

Fact Sheet: Process on Notices to Staff at CPS District-Run Schools

Chicago Public Schools (CPS) is faced with a historic deficit of \$1.1 billion driven by skyrocketing pension payments that will draw \$676 million from classrooms next year. In the past two years alone, CPS has spent more than \$1 billion on pensions, something no other district is forced to do because the state pays pension costs for every other district in Illinois.

CPS has taken numerous steps to address its budget challenges, including cutting \$200 million in July. These cuts come on the heels of \$740 million in Central Office, administration and operating cuts that have been made since 2011.

Beginning today, Monday, August 10, CPS principals are notifying teachers and support staff who are being laid off due to the previously announced \$200 million in cuts and changes in student enrollment, in accordance with our CTU contract. Although the teacher impacts announced today represent the lowest number of annual teacher impacts in the last five years, we recognize that these will nonetheless have an impact on our school communities.

- A total of 298 schools, across all geographic areas of the city, have no teacher or staff impacts this year.
- Less than 2 percent of CPS' teachers are impacted this year.
 - 204 high school teachers
 - 275 elementary school teachers.
- A total of 99 percent of teacher impacts are due to decreases in student enrollment.
- CPS expects to have approximately 1,450 teaching vacancies which it will attempt to fill prior to the beginning of the school year. Impacted teachers will be invited to apply to open CPS positions, and a career fair has been organized on Aug. 14 to help expedite the hiring process and fill these positions before the start of school, per our contract with CTU.
- In recent years, on average, more than 60 percent of displaced have found employment in other CPS schools before the start of the year.
- All processes and procedures associated with these layoffs are done in accordance with the district's agreements with CTU and other unions.

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The following groups will be notified:

Teachers: 479, which includes 225 tenured teachers

Non-teachers in schools: 866

Non-teachers in city-wide jobs: 146

Next Steps

- Affected teachers can re-apply for positions within CPS.
- Applicants must successfully complete the Teacher Quality Pool (TQP) selection process to be eligible for hire, per the contract with the Chicago Teachers Union. The TQP was instituted as a means to raise the quality of teachers in CPS. Applicants remain eligible and in the pool for two years.

- Former tenured teachers rated Superior/Excellent are automatically eligible for acceptance into the TQP per the CTU agreement.
- CPS will host a career fair on August 14 to allow impacted teachers to explore new job opportunities. At these events, teachers will have the opportunity to meet with CPS school administrators regarding 2015-2016 vacancies.