year of service eligible for step credit. Longevity payments will be issued by CPS on the last pay cycle of the qualifying fiscal year.
B. For FY25, a one-time pensionable longevity payment of $800 will be made to all teachers who concluded their 24th year of service eligible for step credit (I.e. advanced to step 18a/new step 25) prior to July 1, 2024.

PART 2. INCREMENTS AND STIPENDS.

2A. National Board Certified Teachers and Clinicians. The BOARD shall add the amounts set forth below during the periods set forth below to the base salaries on the teacher salary schedule to teachers who are or become National Board Certified Teachers (NBCTs) and to the base salaries on the clinicians' salary schedule to clinicians who obtain applicable state or federal advanced related service provider credentials as set forth below. In the event that a clinician has more than one Advanced Related Service Provider Credential, the clinician shall receive only one stipend as provided for in this Section 2A.

National Board Certified Teachers and Clinicians (Appendix A, Part 2A):

- FY25 - COLA
- FY26 - 13% total increase (including COLA)
- FY27 and FY28 - COLA

Effective July 1, 2024 (4% COLA)	Stipend	$2,386.85
Effective July 1, 2025 (13%, including 4% COLA)	Stipend	$2,697.14
Effective July 1, 2026 (4% COLA)	Stipend	$2,805.03
Effective July 1, 2027 (4% COLA*)	Stipend	$2,917.23

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

Advanced Related Service Provider Credentials: Nationally Certified School Psychologist, Certified School Social Work Specialist, Nationally Certified School Nurse, Certificate of Clinical Competence Speech Language Pathology, Certificate of Clinical Competence - Audiology, National Board for Certification in Occupational Therapy, National Physical Therapy Examination administered by the Federation of State Boards of Physical Therapy, Assistive Technology Professional Certification and Orientation and Mobility Specialist. In the event that a clinician has more than one Advanced Related Service Provider Credential, the clinician shall receive only one stipend as provided for in this Section 2A.

2B. Head Teachers and Acting Head Teachers (Branch Schools).

i. **Head Teachers (Branch Schools).** Effective January 1 of each year, in addition to monthly base salary as a teacher, a head teacher shall be paid an increment according to the number of teachers on the staff the head teacher supervises, as determined by the last previous October enrollment report of the school, as follows:

		208-Day	248-Day
Effective July 1, 2024 (4% COLA)	Monthly Increment (2-3 Teachers)	$86.89	$86.70
	Monthly Increment (3.1-7 Teachers)	$130.49	$129.91
	Monthly Increment (7.1 or more Teachers)	$173.91	$173.30
Effective July 1, 2025 (4% COLA)	Monthly Increment (2-3 Teachers)	$90.37	$90.17
	Monthly Increment (3.1-7 Teachers)	$135.71	$135.11
	Monthly Increment (7.1 or more Teachers)	$180.87	$180.23
Effective July 1, 2026 (4% COLA)	Monthly Increment (2-3 Teachers)	$93.98	$93.78
	Monthly Increment (3.1-7 Teachers)	$141.14	$140.51
	Monthly Increment (7.1 or more Teachers)	$188.10	$187.44
Effective July 1, 2027 (4% COLA*)	Monthly Increment (2-3 Teachers)	$97.74	$97.53
	Monthly Increment (3.1-7 Teachers)	$146.79	$146.13
	Monthly Increment (7.1 or more Teachers)	$195.62	$194.94

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

ii. **Acting Head Teachers (Branch Schools).** In addition to regular salary, an acting head teacher shall receive the following increment based on the number of weeks of employment budgeted for said position:

		208-Day	248-Day
Effective July 1, 2024 (4% COLA)	Monthly Increment	$43.49	$43.23
Effective July 1, 2025 (4% COLA)	Monthly Increment	$45.23	$44.96
Effective July 1, 2026 (4% COLA)	Monthly Increment	$47.04	$46.76
Effective July 1, 2027 (4% COLA*)	Monthly Increment	$48.92	$48.63

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

2C. Psychologists, School Social Workers and Speech Pathologists, Occupational Therapists, Physical Therapists, and Certified School Nurses, Audiologists. Psychologists, school social workers, speech pathologists, occupational therapists, physical therapists, audiologists and certified school nurses shall receive the following monthly increment based on the number of weeks of employment budgeted for their positions provided they meet the stipulated requirements for their clinician position (Illinois School Code, section 14-1.09):

Clinicians Increments (Appendix A, Part 2C):

- FY25: COLA
- FY26: 13% total increase (including COLA);
- FY27 and FY28: COLA

		208-Day	228-Day	248-Day
Effective July 1, 2024 (4% COLA)	Monthly Increment	$463.96	$462.89	$462.89
Effective July 1, 2025 (13%, including 4% COLA)	Monthly Increment	$524.27	$523.07	$523.06
Effective July 1, 2026 (4% COLA)	Monthly Increment	$545.24	$543.99	$543.98
Effective July 1, 2027 (4% COLA*)	Monthly Increment	$567.05	$565.75	$565.74

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

2D. Case Managers (Special Education).

Effective July 1, 2024 (4% COLA)	Stipend per Semester	$1,917.78
Effective July 1, 2025 (4% COLA)	Stipend per Semester	$1,994.49
Effective July 1, 2026 (4% COLA)	Stipend per Semester	$2,074.27
Effective July 1, 2027 (4% COLA*)	Stipend per Semester	$2,157.24

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

2E. Stadium Directors

		First Year of Service	Second Year of Service and thereafter
Effective July 1, 2024 (4% COLA)	Stipend per Month	$78.36	$78.36
Effective July 1, 2025 (4% COLA)	Stipend per Month	$81.49	$81.49
Effective July 1, 2026 (4% COLA)	Stipend per Month	$84.75	$84.75
Effective July 1, 2027 (4% COLA*)	Stipend per Month	$88.14	$88.14

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

2F. STLS Liaison. All STLS Liaisons shall, starting July 1, 2019, receive a stipend of $1,000 per semester.

PART 3. ADDITIONAL RATES OF PAY.

3A. High School Teachers–Additional Teaching Period (Overtime Indicator). High school teachers employed on an approved overtime basis shall be paid on a prorated basis of their base salary for each period per day in excess of the following:

6 for a 7-period day	$16^{2/3}$ percent
7 for an 8-period day	$14^{3/10}$ percent
8 for a 9-period day	$12^{1/2}$ percent

3B. Teachers of Driver Education.

Effective July 1, 2024, driver education teachers employed in a program outside of their regular work hours shall be compensated at the higher of the non-instructional rate or their effective hourly teaching rate for all classroom and road driver education work (see Article 11-9).

3C. Summer School Personnel (Personnel Employed for the Regular School Term of 38.6 Weeks).

i. Teachers in the regular summer schools shall be paid 66-2/3 percent of their base salaries if employed on a four-hour summer school day, eighty percent if employed on a five-hour summer school day or one hundred percent if employed on a six-hour summer school day (not including any extra increments earned during the regular school year). Base salaries

refer to their salaries as teachers during the month of June immediately preceding the summer session.

ii. Teachers in the special elementary summer schools shall be paid the regular base salaries for which they qualify as teachers (not including any extra increments).

iii. Part-time teachers shall be paid prorated on the above basis.

iv. Teachers employed during the summer months other than in summer school shall be paid the same salaries they would receive as teachers in the special elementary summer schools.

3D. Compensation for Teachers Engaged in Extracurricular Activities.

i. High School Sports, Clubs and Other Extracurricular Activities.

High School Coaching & Athletic Director Stipends (OSA-approved)

HS Tier	FY25 Stipend*	FY26 Stipend	FY27 Stipend	FY28 Stipend
Tier 1	4% COLA	$9,500	$9,750	$10,000
Tier 2	4% COLA	$7,525	$7,725	$7,925
Tier 3	4% COLA	$5,150	$5,300	$5,450
Tier 4	4% COLA	$3,250	$3,350	$3,450
Tier 5	4% COLA	$2,575	$2,650	$2,725

*4% COLA is based on FY24 rates paid

High School Coaching & Athletic Director Stipend Tiers (OSA-approved)

HS Tier	Sport	Role
Tier 1	BASEBALL	Head Coach
	BASKETBALL	Head Coach
	CHEERLEADING	Head Coach
	FOOTBALL	Head Coach
	GIRLS SOFTBALL	Head Coach
	SOCCER	Head Coach
	TRACK & FIELD	Head Coach
	VOLLEYBALL	Head Coach
Tier 2	ATHLETIC DIRECTOR*	Athletic Director (Single Incumbent)
	BASKETBALL	Sophomore Coach
	FOOTBALL	Head Assistant Coach
	GIRLS FLAG FOOTBALL	Head Coach
	LACROSSE	Head Coach
	SWIMMING	Head Coach
	WATER POLO	Head Coach
	WRESTLING	Head Coach
Tier 3	BASEBALL	Sophomore Coach
	FOOTBALL	Head Junior Varsity Coach
	GIRLS SOFTBALL	Junior Varsity Coach
	LACROSSE	Sophomore Coach
	SOCCER	Junior Varsity Coach
	SWIMMING	Diving Coach
	SWIMMING	Sophomore Coach
	TRACK & FIELD	Sophomore Coach
	VOLLEYBALL	Sophomore Coach
	WATER POLO	Frosh-Soph Coach
	WRESTLING	Junior Varsity Coach
	WRESTLING	Varsity Asst. for Girls

High School Coaching & Athletic Director Stipend Tiers (OSA-approved) cont.

HS Tier	Sport	Role
Tier 4	16" SOFTBALL	Head Coach
	ATHLETIC DIRECTOR*	Athletic Director (2 or more Incumbents)
	BADMINTON	Head Coach
	BOWLING	Head Coach
	CROSS COUNTRY	Head Coach
	GOLF	Head Coach
	POMPON/DANCE	Head Coach
	TENNIS	Head Coach
Tier 5	16" SOFTBALL	Assistant Coach
	BASEBALL	Freshman Coach
	BASEBALL	Varsity Assistant Coach
	BASKETBALL	Freshman Coach
	BASKETBALL	Varsity Assistant Coach
	CROSS COUNTRY	Freshman Coach
	FOOTBALL	Assistant Coach (1 or 2)
	FOOTBALL	Assistant Junior Varsity Coach
	FOOTBALL	Freshman Coach
	GIRLS FLAG FOOTBALL	Varisty Assistant Coach
	GIRLS SOFTBALL	Varsity Assistant Coach
	GOLF	Freshman Coach
	LACROSSE	Varsity Assistant Coach
	SOCCER	Sophomore/Freshman Coach
	SOCCER	Varsity Assistant Coach
	TENNIS	Freshman Coach
	TRACK & FIELD	Freshman Coach
	VOLLEYBALL	Freshman Coach
	WRESTLING	Varsity Assistant Coach

*This stipend applies only to High schools without a full-time AD position (PSRP or Teacher) that are eligible to use a stipend. Schools with only one designated AD per season may pay that AD at the Tier 2 level. If two or more AD's are designated in a given season, the school may pay each AD at the Tier 4 rate.

High School Clubs & Extracurriculars Stipends

Hourly Rate (Maximum Stipends Reflected)	Maximum Hours Per Season	FY24 $30.68	FY25 (4% COLA) $31.91	FY26 (4% COLA) $33.18	FY27 (4% COLA) $34.51	FY28 (4% COLA*) $35.89
CHESS	20	$613.60	$638.20	$663.60	$690.20	$717.80
ICE SKATING	5	$153.40	$159.55	$165.90	$172.55	$179.45
INTRAMURALS	70	$2,147.60	$2,233.70	$2,322.60	$2,415.70	$2,512.30
INSTRUMENTAL GROUP	85	$2,607.80	$2,712.35	$2,820.30	$2,933.35	$3,050.65
VOCAL GROUPS	50	$1,534.00	$1,595.50	$1,659.00	$1,725.50	$1,794.50
DRAMA	75	$2,301.00	$2,393.04	$2,488.50	$2,588.25	$2,691.75

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

Other Clubs and Activities	Maximum Hours	FY24	FY25 (4% COLA)	FY26 (4% COLA)	FY27 (4% COLA)	FY28 (4% COLA*)
OTHER CLUBS	N/A (flat rate)	$273.80	$284.75	$296.14	$307.99	$320.31
OTHER ACTIVITIES (Approved by Principal)	N/A (flat rate)	$860.48	$894.90	$930.70	$967.93	$1,006.65

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

Crowd Control (OSA Approved Sports Teams Only)	Maximum Hours	FY24	FY25 (4% COLA)	FY26 (4% COLA)	FY27 (4% COLA)	FY28 (4% COLA*)
Monday-Friday	N/A (flat rate per session)	$28.60	$29.74	$30.93	$32.17	$33.46
Saturday	N/A (flat rate per session)	$42.91	$44.63	$46.42	$48.28	$50.21

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

ii. Elementary School Sports, Clubs and Other Extracurricular Activities.

Elementary School Coaching & Elementary Liaison Stipends (OSA-approved)

EL Tier	FY25 Incentive	FY26 Incentive	FY27 Incentive	FY28 Incentive
7th/8th/Elem Liaison	4% COLA	$1,422		
5th/6th	4% COLA	$1,103		

*4% COLA is based on FY24 rates paid

3E. Non-Employee Hired for Coaching and Extracurricular Activities. Qualified non-employees may be hired for coaching and extracurricular positions set forth in this Agreement, provided as follows:

i. There are no certified teachers qualified and available at the local school; and

ii. The BOARD has provided reasonable notice and opportunity to qualified teachers at other schools that a coaching or extracurricular position is vacant; and

iii. The qualified non-employee complies with the applicable standards set forth by the IHSA for “Non-Faculty Coaches.”

3F. Social Center Personnel (Part-Time Employees). Social Center Personnel shall be paid as follows during the term of this Agreement:

Effective July 1, 2024 (4% COLA)	Program Coordinator Rate per Hour	$44.63
	Teacher-Director Rate per Hour	$29.72
	Teacher Rate per Hour	$25.99
	Paraprofessional Rate per Hour	$17.20
Effective July 1, 2025 (4% COLA)	Program Coordinator Rate per Hour	$46.42
	Teacher-Director Rate per Hour	$30.91
	Teacher Rate per Hour	$27.03
	Paraprofessional Rate per Hour	$17.89
Effective July 1, 2026 (4% COLA)	Program Coordinator Rate per Hour	$48.28
	Teacher-Director Rate per Hour	$32.15
	Teacher Rate per Hour	$28.11
	Paraprofessional Rate per Hour	$18.61
Effective July 1, 2027 (4% COLA*)	Program Coordinator Rate per Hour	$50.21
	Teacher-Director Rate per Hour	$33.44
	Teacher Rate per Hour	$29.23
	Paraprofessional Rate per Hour	$19.35

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

3G. Summer Swimming Pools.

Effective July 1, 2024 (4% COLA)	Rate per Hour	$22.35
Effective July 1, 2025 (4% COLA)	Rate per Hour	$23.24
Effective July 1, 2026 (4% COLA)	Rate per Hour	$24.17
Effective July 1, 2027 (4% COLA*)	Rate per Hour	$25.14

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

3H. After-School Rates of Pay (Teachers and PSRPs).

i. After-School Non-Instructional Rates of Pay.

Effective July 1, 2024 (4% COLA)	Rate per Hour	$49.80
Effective July 1, 2025 (4% COLA)	Rate per Hour	$51.79
Effective July 1, 2026 (4% COLA)	Rate per Hour	$53.86
Effective July 1, 2027 (4% COLA*)	Rate per Hour	$56.01

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

ii. After-School Instructional Rates of Pay.

Effective July 1, 2024 (4% COLA)	Rate per Hour	$57.97
Effective July 1, 2025 (4% COLA)	Rate per Hour	$60.29
Effective July 1, 2026 (4% COLA)	Rate per Hour	$62.70
Effective July 1, 2027 (4% COLA*)	Rate per Hour	$65.21

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

PART 4. REIMBURSEMENTS.

4A. Monthly Travel Reimbursement.*

Role	Effective July 1, 2024 (4% COLA)	Effective July 1, 2025 (4% COLA)	Effective July 1, 2026 (4% COLA)	Effective July 1, 2027 (4% COLA*)
Senior truant officers and truant officers assigned to high schools, specialty schools and social adjustment school	$227.52	$236.62	$246.08	$255.92
Elementary school truant officers	$187.02	$194.50	$202.28	$210.37
Kindergarten teachers serving two schools	$57.67	$59.98	$62.38	$64.88
All other teachers whose assignments require daily travel from one school or branch to another	$57.67	$59.98	$62.38	$64.88
School community representatives	$57.67	$59.98	$62.38	$64.88
All cooperative education teachers (coordinators)	$136.23	$141.68	$147.35	$153.24
Speech/language pathology paraeducators	$143.18	$148.91	$154.87	$161.06
Audiometric and vision screening technicians	$143.18	$148.91	$154.87	$161.06
School social workers, speech patholgists, school psychologists and teacher nurses	$143.18	$148.91	$154.87	$161.06
Field adjustment teachers–social adjustment	$187.02	$194.50	$202.28	$210.37
School social service assistants	$80.79	$84.02	$87.38	$90.88
Head Start Educational Resource Assistant	$80.79	$84.02	$87.38	$90.88
Head Start Health Resource Assistant	$80.79	$84.02	$87.38	$90.88
Head Start Parent Resource Assistant	$80.79	$84.02	$87.38	$90.88
Head Start Educational Resource Assistant	$80.79	$84.02	$87.38	$90.88

*Actual COLA may range from 4% to 5%; Refer to Article 36-1 for more information

APPENDIX B
CONTRIBUTIONS TO HEALTH CARE PLANS

Employee Contributions. Employee contributions shall increase as follows:

Change in Employee Health Contributions	
January 1, 2025	0%
January 1, 2026	0%
January 1, 2027	0%
January 1, 2028	0%

To avoid increasing the employee healthcare contribution during the term of this Agreement, the annual benefits base rate (ABBR) salary cap should be raised from $90,000 to $100,000, effective November 1, 2025, unless the LMCC is able identify alternative commensurate healthcare cost savings ($3-4 million per year) for the district prior to that date.

Effective July 1, 2024

	HMO	PPO	PPO with HSA
Employee Only	2.75%	2.95%	0.75%
Employee + 1	2.95%	3.25%	1.75%
Family	3.25%	3.55%	2.65%

*All percentages are percent of base salary

APPENDIX C
PROCEDURES FOR WAIVERS FOR THE DURATION OF THIS AGREEMENT

1. The school principal shall meet with the faculty during the school day to discuss any proposal which may require a waiver from any provision of this Agreement.

2. In order to secure a waiver from any provision of this Agreement, a secret ballot vote shall be conducted among all UNION members assigned to the school.

3. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate. If no school delegate has been appointed or elected to the school, then procedures shall be agreed upon without delay with a UNION representative. The principal will post the proposed waiver at least forty-eight hours prior to the vote. The UNION may schedule a private meeting at the school with the bargaining unit members prior to the vote.

4. A majority of fifty percent plus one of the UNION members voting shall be required to approve a waiver. A waiver that is rejected may not be submitted more than once in any school year.

5. If the waiver is approved, the principal and the school delegate shall sign the waiver indicating that the voting procedures were followed and reporting the results of the vote.

6. Copies of this approved waiver shall be forwarded immediately to the Chief Labor Relations Officer and the UNION.

7. The approved waiver automatically terminates at the conclusion of the school year.

8. Failure to implement the procedure, failure to implement the approved waiver or improper implementation of the approved waiver shall be subject to the grievance procedure pursuant to Article 3.

9. The BOARD shall develop and distribute procedures for waivers of BOARD policies and procedures.

APPENDIX D - BARGAINING UNIT POSITIONS

TEACHERS

Acting Head Teacher
Assistive Technology Itinerants
Augmentative Communication Itinerants
Bilingual Teacher
Cadre Substitute
Case Manager
City-Wide Non-School-Based Teacher Coach
Counselor
Curriculum and Instructional Coach
Day-to-Day Substitute
Displaced FTB Cadre-100 Days
Displaced Full Time Basis Cadre
Early Childhood Teachers
Early Childhood Special Education Itinerants
Elementary School Teacher
Head Teacher
High School Support Teacher
High School Programmer
High School Teacher
Hospital Teachers
Instructional Support Leaders*
International Baccalaureate Teacher
Itinerant Teachers of the Deaf and Hard of Hearing
Itinerant Teachers of the Visually Impaired
Lead Teacher
Librarian
Literacy Coach
Literacy Intervention Teacher
Magnet Program Specialist
Middle School Teacher
Occupational Therapist
Orientation/Mobility Specialists
Part-Time Teacher
Physical Therapist
Playground Teacher*
Professional Development Teacher

PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL

Attendance Coordinator
Attendance and Truancy Coordinator
Audio-Visual Technician
Audiometric and Vision Screening Technician
College and Career Coach
College and Career Specialist
Community Relations Representative **
Comprehensive Service Coordinator
Computer Technician
CTE Academy Coordinator
Day-to-day Sub School Clerk

Day-to-day Teacher Assistant
Educational Sign Language Interpreter *
Family Engagement Coordinator
Gear Up Coach
Health Service Nurse
Head Start Educational Resource Assista
Head Start Health Resource Assistant
Head Start Parent Resource Assistant
Head Start Social Service Resource Assistant
Hospital Licensed Practical Nurse
Instructor Assistant **
Interpreter Clerk
Full-Time Lifeguard
Occupational Therapist Assistant
Parent Advocate
Parent Advocate–Bilingual
Post-secondary Liaison
Program Schedule Clerk
Resident Social Worker
School Assistant**
School Assistant–Bilingual

Program Option Teacher
Provisional Certificate Substitute Teacher
Provisional Cadre
Regular Teacher
School Counselor
School Nurse
School Psychologist
School Social Worker
Special Education Teacher
Speech Pathologist
Stadium Director*
Teacher-Citywide
Teacher Leader
Teacher-Speech Pathologist
Temporarily Assigned Teacher

AAC Implementation Coach
At-Risk Student Coordinator
Full-time School Athletic Director
Braille Transcriber
Career Connected Pathway Specialist
Conflict Resolution Specialist
School Culture Coordinator
Instructional Support Specialist
Reading specialist
Crisis Coordinator
Crisis Response Manager
Work Based Learning Specialist
School Culture and Climate Director
School Counselor
Special Education Teacher
College and Career Equity Specialists
School Counseling Specialists
Restorative Justice Coordinator
Lead Coach
Resident Teacher

School Assistant–Bilingual–Spanish
School Clerk Assistant
School Clerk**
School Clerk –Bilingual–Spanish*
School Community Representative
School Counseling Office Assistant
School Library Assistant
**School Social Service Assistant
Social Worker Assistant
Special Education Support Clerk
peech/Language Pathology Paraeducat
Speech/Language Pathology Paraeducator–Bilingual
STLS Advocate
tudent Special Needs Program Assistar
Student Special Services Advocate
Teacher Assistant
Teacher Assistant–Montessori Program
Teacher Assistant Bilingual I
Teacher Assistant Bilingual II
Technology Coordinator **
Truant Officer*
Youth Intervention Specialist

Administrative position subject to negotiated tern

**The former gradations for this position title (e.g., Community Relations Representative I, Community Relations Representative II) are obviated by and reflected in the PSRP salary schedule adopted as part of the 2019-24 Agreement that includes lanes that recognize educational attainment.

APPENDIX E
HEALTH CARE AND RELATED BENEFITS

The appropriate contract provisions and/or employee benefits will be updated as relevant to incorporate the following:

1. There shall be up to 60 visits per specialty (physical therapy, occupational therapy, speech therapy) and unlimited chiropractic services.
2. Bargaining unit employees enrolled in a CPS medical insurance will have access to free vaccines at any vaccination provider in Chicago that accepts CPS medical insurance for a range of basic vaccines through the PPO plan and can obtain reimbursements for vaccine costs at pharmacies with the HMO plan.
3. Guarantee that all offered health plans include access to bariatric surgery and the LMCC will continue to explore ways to offer weight loss drugs, at lower costs, to a greater number of members in the covered population.
4. Eliminate co-pay for physical therapy through Athletico in the PPO, on all plans for other PT offerings, after the member satisfies their deductible.
5. The Employee Assistance Program shall provide up to five free on demand therapeutic support for stress/anxiety, financial coaching, wellness and community resources if members require the support before, during or after the school day.
6. All employees are eligible to enroll in optional pet insurance coverage.
7. The BOARD shall continue to explore opportunities to secure lower cost prescriptions to the maximum extent allowed by the Food and Drug Administration for units of state and local government. Additionally, the Board and Union shall send a letter to the district's Pharmacy Benefit Manager to ensure that the full extent of pharmacy rebates are passed onto the district's health plans.
8. Under the PPO/HDHP plan for employees, home births are covered. Under the HMO plan for employees, home births are covered if the medical group provides a referral for a home birth, and the midwife performing the home birth is affiliated with the HMO.
9. CPS shall provide all PPO preventative and diagnostic dental insurance to cover 100% of the cost of said coverage and increase the annual maximum coverage from $1500 to $2000 and add orthodontic care, at 50% coinsurance coverage, up to $2,000 lifetime maximum.
10. The STD plan will be updated to eliminate the 10 sick day exhaustion rule, to allow employees immediate access to their short-term disability benefits without the requirement to deplete their 10 sick days first.

I. MEDICAL BENEFIT

A. HEALTH CARE PLAN DESIGN EFFECTIVE

Plan Design. The Board and Union agree to provide a healthcare plan to qualifying employees that include a HMO, an PPO and PPO with HSA.

		HMO	Traditional PPO		PPO with HSA	
HSA Contribution (Single/Family)		N/A	N/A	N/A	Single: $600/Family: $2,000	
		In-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible	Individual	No Deductible	$600	$1,200	$2,000	$4,000
	Individual + 1	No Deductible	$1,800	$3,600	$4,000	$8,000
	Family	No Deductible	$1,800	$3,600	$4,000	$8,000
Out-of-Pocket Maximum	Individual	$1,500	$2,700	$5,400	$4,000	$8,000
	Individual + 1	$3,000	$5,200	$10,800	$8,000	$16,000
	Family	$3,000	$5,200	$10,800	$8,000	$16,000
Doctor's Visit	General office visits	100% covered $30 Regular copay $45 Specialist copay $30 Urgent copay	80% covered $25 Regular copay $40 Specialist copay $25 Urgent copay	50% covered $25 Regular copay $40 Specialist copay $25 Urgent copay	80% covered after deductible	50% covered after deductible
	Wellness/preventive care	100% covered (no copay)	100% covered (no copay)		100% covered (no copay, no deductible)	
Telemedicine (Virtual Visits)		100% covered $30 Regular copay $45 Specialist copay $30 Urgent copay	$25 copay	Not covered	80% covered after deductible	Not covered
Inpatient hospital services	Hospital (semi-private) room and board	$275 copay per admission, then 100% covered	$100 deductible per admission, then 80% covered after deductible	$100 deductible per admission, then 50% covered after deductible	80% covered after deductible	50% covered after deductible

	Doctor's visits (including specialists), x-rays, drugs, surgeon fees and anesthesiologists	100% covered (no copy)	Included in in-patient hospitalization		Included in in-patient hospitalization	
Outpatient hospital care (includes surgery)		$225 copay per visit, then 100% covered	80% covered after deductible	50% covered after deductible	80% covered after deductible	50% covered after deductible
Maternity	Prenatal/postnatal	$30 copay	100% after $40 copay	50% covered after deductible	80% covered after deductible	50% covered after deductible
	Hospital coverage (mother and newborn)	$275 copay, then 100% covered	80% covered after deductible	50% covered after deductible	80% covered after deductible	50% covered after deductible
Covered emergency care	Emergency care (if deemed an emergency)	$200 copay per visit for in and out-of-network providers, then 100% covered	$200 copay, then 100% covered		80% covered after deductible	
	Ambulance	100% covered. Ground Transportation only	100% covered after deductible		100% covered after deductible	
Behavioral/ Mental Health (unlimited visits)	Inpatient	$275 copay then 100% covered	80% covered after deductible	50% covered after deductible	100% covered after deductible	80% covered after deductible
	Outpatient	$20 copay then 100% covered	$25 copay, then 100% covered	$25 copay, then 80% covered	100% covered after deductible	80% covered after deductible
Therapy	Physical, occupational and speech therapy for restoration of function approved by doctor	100% covered for the number of visits which, if approved by a doctor, up to 60 visits per specialty (physical therapy,	$30 copay, then 100% covered after deductible, up to 60 visits per specialty (physical therapy, occupational	80% covered after deductible, up to 60 visits per specialty (physical therapy, occupational therapy,	$30 copay, then 100% covered after deductible Limited to 60 visits per specialty	80% covered after deductible Limited to 60 visits per specialty (physical therapy,

		occupational therapy, speech therapy)	therapy, speech therapy)	speech therapy)	(physical therapy, occupational therapy, speech therapy)	occupational therapy, speech therapy)
	Chiropractic care	100% covered after $45 copay per visit. Unlimited visits for chiropractic therapy.	$30 copay, then 100% covered after deductible. Unlimited visits for chiropractic therapy	80% covered after deductible. Unlimited visits for chiropractic therapy	$30 copay, then 100% covered after deductible. Unlimited visits for chiropractic therapy.	$30 copay, then 80% covered after deductible. Unlimited visits for chiropractic therapy
Care in skilled nursing facility (up to 120 days/year if medically necessary)		100% covered 60 calendar day limit	80% covered after deductible	50% covered after deductible	80% covered after deductible	50% covered after deductible
Prosthetic devices and medical equipment		100% covered	80% covered after deductible	50% covered after deductible	80% covered after deductible	50% covered after deductible
Pharmacy					80% covered after deductible	50% covered after deductible

B. INSURANCE BENEFITS - OTHER

1. **Pre-authorization.** Pre-authorization required, failure can result in 50% additional co-insurance charge up to $1,000 per individual per event per hospital stay, plus the coinsurance that is applicable to the service. Benefits for medically unnecessary procedures are subject to further reduction or denial in accordance with plan policy. The BOARD will continue to provide information about pre-authorization to its employees in the Benefits Handbook. The BOARD agrees that employees should be provided with additional information materials upon which to base health care decisions and will design a specific communication piece such as a section of the annual open enrollment materials, or other communication.

2. **CHRONIC CARE/DISEASE MANAGEMENT PROGRAM.** The parties agree to continue to maintain a chronic care/disease management program. The program shall provide individualized/customized treatment

plans, education support, monitoring via nurse care coordinators, communications to employees through the internet and mail, and targeted phone calls to engage employees in preventive actions.

3. **ENHANCED VISION PLAN.** The BOARD shall continue to offer an employee-paid vision plan providing contacts/lenses once every calendar year and frames once every calendar year. Employee premiums are as follows:

    i. Employee: as determined by insurer, or if self-insured as determined by vendor.
    ii. Employee + 1: as determined by insurer, or if self-insured as determined by vendor.
    iii. Family: as determined by insurer, or if self-insured as determined by vendor.

    Frames once every calendar year. Any available frame at provider location: $0 copay, $150 allowance, 20% off balance over $150. Contact lenses once every calendar year. The BOARD will continue to provide information about co-pays and allowances to its employees in the Benefits Handbook.

4. **PHARMACEUTICAL BENEFIT.** Employees enrolled in a medical plan will only have access to generic drugs. Brand name drugs will only be covered if approved by Pharmacy vendor through an appeal process or the employee's doctor completes the prior authorization process. Employees enrolled in the HMO or Traditional PPO plan will have to pay a $75 prescription drug deductible per calendar year per household. Employees enrolled in the PPO with HSA plan must pay the medical deductible before prescription coinsurance applies.

    Covered prescriptions purchased at a non-participating pharmacy will be reimbursed at 60% of the generic drug cost. The plan will also only pay 60% of the generic drug cost if a brand-name drug is issued when a generic drug is available.

5. **BENEFITS ELIGIBILITY FOR NEW HIRES.** A newly hired employee will continue to be eligible for health care benefits beginning on the first day of the month following their date of hire.

6. **EMPLOYEE ASSISTANCE PROGRAM.** An Employee Assistance Program shall continue to be maintained as part of the health care program.

7. **EMPLOYEE WELLNESS PROGRAM.**

C. BENEFIT INFORMATION

1. The BOARD currently provides a guide, providing an overview of its health care plans to new employees and re-hired employees and during the annual Open Enrollment period, and the BOARD will continue to do so. The guide will be available online to allow employees to view current plan information electronically.

2. The BOARD benefit plans provide a toll-free hotline and an online site for members to access with questions regarding their health care plan. The hours of operation for each health care plan are 8:00 a.m. to 6:00 p.m. Additionally, the BOARD has a Benefits Customer Service team which answers calls during business hours.

3. As a result of the PeopleSoft conversion, the BOARD relies on a unique identification number ("UID") for all employees. The BOARD will work with each of its vendors to ensure that employees are routinely identified by these UIDs as opposed to the employees' Social Security numbers.

D. ANTI-FUNGAL DRUGS.

Griseofulvin is covered by the Board. All other anti-fungal drugs have the option of going through medical necessity review and may be covered after review with the exception of Penlac which is excluded from the plan and Grifulvin V and Gris-Peg which are no longer available on the market.

Drug Name	Covered
Grifulvin V	N/A
Gris-Peg	No
Griseofulvin	Yes
Lamisil	No
Sporanox	No
Penlac	No

II. DENTAL BENEFIT

Employees and eligible family members will have the choice of PPO or Managed Care.
PPO Dental Plan - Member selects an in-network or an out-of-network provider.
Managed Care - Member selects a dentist in the provider network.

Plan Design:

Services	PPO In-Network	PPO Out-of-Network*	Managed Care
Preventive	100% of PPO rate	100% of PPO rate	100%
Basic	80% of PPO rate	80% of PPO rate	75-85%
Major	50% of PPO rate	50% of PPO rate	65-70%
Individual Maximum			
Benefits Limit	$2,000 annually		None
*Deductible	None	$100 annually	None
Orthodontics	50% coinsurance to lifetime maximum of $2,000 for adults & dependents up to age 26.	50% coinsurance to lifetime maximum of $2,000 for adults & dependents up to age 26.	50% coinsurance to lifetime maximum of $2,000 for adults & dependents up to age 26.

Employee Contributions:

PPO

- Employee: $0
- Employee +1: 100% contributory at rates determined by plan provider
- Employee +family: 100% contributory at rates determined by plan provider

Managed Care

- Employee: $0
- Employee + 1: $0
- Employee +family: $0

III. FLEXIBLE SPENDING ACCOUNTS (“FSAs”)

The BOARD will offer its employees two types of voluntary 100% contributory, flexible spending accounts:

- Medical Reimbursement Account – to be used for FSA eligible expenses not covered by the employee's medical or dental plan, such as co-pays, deductibles and coinsurance. The maximum annual amount is based on IRS guidelines.

- Dependent Care Account – to be used for dependent care expenses. The maximum annual amount is based on IRS guidelines.

IV. LIFE AND PERSONAL ACCIDENT INSURANCE

Employees are covered by Basic Life coverage. A voluntary Optional Life and matching Accidental Death and Dismemberment insurance is available for employees and eligible family members.

- Basic Life: $25,000
- Optional Dependent Life: $50,000 spouse
- Optional Dependent Accidental Death and Dismemberment: $50,000 spouse

Employee Contributions:

- Basic Life: $0
- Optional Dependent Life: 100% contributory at rates determined by plan provider
- Optional Accidental Death and Dismemberment: 100% contributory at rates determined by plan provider

V. SAVINGS AND RETIREMENT PROGRAM

The BOARD will contribute, at retirement, a percentage of the value of an employee's unused retained sick day bank to the employee's 403(b) account, within legal limits, based on retirement benefit eligibility requirements. The "retained sick day bank" shall be as defined in Article 37-4 above and subject to the terms of that article. The percentage shall be as set forth in Article 37-4 above. If no account exists, one will be established with one of the authorized vendors, based on agreed-upon criteria.

- A contribution will be made for all employees, with sick pay balances, meeting the pension benefit eligibility requirements.
- No exceptions.
- Contributions made on behalf of the employee will not be subject to state or Medicare tax, as allowed by law.

APPENDIX F
[RESERVED]
(formerly GUIDELINES FOR TRANSFER OF SICK DAYS -- See Article 37)

APPENDIX G
FMLA LEAVE

Bargaining unit employees regularly employed on a year-round basis who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period and bargaining unit employees regularly employed on a ten-month basis who have been employed for the equivalent of at least twelve months and who have worked the equivalent of a minimum of 900 ~~1,250~~ hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act ("FMLA") for any of the following reasons:

a. To provide care for their child during the twelve-month period after the birth of such child;
b. To provide care for their child during the twelve-month period after such child is adopted by or placed in the foster care of the employee;
c. To provide care for their child, spouse or parent with a serious health condition; or
d. To treat or recover from a serious health condition of the employee.

Bargaining unit employees are entitled to a total of twelve work weeks of unpaid leave for the above-stated reasons during a "rolling" twelve-month period measured backwards from the date an employee uses any FMLA leave.

Bargaining unit employees shall be required to use their accrued sick days concurrently with any leave of absence taken under the FMLA. Employees will have the option, upon appropriate notice, to use additional available benefit days. During any leave taken under the FMLA, the employee's health care coverage under any group health plan shall be maintained for the duration of such leave at the level and under the conditions coverage would have been provided if the employee had continued in employment continuously for the duration of the leave. If the employee is using vacation or sick days, the employee will accrue seniority while on FMLA leave.

Bargaining unit employees must provide at least thirty days' advance notice before FMLA leave is to begin if the need for leave is foreseeable based on an expected birth, placement for adoption or foster care or planned medical treatment for a serious health condition of the employee or the employee's child, spouse or parent. If thirty days' notice is not practicable (such as because of a lack of knowledge of approximately when a leave will be required to begin, a change of circumstances or a medical emergency), notice must be given as soon as practicable. Failure to provide the notice set forth in this Section shall not affect the employee's entitlement to the leave when the BOARD has actual knowledge of the FMLA-precipitating event.

APPENDIX H
LAYOFF OF TEACHERS

Section 1 – Definitions

A. *School actions*. BOARD-approved actions to close, consolidate, phase-out or turnaround a school.

B. *School closing*. A student attendance center is closed, its attendance area boundary redistributed to two or more schools and its students reassigned to one or more schools.

C. *School consolidation*. A student attendance center is closed, its attendance area boundary merged with one other school and its students reassigned to one other school.

D. *Phase-out*. A student attendance center is gradually closed through the reassignment of the area attendance boundary to one or more other student attendance centers with no students reassigned; such center may later be closed or consolidated.

E. *Turnaround or reconstitution*. All employees of the school are removed from the school and reassigned or laid off with no students reassigned to other schools.

F. *Economic actions*. Economic actions are those for which the cause of the layoff of the employee is the BOARD's, unit's or school's lack of funds to maintain current staffing levels; economic actions may take the form of different transactions, including, but not limited to, class size increases, changes in position definitions (i.e., redefinitions) to meet program needs, elimination of positions or the reduction of positions from full- to part-time.

G. *Other actions*. Actions that are not school actions or economic actions. They may be based on a school's enrollment or a school's or unit's educational program and may include, but not be limited to, (i) drops in enrollment whereby a student attendance center receives fewer positions or less resources due to a decline in student enrollment, (ii) changes in the educational or academic focus of the attendance center whereby an entire attendance center or a substantial part of an attendance center becomes focused on or changes its focus to a particular content area or form of pedagogy (e.g., International Baccalaureate, Montessori or STEM) that necessitates specialized credentials for or training of teaching staff and sometimes support staff, (iii) program closures whereby special programs are eliminated (e.g., a grant-funded reading program ends), (iv) redefinitions, (v) elimination of positions or (vi) reduction of positions from full- to part-time.

Section 2 – Scope of Policy

Whenever there is a reduction in or change in the teaching force that results in the lay off of appointed teachers, teachers will be reassigned or laid off in accordance with this policy.

Section 3 – Order of Teacher Layoff

If changes in an attendance center or program require the layoff of some but not all teachers, the order of layoff of teachers within the affected unit and certification shall be by the following performance tiers and/or as follows:

1. Any teachers rated unsatisfactory;

2. Any substitute or temporary teachers;

3. Probationary appointed teachers by performance tier (emerging: 209-250 score; developing: 251-284 score; proficient: 285-339 score; and excellent: 340-400 score).

4. Tenured teachers rated satisfactory or, after the first evaluation in the new evaluation system issues, first tenured teachers rated emerging (209-250 score) and then tenured teachers rated developing (251-284 score).

5. All other tenured teachers.

Within each of the foregoing five tiers, teachers shall be displaced by inverse order of seniority, with the least senior teacher being laid off first.

Section 4 – Notice of Position Closing

When a determination is made that a teacher's services are no longer required at an attendance center, the teacher will be so notified (hereinafter "notice of layoff") twenty-one days in advance of the effective date of layoff, except in the case of 20th day position closing.

Section 5 –Tenured Teachers' Benefits Upon Layoff

A. Notwithstanding any provision to the contrary in this Agreement, all tenured teachers, except those whose last summative rating was unsatisfactory, upon layoff for any reason on or after June 21, 2016 shall be placed in the Reassigned Teacher Pool at the start of the subsequent school year (or, in the case of teachers laid off during the school year, immediately after the effective date of layoff) for 10 school months. Those tenured teachers shall be placed in a full-time teacher vacancy that exists on the 20th day of the school year and for which they are qualified for the balance of the school year on a temporary basis without loss of salary or benefits. If that vacancy is filled by someone other than the tenured teacher before the expiration of 10 school months, the tenured teacher shall be returned to the reassigned teacher pool for the remainder of 10

school months. If no vacancy exists for which a teacher is qualified on the 20th day, the teacher shall remain in the Reassigned Teacher Pool for 10 school months.

After ratification of this Agreement, tenured teachers eligible for this benefit who were laid off at the end of the 2015-2016 school year shall be placed in the Reassigned Teacher Pool effective the second semester of the 2016-2017 school year for 10 school months.

B. Teacher Eligibility List.

1. The BOARD with input from the UNION shall create a system by which candidates for hire as teachers are prequalified through hiring screening methods. Prequalified teachers shall include: (a) tenured teachers laid off for any reason on or after June 15, 2010 whose most recent performance rating was in the top two rating categories (i.e., excellent or superior and excellent or proficient); and (b) new applicants and other teachers who pass uniform pre-screening hiring criteria, including the consideration of employment history.

Tenured Teachers laid off between June 15, 2010 and June 30, 2012 will not be placed on the teacher eligibility list if they are currently employed by the BOARD in a full-time teacher position or have previously resigned or retired.

2. Eligible tenured teachers will be invited to be on the teacher eligibility list and to confirm their desire to be on the list (such as completing an on-line application). The UNION will be copied on all communications.

3. Prequalified teachers will be admitted to the eligibility list as they are laid off and shall remain on the teacher eligibility list for two years or until they receive a permanent appointment, whichever first occurs. However, teachers placed on the eligibility list during 2012 will remain on the list until June 30, 2015.

4. Inter-unit transfers are exempt from the process described in this Section.

5. Principals shall hire only prequalified applicants to permanent teaching positions and shall have the discretion to hire any prequalified teacher. However, principals who receive three or more applications from prequalified displaced tenured teachers for a posted vacancy must interview at least three prequalified displaced tenured teachers for the position. If the principal does not select a prequalified displaced tenured teacher, the principal shall provide the reason(s) for the non-selection to the Talent Office, which shall communicate the reason(s) to the prequalified displaced tenured teacher. Such reasons may not be arbitrary.

6. Every July 1, the BOARD shall provide the UNION with a list of permanent vacancies filled by teachers on the eligibility list between the immediately preceding July 1 to June 30 period. If fifty percent of those vacancies have not been filled by prequalified displaced tenured teachers, the BOARD will assign a number of prequalified displaced tenured teachers who were on the eligibility list on the immediately preceding June 30 to the reassigned teacher pool for a period of five school months, but excluding:

    a. displaced teachers then currently in the reassigned teacher pool under another provision of this Agreement; and
    b. tenured teachers displaced between June 15, 2010 and June 30, 2012 who were placed into the Reassigned Teacher Pool upon layoff.

    Assignments to the reassigned teacher pool shall be based on seniority. The number of prequalified displaced tenured teachers assigned shall equal the difference between the numerical value of fifty percent of the permanent vacancies filled during the immediately preceding July 1 to June 30 period and the actual number of vacancies filled by prequalified displaced tenured teachers. Prequalified displaced tenured teachers who are placed in the reassigned teacher pool and who do not find a permanent appointment by the end of their five-month assignment shall be assigned to the Cadre for five school months. If the prequalified displaced tenured teacher is not appointed to a position by the end of his or her assignment in the Cadre, he or she shall be laid off and separated from BOARD employment, but will remain on the teacher eligibility list for the remainder of his or her two years of eligibility.

C. Tenured Teachers Laid Off Due to School Actions.

Tenured teachers laid off due to school actions shall receive the following benefits:

1. *Transfer to receiving schools in school closings and consolidations*. Tenured teachers whose most recent rating is in the top two rating categories (i.e., excellent or superior and excellent or proficient) shall be appointed to a vacancy at a school to which students from their school have been assigned to the extent that a vacancy within the teacher's certification has been created as a result of or in connection with the transfer of students. If more than one teacher is eligible for appointment to the same vacancy, selection for the vacancy shall be based on seniority.

2. *Alternative severance benefit*. A tenured teacher who has been laid off due to school actions shall be offered the opportunity to resign and receive three months of pay.

D. Tenured Teachers Laid Off for Reasons Other Than Economic Actions and School Actions.

Recall to unit. A tenured teacher who has been laid off from a school or unit shall be entitled to recall to the same school or unit from which he or she had been laid off for a period of ten school months from the date of layoff, provided that a vacancy within his or her certification is created at the school or unit and that the teacher has been rated proficient or better. Tenured teachers shall be recalled in inverse order of layoff.

Section 6 – Probationary Teachers' Benefits Upon Layoff

Probationary teachers who are laid off and who have been rated in the top two rating categories shall be offered placement in the day-to-day substitute pool.

Section 7 – Eligibility to Apply to Other Positions

The terms of this policy do not preclude any teacher from applying for vacant positions or employment as a Cadre or day-to-day substitute at any time.

Section 8 – Reappointment with Tenure

Within two years after layoff from BOARD employment, if the tenured teacher is appointed by a principal to a permanent position, tenure and prior seniority will be restored to the tenured teacher as of the date of appointment.

APPENDIX I
LAYOFF, INTERIM ASSIGNMENT AND REAPPOINTMENT OF PSRPS

The BOARD's Layoff, Interim Assignment and Reappointment of Educational Support Personnel ("ESP") Policy incorporated herein and reads in pertinent part as follows:

I. **LAYOFF, RE-STAFFING, AND REAPPOINTMENT OF BARGAINING UNIT ESP.** The provisions of Section I of this policy govern the CEO's or designee's decisions to layoff BOARD employees in educational support personnel classifications or job titles in bargaining units certified for the purposes of collective bargaining ("bargaining unit ESP employees" or "bargaining unit PSRP employees").

A. Reasons for Reductions in Force of Bargaining Unit ESP Employees: The Chief Executive Officer (CEO) or designee may conduct reductions in force, layoff or dismiss bargaining unit ESP employees for the following reasons:

1. lack of work or funds,
2. decline in student enrollment,
3. change in subject requirements,
4. closing of an attendance center, department or unit,
5. privatization contracts with third parties,
6. abolition of positions because of changes in duties associated with them,
7. change in organizational structure,
8. reconstitution of attendance centers pursuant to Section 34-8.3 of the *Illinois School Code*,
9. intervention in an attendance center under Section 34-8.4 of the *Illinois School Code*, or
10. any other reason, which in the exercise of the CEO or designee's discretion, make a reduction in force necessary or prudent.

B. Notice of Layoff. When the CEO or designee decides to conduct a reduction in the work force which results in the layoff of bargaining unit ESP employees, the CEO or designee will give fourteen (14) calendar days' advance written notice to affected bargaining unit ESP employees or, if notice is given during the bargaining unit ESP employees' regular work year, fourteen (14) calendar days pay in lieu of advance notice. The CEO or designee will enclose with the notice of layoff: 1) a list of ESP vacancies then existing; 2) instructions about how to learn about future ESP vacancies; 3) instructions on how to apply for bargaining unit vacancies posted on the Human Resources Department's on-line job bulletin in accordance with Section I.E.1 of this policy; and 4) instructions on how to change address and contact information with the Talent Office.

C. Criteria for Determining Bargaining Unit ESP Employees to Be Laid Off.

The school principal or unit head shall determine the number of positions and which classification(s) within the unit shall be affected. Employees within those classifications will be laid off in the following order:

1. Employees who do not possess the highly qualified status or who do not hold necessary certifications or other qualifications;
2. Employees rated unsatisfactory (i.e., below 1.9 points on current system) in their most recent performance rating.
3. Employees rated developing (i.e., 2.0-2.6 points on the current evaluation system) in their most recent performance rating.
4. All other employees by seniority.

For the purposes of this policy only, "seniority" with regard to layoff and reappointment shall mean the length of full-time accumulated service in any career service/ESP position, with such seniority accruing from the date of initial appointment to a career service/ESP position with the BOARD. This definition of "seniority" shall apply only to those ESP employees who are represented by a bargaining unit at the time of their layoff.

D. **Re-staffing of a Bargaining Unit ESP Position in the Laid Off ESP Employee's Classification or Job Title at the School or Unit During the 2 Years following Layoff of Bargaining Unit ESP Employees.** This recall provision shall apply to PSRPs laid off on or after February 1, 2014. Except as provided in Section I.F of this policy (concerning layoffs under the BOARD's Closing of Schools Policy or Sections 34-8.3 or 34-8.4 of the *Illinois School Code*), and excluding employees whose last rating was unsatisfactory, if a school or unit opens a bargaining unit position in the same job title from which one or more ESP employees at that school or unit was laid off within two (2) years of the effective date of the affected laid off bargaining unit ESP employee(s)' layoff(s), the CEO or designee shall offer to re-staff laid off bargaining unit ESP employees to the position in order of seniority, provided that the laid off bargaining unit ESP employee meets all of the qualifications for the position, including, where applicable, being highly qualified for the position in accordance with applicable BOARD policies and state and federal rules and regulations. The CEO or designee shall make the offer to re-staff to an eligible laid off bargaining unit ESP irrespective of whether or not a laid off bargaining unit ESP has accepted an interim assignment under the provisions of Section I.E of this Policy or a permanent appointment in another position or at another school. A laid off bargaining unit ESP employee offered re-staffing under this provision must demonstrate highly qualified status for the position to the Talent Office in accordance with existing staffing procedures. Failure to do so will result in revocation of the offer to re-staff.

In the case of a school closing or consolidation, teacher assistants rated proficient or better who are assigned to provide services to a student

under an IEP who is transferred shall be transferred with the student to the receiving school or other school that the student chooses.

In the case of school closings or consolidations, PSRPs rated proficient or better shall be transferred to the receiving school to the extent that vacancies are opened in their titles at the receiving school as a result of the receipt of students.

E. Benefits Upon Layoff. PSRPs whose most recent annual rating was developing or better shall be placed in positions for which they qualify that are vacant on the 20th day until the end of the semester.

F. Eligibility Pool for Consideration for and Interim Assignment to Certain Bargaining Unit Positions. The CEO or designee shall maintain a list of laid off bargaining unit ESP employees by job title who are seeking re-employment with the BOARD for a period of ten (10) school months after the effective date of their layoff. The list will constitute the eligibility pool. Laid off bargaining unit ESP employees in the eligibility pool will be eligible for interviews for appointment to BOARD-funded positions for which they apply in accordance with this Policy and for an interim assignment to a vacant position in the title from which they were laid off and for which they meet the minimum qualifications as follows:

1. **Eligibility for Interviews for Bargaining Unit ESP Vacancies Posted on the Human Resources Department's On-line Job Bulletin.** A laid off bargaining unit ESP employee in the eligibility pool may apply for BOARD-funded bargaining unit vacancies in his or her former job title at schools or units other than that from which he/she was laid off that are posted on the Human Resources Department's on-line job bulletin for which they qualify by submitting a timely application to the Talent Office in accordance with instructions in their notice of layoff and in accordance with the posting. If a laid off bargaining unit ESP employee applies for a BOARD-funded vacant bargaining unit ESP position and meets the minimum qualifications for the position as advertised including being highly qualified in accordance with BOARD Policy and state and federal regulations, the principal or unit head shall interview and give the laid off bargaining unit ESP consideration for appointment to the position on the same terms as other qualified applicants. In order to qualify for an interview, the laid off bargaining unit ESP employee must submit a timely application to the Talent Office and must demonstrate to the Talent Office in his or her application or resume that he/she meets the minimum qualifications of the position including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations.

2. **Eligibility for Interim (Temporary) Assignment at another School or Unit to a Vacancy in the Laid Off Employee's Former Title.** If a position in a laid off bargaining unit ESP employee's former job title at a School or Unit other than that from which the bargaining unit ESP employee was laid off remains vacant for a period of forty-five (45) calendar days after it was created or became vacant and no offer of employment to a candidate is pending the CEO or designee will offer to assign and, if the offer is accepted, assign a laid off bargaining unit ESP employee who is in the eligibility pool to the vacant bargaining unit ESP position on an interim (temporary) basis provided the laid off bargaining unit ESP employee:
    a) meets the minimum qualifications of the position, including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations;
    b) has a minimum efficiency rating of 70% in his or her previous position; and,
    c) did not have disciplinary action pending at the time of his or her layoff; and,
    d) has not received a disciplinary suspension in the ten (10) school months immediately preceding his or her layoff.

    If there is more than one laid off bargaining unit ESP eligible for an interim assignment, the CEO or designee shall offer interim assignments to eligible and qualified laid off bargaining unit ESP employees in order of seniority. If a laid off bargaining unit ESP rejects an offer of an interim assignment, the laid off ESP employee will forfeit his or her place in the eligibility pool.

    An interim assignment shall be for a maximum of sixty school (60) calendar days. At any point during the interim assignment, the principal or unit or department head may remove or replace the laid off bargaining unit ESP employee by appointing another employee or applicant to the position. If the laid off bargaining unit ESP who was given an interim assignment is not removed or replaced during the sixty (60) calendar day interim period, the CEO or designee shall appoint him or her to the position. If the laid off bargaining unit ESP is appointed to the position, the CEO or designee shall remove him or her from the eligibility pool. If a laid off bargaining unit ESP is removed from the interim position, the CEO shall return him or her to the eligibility pool, provided however that the interim assignment shall not extend his or her maximum period of ten (10) school months in the eligibility pool.

G. ESP Layoffs Due to School or Unit Closing or In Connection with BOARD Remedial Actions Under Section 34-8.3 or Section 34-8.4 (Intervention). In cases in which the CEO or designee conducts a reduction in force or layoff due to School or Unit closings, or in connection with BOARD remedial action under Section 34-8.3 or Section 34-8.4 of the *Illinois School Code*, Section I. D of this Policy shall not apply to those ESPs.

H. Effect of Layoff/Appointment after Layoff. A layoff of bargaining unit ESP employees shall result in the severance of the bargaining unit ESP employees' employment. The CEO or designee shall pay out to the laid off bargaining unit employee his or her final wages and transmit to him or her applicable benefit notices in accordance with applicable law. In the event a laid off bargaining unit ESP employee is appointed to any position within ten (10) school months of the effective date of his or her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position without loss of seniority and shall restore his or her sick and personal leave benefit day balances existing on the effective date of layoff. If the laid off bargaining unit ESP employee is appointed to a position more than ten (10) school months after the effective date of his or her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position as a new employee with a new seniority date and shall not restore sick and personal benefit day balances existing at the time of his or her layoff.

II. **LAYOFF OF ESPS NOT IN UNITS ORGANIZED FOR COLLECTIVE BARGAINING. [*Intentionally Omitted]***

III. **NOTICES AND COMMUNICATIONS WITH LAID OFF EMPLOYEES/ADDRESSES AND TELEPHONE NUMBERS.** Laid off bargaining unit or non-bargaining unit ESP employees shall bear the burden of ensuring that the Talent Office has their current telephone number, home address, and, where available, home or other electronic mail address. Laid off bargaining unit or non-bargaining unit ESP employees shall be responsible for submitting changes of address and contact information with the Talent Office in accordance with its procedures. Except for the Notice of Layoff and post-layoff benefit notices, which the CEO or designee shall transmit to the laid off bargaining unit or non-bargaining unit ESP employee by regular or certified mail to their last home address that is on file at the BOARD's Talent Office, the CEO or designee may communicate offers of re-staffing, interim assignment, and interviews for positions telephonically, via regular mail or via electronic mail as the CEO or designee deems appropriate under the circumstances. If laid off bargaining unit or non-bargaining unit ESP employees cannot be reached at the telephone number, address or electronic mail address then on file with the Talent Office within three (3) business days of the CEO or designee's attempt to reach them,

the CEO's or designee's obligation, if any, to offer to re-staff, assign on an interim basis or interview set forth in this policy, will be deemed satisfied and discharged.

IV. **CEO'S REPORT TO THE BOARD OF ALL ESP EMPLOYEES LAID OFF.** The CEO shall report the number of ESP employees laid off to the BOARD in the CEO's quarterly report of personnel transactions as provided in Board Rule 4-1(b).

ADDENDA

MEMORANDUM OF UNDERSTANDING

The following confirms the BOARD's commitment with respect to certain staffing issues. The BOARD will allocate no less than $500,000 annually to recruit and train the qualified staff required for Nursing, Social Worker and Case Manager, School Psychologist, Physical Therapist, Occupational Therapist, Speech Language Pathologist, and Audiologist positions. Further, the BOARD will report quarterly on its public website on its progress, including but not limited to the number of positions opened and filled, as well as the efforts underway to make significant progress toward the above goals.

The BOARD and the UNION will meet bi-monthly to assess progress and to ascertain any and all initiatives to fill these positions.

SIDE LETTER ON SQRP

This letter confirms that CPS will continue to engage in a process to improve the Continuous Improvement and Data Transparency Policy, in order to increase equity.

SIDE LETTER ON CHARTERS

There will be a net zero increase in the number of Board authorized charter schools over the term of this agreement and the total number of students enrolled by the 2027-28 school year will not exceed 101% of the total student enrollment capacity as of school year 2023-24.

During the term of this Agreement, the BOARD shall include a union neutrality clause in each of its charter renewal agreements.

The BOARD shall adopt transition procedures for charter and contract school closures and reabsorptions by the end of 2026-2027 school year or earlier.

SIDE LETTER ON TIMEKEEPING DUTIES

The BOARD agrees to work with the UNION to return currently centralized timekeeping duties to school clerks, school clerk assistants and substitute school clerks by the beginning of the 2020-21 school year.

SIDE LETTER WITH RESPECT TO ACCRETED TITLES

Between 2019 and 2025, the Illinois Educational Labor Relations Board issued certification orders adding the following titles to the Chicago Teachers Union bargaining unit:

- Full-Time Athletic Director
- Lead Coach
- School Culture and Climate Director
- AAC Implementation Coach
- Crisis Coordinator
- Crisis Response Manager
- Early College STEM Specialist
- Early College Network Specialist
- EL Network Specialists
- Social and Emotional Learning Specialist
- Instructional Support Specialists
- Curriculum Specialists
- Reading Specialists
- Curriculum and Instructional Coaches

The parties have concluded bargaining for a successor collective bargaining agreement. However, the Union has not made formal proposals with respect to the terms and conditions of employment of the accreted titles. The parties agree to continue bargaining with respect to those titles during the next several months and to amend the successor agreement to incorporate those terms and conditions of employment.
No rights or privileges established in the parties' successor labor agreement shall be reduced or abridged by virtue of the parties' amendment concerning the accreted titles.

SIDE LETTER ON DEFERRED PAY

CPS will advise bargaining unit members of the process by which they can initiate voluntary deductions to simulate deferred pay.

SIDE LETTER ON AIR CONDITIONING

The Board will have air conditioning in all classrooms in use by the end of the school year 2018-19.

SIDE LETTER ON DEDICATED PENSION LEVY

As soon as practicable after the ratification of this collective bargaining agreement, the Board and CTU will jointly petition the Illinois General Assembly, its leadership and the Governor of the State of Illinois to enact legislation that enables the Board to levy a property tax for the exclusive benefit of the Public School Teachers Pension and Retirement Fund of Chicago also known as the Chicago Teachers Pension Fund, which property tax shall:

(1) be independent of the Board's general education tax levy;
(2) not be factored into the Board's ability to increase property taxes under the Property Tax Extension Limitation Law (PTELL);
(3) offset on a dollar for dollar basis the Board's liability for annual payments toward a "deficiency in Fund" as defined by and determined under 40 ILCS 5/17-129; and,
(4) not be considered "available local resources" under 105 ILCS 5/18.05 for purposes of General State Aid allocation to the Board.

SIDE LETTER ON RETROACTIVITY

The provisions of this agreement are not retroactive unless a provision specifically states that it will be applied retroactively.

SIDE LETTER ON IEP BEST PRACTICE

The Board will work with the Joint Special Education Committee to draft communication regarding the 10-day draft IEP best practice.

SIDE LETTER ON HEALTH INSURANCE

CPS shall pay a hold harmless lump sum to employees who were enrolled in the Blue Advantage HMO on December 31, 2016 and on January 1, 2017. The lump sum shall be equal to the difference between the 2016 and 2017 employee contributions for12 months, which shall be calculated by multiplying the employee's contribution rates (based on coverage level) for January 1, 2016 to December 31, 2016 and for January 1, 2017 to December 31, 2017 times the employee's current annual salary, i.e., Lump sum = [Current Salary * 2017 Contribution Rate] – [Current Salary * 2016 Contribution Rate].

SIDE LETTER ON INSTRUCTIONAL MINUTES

With regard to Articles 4-1 and 5-1 (minutes of student instruction), and for the term of the 2015-19 collective bargaining agreement, the parties shall abide by the past practice that schools may provide up to 300 minutes of instruction.

SIDE LETTER ON PROGRESSIVE REVENUE

The Board and the Union shall collaborate to support mutually agreeable local, state and federal legislation that calls for a sustainable taxes that are levied on a progressive basis.

The Board and the Union shall also collaborate to seek additional local revenue, including advocating for record annual funding through the city's Tax Increment Financing (TIF) surplus, advocacy for allowing Chicago Tax Increment Financing Districts to expire, increasing the property levy up to the extension limitation, full state funding of Chicago Pre-K programming, additional state and federal special education funding to meet the rising needs of students with disabilities, maximize medicaid reimbursement for all eligible students, progressive taxation to ensure that schools are funded properly and provide increased state funding to meet the adequacy targets set by the Evidence-Based Funding Formula.

This collaboration shall include jointly supporting mutually agreeable levels of increased state funding for the We Care Mentor Program and District-managed teacher mentoring programs, with the goal of expanding the programs, providing stipends for coaches, and considering other ways to increase the programs' effectiveness. The Board and union will collaborate on release time to coordinate lobby days for school funding efforts and shared policy objectives. Lobby days requiring the release of more than fifteen (15) CTU bargaining unit members will be scheduled only on non-instructional days and limited to two (2) days per academic year.

SIDE LETTER ON JOINT LEGISLATIVE ADVOCACY ON TEACHER EVALUATION

The BOARD and the UNION shall jointly advocate the General Assembly for redesign of the Illinois Performance Evaluation Reform Act of 2010 and its subsequent amendments to address, inter alia, issues noted in the Illinois State Board of Education Teacher Evaluation Research Project, including racial and geographic disparate impact. The parties will follow the current statutory requirements for teacher evaluation, as reflected in this Agreement and the REACH Handbook, until such time as legislative changes to PERA occur, at which point the parties will negotiate the impact of those changes on the evaluation process.

By June 30, 2026, the BOARD will review its DNH Guidelines with a focus on those who receive the designation for performance related terminations. Before finalizing any changes to the guidelines, the Board will share the recommended revisions with all of its Union Partners for feedback and any additional recommendations.

Tenured teachers on the DNH list who were designated as DNH due to an unsatisfactory or developing rating since July 1, 2019, may request a record review of their DNH status by the District. The request must be submitted by December 1, 2025. The District will conduct a record review and share the results of the review and any recommendations with the Joint

Evaluation Committee. Additionally, the Joint Evaluation Committee will establish clear and specific criteria for reviewing tenured teachers on the DNH list who were designated as DNH based on an unsatisfactory or developing rating between July 1, 2013, and June 30, 2019. An opt-in process for a record review will be implemented once the criteria have been finalized and communicated.

SIDE LETTER ON TEACHER ASSISTANTS

The parties estimate that the provisions of Article 17 (Early Childhood), Article 28 (Class Size), and Article 49-20 (Bilingual) will contribute to the need for additional Teacher Assistant positions, with an anticipated increase of approximately 400 additional Teacher Assistant positions. While the Board will implement the staffing as required by these articles, the parties acknowledge that the actual number of additional teacher assistant positions may vary. Therefore, the projection of 400 additional teacher assistant positions shall not be subject to the grievance process, annual projections of class size staffing needs, or any other challenge, nor may it be cited or relied upon for any purpose.

HIGH SCHOOL TEACHERS - ADDITIONAL TEACHING PERIOD (OVERTIME INDICATOR) AND IMPACTED PREPARATION PERIODS

MEMORANDUM OF UNDERSTANDING CONCERNING HIGH SCHOOL TEACHERS - ADDITIONAL TEACHING PERIOD (OVERTIME INDICATOR) AND IMPACTED PREPARATION PERIODS

This Memorandum of Understanding ("MOU") is entered into this ___day of November 2023, between the Chicago Board of Education ("Board") and the Chicago Teachers Union ("CTU" or "Union") (collectively, the "Parties").

WHEREAS, the Board and the Union are parties to a collective bargaining agreement effective July 1, 2019 to June 30, 2024 ("CBA");

WHEREAS, Appendix A-3A of the CBA establishes additional rates of pay for high school teachers teaching an additional class period during the regular school day pursuant to the overtime indicator;

WHEREAS, the parties dispute whether high school teachers teaching an additional class in accordance with Appendix A-3A of the CBA, who teach the additional class during their duty-free preparation period provided for in Article 6-1 of the CBA, are required to work their preparation period on site before or after their regular work day;

WHEREAS, Teachers' duty-free preparation period is part of the regular school day under Article 6-1 of the CBA;

WHEREAS, Article 27-5 of the CBA provides when a teacher's duty-free preparation period is canceled so the teacher can cover the class of an absent teacher, a teacher's missed preparation period is to be made up by the end of the next academic quarter to the extent practical, and if not made up, the missed preparation period is considered lost and is paid out at the teacher's regular hourly rate; and

WHEREAS, teaching an additional class during a duty-free preparation period does not equate to canceling a duty-free preparation period and/or missing a duty-free preparation period.

NOW, THEREFORE, the Parties agree as follows.

1. The WHEREAS clauses set forth above are reiterated herein and incorporated into this MOU.
2. Effective this ____day of November 2023, and for the duration of the school year 2023 - 2024, high school teachers teaching an additional class pursuant to Appendix A-3A, who teach the additional class during their duty-free preparation period, may work their corresponding duty-free preparation period offsite before or after their regular work day.
3. In consideration, the Union agrees as follows:
    a. Even though the duty-free preparation period may be completed offsite, teachers are expected to act with integrity and maintain fidelity to comply with the same teaching responsibilities as if the duty-free preparation period were completed onsite; and
    b. Teachers who teach an additional class and do so during their duty-free preparation period are not entitled to a make-up preparation period under Article 27-5 or otherwise. The preparation period shall not be considered canceled, lost, or entitle the teacher to pay. This is true regardless of whether the teacher elects to work the corresponding duty-free preparation period offsite or onsite.
4. This MOU is not precedent setting nor does it establish past practice.

BOARD OF EDUCATION OF THE CITY OF CHICAGO

By: DocuSigned by: [signature] DS

Dated: November 9, 2023 | 12:21:42 PM CST

CHICAGO TEACHERS UNION LOCAL 1, AFT-IFT, AFL-CIO

By: DocuSigned by: [signature]

Dated: November 9, 2023 | 8:29:39 AM PST

PAYROLL CALENDAR FOR FULL-TIME, NON-52 WEEK CTU BARGAINING UNIT EMPLOYEES

MEMORANDUM OF UNDERSTANDING CONCERNING THE PAYROLL CALENDAR FOR FULL-TIME, NON-52 WEEK CTU BARGAINING UNIT EMPLOYEES

This Memorandum of Understanding ("MOU") is entered into this __ day of August 2024, between the Chicago Board of Education ("Board") and the Chicago Teachers Union ("CTU" or "Union") (collectively, the "Parties").

WHEREAS, the Board and the Union are parties to a collective bargaining agreement effective July 1, 2019 to June 30, 2024 ("CBA");

WHEREAS, the CPS Academic Calendar includes 8 unpaid non-work days for full-time non-52-week bargaining unit employees;

WHEREAS, this results in full-time, non-52-week bargaining unit employees receiving paychecks with varying gross amounts for pay periods that include unpaid days during the week of Thanksgiving and the second week of Winter Break; and

WHEREAS, the Parties desire to adopt a payroll calendar that will smooth the distribution of full time, non-52-week bargaining unit employees' annual salaries by eliminating the 8 unpaid non-work days during the Work Year ("Work Year") of an employee's respective pay group (e.g., 208-day employee pay under Article 19 of the CBA being distributed across 216 days).

NOW, THEREFORE, the Parties agree as follows:

1. **"Work Year" Defined.** For the purposes of this MOU only, an employee's "Work Year" is defined as the first day an employee's pay group reports for an academic year through the last day an employee's pay group reports for that same academic year. The number of pay periods in a Work Year may vary based on the start and end dates of the academic year.

2. **Gross Salary Distribution.** The annual salaries of all full-time, non-52-week bargaining members will be distributed smoothly across each member's Work Year, including the following 8 non-work smoothing days:

a. Monday, Tuesday, and Wednesday of the week of Thanksgiving; and

b. The Monday through Friday of the second week of Winter Break.

3. **Annual Salaries.** This MOU shall have no impact upon bargaining unit employees' gross annual salary amounts, only on the schedule on which they are distributed.

4. **Daily and Hourly Rates.** The hourly and daily rates for full-time, non-52 week bargaining unit employees for purposes of their regular standard hours (which include benefit time and days listed in Article 19 and 43 of the CBA) will be calculated according to each employee's annual salary to be distributed smoothly over their Work Year as outlined herein. Rates for the following will be determined in accordance with past practice (e.g. for 208 day employees, pay will be calculated as annual salary/208 days/employee's standard hours) and Article 36-2 of the CBA:

a. overtime to non-exempt employees,

b. payment for missed preparation periods under Article 27-5,

c. payment for summer school, and

d. payment for before and after school programs.

5. **Deferred Pay**. The change to the payroll calendar under this MOU is not a deferred pay plan. To be paid on the days listed in 2(a) or (b), an individual covered by this MOU must be an employee of CPS on the day(s) identified under 2(a) or (b), subject to the vacation day accrual provisions under Article 43 of the CBA.

6. **Fair Labor Standards Act (FSLA) Nonexempt Bargaining Unit Employees.** Some PSRP bargaining unit employees, by virtue of their rate of pay and job duties, are nonexempt employees under the Fair Labor Standards Act. Such FLSA nonexempt bargaining unit employees shall also receive their paychecks in accordance with the terms of this MOU, but shall additionally receive any overtime pay earned on top of their regular salary for that pay period if they work an excess of 40 hours.

7. **Illinois Wage Payment Collection Act (IWCA).** Consistent with applicable law, including the IWCA, and the parties' collective bargaining agreement(s), this MOU is considered a waiver of the employees' rights under the IWCA, (a) to pay non-exempt employees for all wages earned during a semi-monthly or bi-weekly pay period within 13 days after the end of the pay period and to pay wages earned during a weekly pay period within 7 days after the end of the pay period; and (b) to pay exempt employees all wages earned within 21 days after the end of the period for which they are earned. Nothing herein shall constitute a waiver of any other provision of applicable law.

8. **Effective Date and Applicability.** The annual salaries of all full-time, non-52 week bargaining unit members will be distributed according to the terms of this Agreement, effective at the start of each employee group's Work Year, beginning with the 2024-2025 school year. There will be no option to opt-in or opt-out. These changes will not impact bargaining unit employees in 52-week or part-time bargaining unit positions. This MOU does not impact or change how vacation days for members accrue or are paid pursuant to Article 43 of the CBA. The terms herein shall be effective unless and until the parties' achieve agreement on different terms. Stipend pay and pay rates set by the CBA (e.g. instructional and non-instructional rate) are not impacted by this MOU.

9. **Grandfathered Sick Day Payouts**. For purposes of payouts under Article 37-4 of the CBA of unused sick days earned prior to July 1, 2012, an employee's daily rate shall be calculated per past practice prior to the execution of this MOU (e.g., using the 208-day work year for 208 day employees under Article 19 of the CBA).

10. **Pensions.** The changes to salary distribution under this MOU shall have no adverse impact on any bargaining unit employee's pension service credit. CPS will report the salary paid to each bargaining unit employee earned each pay period.

11. **CBA Proposals.** This MOU shall not impact any outstanding CTU proposal under consideration in the negotiations for the successor CTU agreement.

BOARD OF EDUCATION OF
THE CITY OF CHICAGO

DocuSigned by:
By: Miguel Perretta PB
7677C90FE780498...
Miguel Perretta Chief Labor Relations Officer

Dated: August 14, 2024 | 11:24:00 AM CDT
August 14, 2024 | 9:11:51 AM CDT

CHICAGO TEACHERS UNION
LOCAL 1, AFT-IFT, AFL-CIO

DocuSigned by:
By: Thaddeus Goodchild
0EC1E50D29ED4E4...
Thad Goodchild, Attorney for CTU

Dated: August 13, 2024 | 9:33:31 PM CDT

BASELINE TERMS FOR ALL NEWLY ACCRETED POSITION TITLES

MEMORANDUM OF UNDERSTANDING CONCERNING BASELINE TERMS FOR ALL NEWLY ACCRETED POSITION TITLES

This Memorandum of Understanding ("MOU") is entered into this __ day of September 2023, between the Chicago Board of Education ("Board") and the Chicago Teachers Union ("CTU" or "Union") (collectively, the "Parties").

WHEREAS, the Board and the Union are parties to a collective bargaining agreement effective July 1, 2019 to June 30, 2024 ("CBA"); and

WHEREAS, Article 1-1.2 of the CBA is entitled "Reclassifications and New Job Titles or Categories of Positions" and provides,

> If the BOARD reclassifies job titles or categories of positions or employs a new job title or category of position having a community of interest with employees in the existing bargaining unit, employees in such new job title or category of position shall be included within the existing bargaining unit. Upon the UNION's request, the parties shall negotiate the terms and conditions of employment for such new or reclassified title or category of position. Nothing contained in this subsection shall be construed to require renegotiation of terms and conditions of employment applicable to employees in an existing bargaining unit as a result of the BOARD's reclassification of the title or category of employees in the unit.

NOW, THEREFORE, the Parties agree as follows:

1. **CBA Terms Apply**. Except as provided otherwise in this MOU, all terms of the CBA applicable to all CTU bargaining unit members shall be applicable to employees in any position title certified and/or voluntarily recognized to be included within the existing bargaining unit immediately upon certification or voluntary recognition.

2. **Terms to be Bargained Upon Recognition**. Subject to the provisions of this MOU, terms and conditions of employment for newly recognized bargaining unit positions

concerning salaries, work year, work day, and evaluation will be bargained in good faith by the Parties.

3. **Interim Salary Terms**. Upon recognition and until bargaining has concluded, employees in newly recognized bargaining unit positions shall maintain their existing rate of pay, except that they shall be entitled to the annual cost of living adjustment raises provided under the CBA as noted in paragraph 4.

4. **COLAs and Pension Pick-up**. Upon recognition and until bargaining has concluded, employees in newly recognized bargaining unit positions shall be entitled to the annual cost of living adjustment ("COLA") raises and pension pick-up terms provided for under the CBA.

5. **Health Insurance**. All health insurance benefits available to bargaining unit employees shall be available to employees in newly recognized bargaining unit positions immediately upon recognition.

6. **Evaluation**. Upon recognition and until bargaining has concluded, the Board shall maintain the status quo terms concerning performance evaluation for employees in newly recognized bargaining unit positions, and the Board shall bargain in good faith with the Union over any potential adverse employment action connected to performance evaluation.

7. **Maintenance of Standards**. Upon recognition and until bargaining has concluded, the Board shall maintain the status quo as to all other terms and conditions of employment for employees in newly recognized bargaining unit positons, except as provided otherwise in this MOU.

8. **Effectiveness**. This MOU shall remain effective unless and until it is modified by written agreement of the parties incorporated into a successor to the 2019-2024 CBA.

BOARD OF EDUCATION OF THE CITY OF CHICAGO

DS

By: DocuSigned by: Benjamin Felton

Dated: October 27, 2023 | 2:09:44 PM CDT

CHICAGO TEACHERS UNION LOCAL 1, AFT-IFT, AFL-CIO

By: DocuSigned by:

Dated: October 27, 2023 | 12:15:12 PM PDT

FULL-TIME RETIREE TEACHERS

MEMORANDUM OF UNDERSTANDING CONCERNING FULL-TIME RETIREE TEACHERS

This Memorandum of Understanding ("MOU") is entered into this __ day of May 2023, between the Chicago Board of Education ("Board") and the Chicago Teachers Union ("CTU" or "Union") (collectively, the "Parties").

WHEREAS, the Board and the Union are parties to a collective bargaining agreement effective July 1, 2019 to June 30, 2024 ("CBA");

WHEREAS, Public Act 102-1013 amended Section 17-149 of the Illinois Pension Code such that, subject to certain requirements, retired teachers are permitted until June 30, 2024 to return to full-time employment in subject matter shortage areas duly certified as such by the Board without cancellation of their pension benefits; and

WHEREAS, the Board has taken the required steps to certify that all teaching positions that qualify for waivers of its residency policy constitute positions in subject matter shortage areas under Section 17-149 of the Illinois Pension Code.

NOW, THEREFORE, the Parties agree as follows:

1. **Salary**. Retirees hired into positions in subject matter shortage areas (hereinafter "Full-time Retiree Teachers") shall be paid on the teacher salary schedule at the lane and step they were on at the time of their retirement. Full-time Retiree Teachers who work in such positions will be eligible for step advancement in accordance with the CBA and Board policy applicable to active-duty, appointed teachers.

2. **Evaluation**. Full-time Retiree Teachers will not be subject to teacher evaluation.

3. **No Pensionability**. In accordance with state law, Full-time Retiree Teachers pay will not be pensionable, and retirees will not receive additional pension service credit time for work as a Full-time Retiree Teacher.

4. **Insurance Benefits**. Full-time Retiree Teachers will maintain their health insurance coverage through the Chicago Teachers' Pension Fund. Retiree Teachers are not eligible for insurance coverage through CPS.

5. **Benefit Days**. Full-time Retiree Teachers will receive an annual allotment of benefit days pursuant to the terms of the CBA in accordance with their years of service (i.e., inclusive of longevity days, if applicable). Full-time Retiree Teachers may roll over unused days for future use during SY2023-24, or beyond if the legislation is extended, but such unused days are not eligible for pension service credit. Except as required by law, Retiree Teachers are not eligible for leaves.

6. **Displacement**. In accordance with the Pension Code, the positions filled by Full-time Retiree Teachers will continue to be considered vacancies. When such a position is filled by an appointed, active-duty teacher, the Full-time Retiree Teacher's assignment will immediately conclude. Full-time Retiree Teachers shall not have seniority or bumping rights in the event of layoffs at a school at which they are assigned. When a Full-time Retiree Teacher's assignment concludes due to a position being filled by an appointed, active-duty teacher, principal discretion, or due to a position closure, the Full-time Retiree Teacher will be displaced. If a Full-time Retiree Teacher is displaced prior to June 30, 2024, or a subsequently adopted later legislative sunset date, the Board will assist the Full-time Retiree Teacher in being placed in another subject matter shortage area position, if such open positions exist.

7. **Class Size Positions may be Eligible**. Positions allocated to a school by the Joint Class Size Committee may be filled by Full-time Retiree Teachers if such positions otherwise qualify under the Pension Code and this MOU.

8. **Parental Leaves**. Full-time Retiree Teachers may fill positions vacant due to an incumbent employee being on parental leave, subject to all other terms of this Agreement.

9. **Effectiveness**. This MOU shall remain effective unless and until June 30, 2024, or a term extended by amendments to Public Act 102-1013.

10. **Other Terms**. Except as otherwise provided in this MOU, the terms and conditions of Full-time Retiree Teachers' employment shall be governed by the CBA.

BOARD OF EDUCATION OF THE CITY OF CHICAGO

By: DocuSigned by: DS

Dated: May 24, 2023 | 9:16:28 AM CDT

CHICAGO TEACHERS UNION LOCAL 1, AFT-IFT, AFL-CIO

By: DocuSigned by:

Dated: May 24, 2023 | 10:37:56 AM PDT