

Fact Sheet: Process on Notices to Staff at Underutilized Schools and All Other Schools

Chicago Public Schools (CPS) is faced with a historic deficit of \$1 billion driven by a \$400 million increase in the District's annual teacher pension payment. Since 2011, CPS has made reductions to Central Office, operations, and administrative spending of nearly \$600 million in order to avoid cuts to our classrooms. This year, we have proposed an additional \$52 million in reductions to Central Office directed, administrative and operations spending. However, given the magnitude of the District's \$1 billion deficit this year and despite all the steps taken to mitigate impacts to our classrooms, the lack of pension reform in Springfield has brought this crisis to our schools' doorsteps.

Beginning tomorrow, Friday, July 19, CPS principals will notify teachers and support staff that have been impacted by either budgetary decisions made by principals or changes in enrollment. The District also notified tenured teachers from a Closing School rated Superior/Excellent who were not able to transfer to their Welcoming School because there were not enough positions created by the addition of students.

Any teachers who were impacted will be able to reapply in the CPS system. On average, more than 60 percent of displaced teachers have historically found positions elsewhere in the District. All processes and procedures associated with these layoffs are done in accordance with the District's CTU contract.

The following groups will be notified:

Non-teachers: 1077

Teachers: 1036

Closing schools:

- Support staff: 68
- Food service: 194

All other schools:

- **Budgetary decisions made by principals**
 - Tenured teachers: 398
 - Non-tenured teachers, PATS: 510
 - Support staff: 815
- **Other (changes in enrollment school by school)**
 - Tenured teachers: 43
 - Non-tenured teachers, PATS: 85

Background on Impacted Staff

Closing Schools:

- Tenured teachers rated Excellent or Superior who could not follow students to their Welcoming School are eligible to be in the reassigned teacher pool at full pay and benefits for 5 months next year, followed by placement in the Cadre substitute pool, which is a higher paid substitute teacher who is guaranteed deployment each school day. They can also elect to resign and receive alternative severance benefits of 3 months' salary. This is per the CTU agreement.

Budgetary decisions made by principals:

- Tenured teachers are eligible to be placed in the day-to-day substitute pool for next year. Probationary appointed teachers rated Excellent or Superior are also eligible to be placed in the day-to-day substitute pool. This is per the CTU agreement.

Other:

- Tenured teachers are eligible to be placed in the Cadre pool, regardless of rating, for 10 months. This is per the CTU agreement.

Next Steps

- Affected teachers can reapply for positions within CPS through a new talent acquisition process called the Teacher Quality Pool (TQP). This is designed to ensure consistency in teacher quality in all District schools. It was created as part of the agreement with the CTU.
- Applicants must successfully complete the TQP selection process to be eligible for hire. Applicants remain eligible and in the pool for two years.
- Former tenured teachers rated Superior/Excellent who have been outside the system for less than two years are automatically eligible for acceptance into the TQP. They will receive an e-mail asking if they would like to be in the pool.
- Impacted teachers rated Superior/Excellent on their most recent evaluation will also be automatically eligible to be in the TQP.
- They are also offered career transition services.
- CPS is hosting a number of career placement events this summer for impacted employees. A large number of outside vendors are expected to attend, which will increase employees' chances of quickly regaining employment.
- Teachers will receive 30 days of virtual career counseling, resume writing, interview training, and job search supports. Support staff will be invited to a resume-writing and interview training workshop.
- Over 60 percent of the District's displaced teachers historically find employment in other schools before the start of the school year. CPS expects this year to meet or exceed our historical experience.