

cps teacher pay schedule

cps teacher pay schedule is a critical component of understanding the compensation structure for educators within the Chicago Public Schools system. This schedule outlines how teachers are paid, including salary increments based on experience, education level, and contractual agreements. For educators, administrators, and stakeholders, comprehending the details of the CPS teacher pay schedule is essential for financial planning and career advancement. The pay schedule reflects negotiated agreements between the teachers' union and the school district, ensuring transparency and fairness in compensation. This article provides an in-depth look at the CPS teacher pay schedule, explaining its structure, factors influencing pay, and how it compares to other districts. Additionally, it covers the impact of certifications and longevity on salary progression. Readers will gain a comprehensive understanding of how CPS compensates its teaching staff and the various elements that contribute to their overall pay.

- Overview of the CPS Teacher Pay Schedule
- Factors Influencing Teacher Salaries in CPS
- Salary Increments and Step Increases
- Additional Compensation and Benefits
- Comparison with Other School Districts

Overview of the CPS Teacher Pay Schedule

The CPS teacher pay schedule serves as the official guideline for determining the salaries of certified teaching staff within the Chicago Public Schools system. This schedule is typically updated annually and is based on negotiated contracts between the Chicago Teachers Union (CTU) and CPS. It outlines the base salary for teachers starting at different education levels and years of experience. The pay schedule is designed to reward both new and veteran teachers fairly while promoting professional growth through salary advancements linked to additional qualifications and years of service. The structure helps maintain competitive compensation to attract and retain qualified educators in one of the largest urban school districts in the United States.

Structure of the Pay Schedule

The pay schedule is organized into columns representing educational attainment levels—such as bachelor's degree, master's degree, and doctoral degree—and rows indicating years of teaching experience. Each cell within this matrix reflects the annual salary for a teacher with the corresponding qualifications and experience. This systematic approach ensures clarity and predictability in salary progression.

Annual Updates and Contract Negotiations

CPS and the CTU engage in collective bargaining to determine any changes to the pay schedule. These negotiations can result in adjustments to salary scales, step increases, or additional benefits. Updates are communicated to teachers before the start of the school year, allowing educators to understand their expected compensation.

Factors Influencing Teacher Salaries in CPS

Teacher salaries in Chicago Public Schools are affected by multiple factors beyond the base pay

outlined in the CPS teacher pay schedule. Understanding these elements is vital for educators to maximize their earnings and plan their career paths strategically.

Educational Attainment

One of the primary factors influencing teacher pay is the level of education completed. Teachers holding advanced degrees such as master's or doctoral degrees receive higher compensation compared to those with only a bachelor's degree. CPS incentivizes further education by offering salary differentials that increase with each higher degree attained.

Years of Experience

Experience plays a significant role in salary progression. The pay schedule includes incremental raises, often referred to as "steps," awarded annually or biannually to recognize continued service. Teachers with more years in the classroom benefit from these step increases, resulting in a higher salary over time.

Certification and Licensure

Additional certifications or endorsements can also impact pay. CPS may offer stipends or salary increases for teachers who obtain specialized certifications, such as National Board Certification or endorsements in critical subject areas. These incentives encourage professional development and expertise in high-need fields.

Work Location and Assignment

Though less direct, certain school assignments or locations within CPS can influence compensation through bonuses or supplemental pay. High-demand schools or roles that require additional responsibilities may qualify for extra pay beyond the base salary defined in the pay schedule.

Salary Increments and Step Increases

The CPS teacher pay schedule incorporates a system of salary increments commonly known as steps. These increments reward teachers for their tenure and dedication, reflecting experience gained over time.

How Step Increases Work

Each year or specified period of service, a teacher moves up one step on the pay scale, resulting in a salary increase. This process continues until the teacher reaches the maximum step for their education level. The pay increments are predetermined and provide a structured path for salary growth.

Limits and Caps on Increments

Though step increases provide steady raises, there is typically a cap on the maximum step achievable within each educational category. Once this cap is reached, additional salary increases must come from other factors such as further education or negotiated raises.

Impact of Longevity

Longevity in the teaching profession within CPS is rewarded through the pay schedule by cumulative step increases. This system encourages long-term commitment by offering financial benefits tied directly to years of service.

Additional Compensation and Benefits

Beyond the base salary and step increases detailed in the CPS teacher pay schedule, educators may receive additional forms of compensation and benefits that enhance their overall earnings and job satisfaction.

Stipends and Bonuses

CPS offers stipends for extra duties such as coaching, mentoring, or participating in specialized programs. These stipends provide supplemental income and recognize teachers' contributions outside standard classroom instruction.

Health and Retirement Benefits

Comprehensive health insurance packages and retirement plans are part of the overall compensation for CPS teachers. These benefits are negotiated alongside salary and represent significant value in the total compensation package.

Professional Development Support

Funding and support for professional development are often included, enabling teachers to pursue further education or certifications that can positively affect their pay according to the schedule.

Comparison with Other School Districts

Understanding the CPS teacher pay schedule in context involves comparing it to compensation structures in other school districts. This comparison highlights how CPS positions itself competitively in attracting and retaining qualified educators.

Salary Competitiveness

CPS salaries generally align with other large urban districts, reflecting the cost of living and market demands in Chicago. While salaries may be higher than in rural or suburban districts, they also correspond with the unique challenges and opportunities of urban education.

Benefits Comparison

The benefits package provided by CPS is comparable to other large districts, with robust health, retirement, and professional development options. These benefits contribute significantly to the overall attractiveness of CPS employment.

Negotiated Pay Schedules

Like CPS, many districts utilize negotiated pay schedules developed in partnership with teachers' unions. This model promotes transparency and fairness, ensuring that pay reflects experience, education, and professional responsibilities.

- Attracts and retains qualified educators
- Provides clear career advancement pathways
- Encourages ongoing professional development
- Offers competitive compensation relative to urban districts

Frequently Asked Questions

What is the CPS teacher pay schedule?

The CPS teacher pay schedule is a structured salary framework used by Chicago Public Schools to determine teacher salaries based on factors like years of experience and educational qualifications.

How is teacher salary determined in the CPS pay schedule?

Teacher salary in the CPS pay schedule is determined by a combination of years of service, educational attainment (such as bachelor's, master's, or doctoral degrees), and any additional certifications or stipends.

Are CPS teacher salaries based on a step and lane system?

Yes, CPS uses a step and lane system where 'steps' represent years of experience and 'lanes' correspond to educational levels, impacting overall pay.

Where can I find the latest CPS teacher pay schedule?

The latest CPS teacher pay schedule can typically be found on the official Chicago Public Schools website or through the Chicago Teachers Union (CTU) resources.

Does the CPS teacher pay schedule include provisions for raises or bonuses?

Yes, the CPS pay schedule includes annual step increases for experience, as well as potential bonuses or stipends for additional responsibilities or certifications.

How often is the CPS teacher pay schedule updated?

The CPS teacher pay schedule is usually updated annually or following negotiations between the Chicago Public Schools and the Chicago Teachers Union.

Do CPS teachers receive pay increases for additional degrees?

Yes, teachers who earn additional degrees can move to higher 'lanes' in the CPS pay schedule, which results in higher salaries.

Is overtime pay included in the CPS teacher pay schedule?

Overtime pay is generally not part of the CPS teacher pay schedule since teaching positions are salaried; however, extra duties may come with stipends.

How does CPS handle teacher pay during summer breaks?

CPS teachers are salaried employees and receive their annual pay distributed over the school year, including summer breaks, without interruption.

Can CPS teachers negotiate their pay outside the pay schedule?

Typically, CPS teacher salaries follow the established pay schedule and are not individually negotiable, as salaries are set through collective bargaining agreements.

Additional Resources

1. *Understanding CPS Teacher Pay Schedules: A Comprehensive Guide*

This book provides an in-depth look at the pay structures used by Chicago Public Schools (CPS) for their educators. It explains how salary scales are determined, including factors like years of experience, education level, and certifications. The guide also highlights recent changes and negotiations affecting teacher compensation, making it an essential resource for CPS educators and administrators.

2. *Navigating Teacher Compensation in Urban School Districts*

Focusing on urban school districts such as CPS, this book explores the complexities of teacher pay schedules and benefits. It offers practical advice for teachers on understanding their pay grades and maximizing their earnings through professional development and career advancement. The text also discusses the impact of union negotiations and district policies on teacher salaries.

3. *The Teacher's Handbook to Salary Schedules and Benefits*

This handbook breaks down the components of teacher salary schedules, including base pay, step

increments, and additional stipends. It covers CPS-specific examples to illustrate how pay is calculated and adjusted. Additionally, it provides tips for budgeting and financial planning tailored to educators' unique pay cycles.

4. Chicago Public Schools: Salary and Career Advancement Strategies

Targeting CPS teachers, this book outlines strategies to advance within the pay schedule while improving classroom effectiveness. Readers learn about the criteria for moving up salary steps and lanes, as well as opportunities for extra pay through leadership roles and extra duties. The book also addresses challenges teachers may face in the CPS pay system and how to overcome them.

5. Teacher Pay Equity and Compensation Reform in CPS

This book examines the history and ongoing efforts to achieve pay equity among CPS teachers. It discusses disparities related to experience, education, and school location, and reviews reform initiatives aimed at fairer compensation. The analysis includes perspectives from teachers, administrators, and policymakers.

6. Maximizing Your Earnings: A CPS Teacher's Guide to Pay and Benefits

Designed for CPS educators looking to optimize their income, this guide covers salary schedules, bonuses, and fringe benefits. It explains how factors like advanced degrees and additional certifications can increase pay. The book also provides guidance on navigating CPS's payroll system and understanding union contracts.

7. Pay Schedules and Professional Growth for Chicago Educators

This resource links professional development with compensation, showing how CPS teachers can leverage growth opportunities to climb the pay scale. It details the requirements for salary lane changes and the value of continuing education. The book encourages a proactive approach to career development within the CPS system.

8. The Economics of Teacher Salaries in Chicago Public Schools

Offering an economic perspective, this book analyzes the funding, budgeting, and financial constraints that shape CPS teacher pay schedules. It explores how economic factors influence salary decisions

and the sustainability of compensation models. Readers gain insight into the broader context affecting teacher pay in Chicago.

9. *Teacher Compensation Contracts and Negotiations in CPS*

This book delves into the collective bargaining process that determines CPS teacher pay schedules and contract terms. It explains the roles of unions, school boards, and administrators in negotiating salaries and benefits. The text also provides case studies of recent negotiations and their outcomes for CPS educators.

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cps teacher pay schedule: *Monthly Labor Review*, 2012 Publishes in-depth articles on labor subjects, current labor statistics, information about current labor contracts, and book reviews.

cps teacher pay schedule: The Insider's Guide for New Teachers Sara Bubb, 2003-12-16 Writing in an accessible, engaging style, Sara Bubb tackles all the essential 'need to know' topics for trainee or newly qualified teachers from the perspective of someone actually involved in training or teaching. This book features illuminating anecdotes and answers questions posed by individuals already in the process of studying or teaching. It covers the whole spectrum of experience - from meeting the standards to gaining qualified teacher status (QTS), to managing relationships at college and school. Maintaining a practical focus throughout, the book is peppered with handy checklists, case studies and useful tips. This will be an indispensable handbook for any trainee teacher needing advice and information.

cps teacher pay schedule: The Insider's Guide to Early Professional Development Sara Bubb, 2004-04 This book aims to address the difficulties that can face new teachers that can lead to them leaving in the first few years, and is a source of advice for the first steps of the career ladder.

cps teacher pay schedule: *Successful Induction for New Teachers* Sara Bubb, 2007-09-18 Investing in people right at the start of their career is crucial because, no matter how good initial training is, the first year as a fully-fledged teacher is bound to be tough. Induction is there to make sure new teachers succeed and enjoy their work. Supporting new teachers is not just a good thing to do - it's statutory. With the new professional standards, every Newly Qualified Teacher (NQT) and Induction Tutor needs this book to ensure that the induction year is a success. This book is an accessible, engaging guide to surviving the tricky bits of the first year of teaching. It offers the sort of clear information and practical tips that Sara Bubb knows people are crying out for - because they

raise them in the TES virtual staffroom. Written in a lively yet authoritative style, the book: - is packed with illuminating anecdotes, handy checklists and useful examples - covers much that NQTs need to know - including how induction works, how to meet the core standards, dealing with difficult people, how to get the most out of professional development and performance management - gives detailed guidance about how induction tutors and mentors can support, monitor and assess new teachers. Indispensable for any new teacher needing up-to-date advice and information, induction tutors, CPD coordinators, local authority advisers in charge of induction, and trainee teachers towards the end of their course, this book is an invaluable resource to success in the induction year. Sara Bubb has an international reputation in the field of induction and supports new teachers and induction tutors at the Institute of Education, University of London and across the country. She writes a popular weekly advice column for new teachers in the Times Educational Supplement and answers questions on its online staffroom.

cps teacher pay schedule: Board of Education of the City of Chicago V. Illinois Educational Labor Relations Board, 2014

cps teacher pay schedule: *Battling Corruption in America's Public Schools* Lydia G. Segal, 2005 Drawing on ten years of undercover work and research in four major school districts, Segal reveals how systemic waste and fraud siphon millions of dollars from urban classrooms. Calling for renewed powers for principals and a streamlining of oversight, she offers a bold, far-reaching plan to reclaim our schools.

cps teacher pay schedule: Reference and Information Services Melissa A. Wong, Laura Saunders, 2020-05-04 This revised and updated sixth edition of Reference and Information Services continues the book's rich tradition, covering all phases of reference and information services with less emphasis on print and more emphasis on strategies and scenarios. Reference and Information Services is the go-to textbook for MSLIS and i-School courses on reference services and related topics. It is also a helpful handbook for practitioners. Authors include LIS faculty and professionals who have relevant degrees in their areas and who have published extensively on their topics. The first half of the book provides an overview of reference services and techniques for service provision, including the reference interview, ethics, instruction, reader's advisory, and services to diverse populations including children. This part of the book establishes a foundation of knowledge on reference service and frames each topic with ethical and social justice perspectives. The second part of the book offers an overview of the information life cycle and dissemination of information, followed by an in-depth examination of information sources by type—including dictionaries, encyclopedias, indexes, and abstracts—as well as by broad subject areas including government, statistics and data, health, and legal information. This second section introduces the tools and resources that reference professionals use to provide the services described in the first half of the text.

cps teacher pay schedule: Public Education and Social Reform Thomas J. Suhrbur, 2025-04-08 Founded in 1853, the Illinois Education Association (IEA) and its predecessors have played a vital role in shaping the Illinois public school system. Thomas J. Suhrbur's history covers the lifespan of the IEA within the larger story of state public education as a battleground for contentious social and economic issues. Suhrbur pays particular attention to the impact of race, gender, religion, and tax policy on the IEA and public schools. He also examines the IEA's evolution from a professional organization controlled by administrations and officials through its radical transformation into a teacher-led independent labor union. As a workers' organization, the IEA successfully fought for collective bargaining and organized K-12 and higher education while continually standing against right-wing efforts to privatize education and undermine public schools with vouchers, for-profit institutions, and tax credits. Multifaceted and up to date, Public Education and Social Reform tells the story of the organization and figures dedicated to sustaining and advancing Illinois public education.

cps teacher pay schedule: *The Ambitious Elementary School* Elizabeth McGhee Hassrick, Stephen W. Raudenbush, Lisa Rosen, 2017-04-21 The challenge of overcoming educational

inequality in the United States can sometimes appear overwhelming, and great controversy exists as to whether or not elementary schools are up to the task, whether they can ameliorate existing social inequalities and initiate opportunities for economic and civic flourishing for all children. This book shows what can happen when you rethink schools from the ground up with precisely these goals in mind, approaching educational inequality and its entrenched causes head on, student by student. Drawing on an in-depth study of real schools on the South Side of Chicago, Elizabeth McGhee Hassrick, Stephen W. Raudenbush, and Lisa Rosen argue that effectively meeting the challenge of educational inequality requires a complete reorganization of institutional structures as well as wholly new norms, values, and practices that are animated by a relentless commitment to student learning. They examine a model that pulls teachers out of their isolated classrooms and places them into collaborative environments where they can share their curricula, teaching methods, and assessments of student progress with a school-based network of peers, parents, and other professionals. Within this structure, teachers, school leaders, social workers, and parents collaborate to ensure that every child receives instruction tailored to his or her developing skills. Cooperating schools share new tools for assessment and instruction and become sites for the training of new teachers. Parents become respected partners, and expert practitioners work with researchers to evaluate their work and refine their models for educational organization and practice. The authors show not only what such a model looks like but the dramatic results it produces for student learning and achievement. The result is a fresh, deeply informed, and remarkably clear portrait of school reform that directly addresses the real problems of educational inequality.

cps teacher pay schedule: *Teacher*, 1975

cps teacher pay schedule: *A Fight for the Soul of Public Education* Steven Ashby, Robert Bruno, 2016-11-04 In reaction to the changes imposed on public schools across the country in the name of education reform, the Chicago Teachers Union redefined its traditional role and waged a multidimensional fight that produced a community-wide school strike and transformed the scope of collective bargaining into arenas that few labor relations experts thought possible. Using interviews, first-person accounts, participant observation, union documents, and media reports, Steven K. Ashby and Robert Bruno tell the story of the 2012 strike that shut down the Chicago school system for seven days. *A Fight for the Soul of Public Education* takes into account two overlapping, parallel, and equally important stories. One is a grassroots story of worker activism told from the perspective of rank-and-file union members and their community supporters. Ashby and Bruno provide a detailed account of how the strike became an international cause when other teachers unions had largely surrendered to corporate-driven education reform. The second story describes the role of state and national politics in imposing educational governance changes on public schools and draconian limitations on union bargaining rights. It includes a detailed account of the actual bargaining process revealing the mundane and the transcendental strategies of both school board and union representatives.

cps teacher pay schedule: *How Does Teacher Pay Compare?* Sylvia A. Allegretto, 2004 Reviews recent analyses of relative teacher compensation and provides a detailed analysis of trends in the relative weekly pay of elementary and secondary school teachers. Shows that teacher compensation lags that of workers with similar education and experience, as well as that of workers with comparable skill requirements, like accountants, reporters, registered nurses, computer programmers, clergy, personnel officers, and vocational counselors and inspectors. Finds that teachers' weekly wages have grown far more slowly than those for these comparable occupations; teacher wages have deteriorated about 14.8 percent since 1993 and by 12.0 percent since 1983 relative to comparable occupations.

cps teacher pay schedule: *A Chronicle of Echoes* Mercedes K. Schneider, 2014-04-01 Corporate reform is not reform at all. Instead, it is the systematic destruction of the foundational American institution of public education. The primary motivation behind this destruction is greed. Public education in America is worth almost a trillion dollars a year. Whereas American public education is a democratic institution, its destruction is being choreographed by a few wealthy,

well-positioned individuals and organizations. This book investigates and exposes the handful of people and institutions that are often working together to become the driving force behind destroying the community public school.

cps teacher pay schedule: The Capitalist Comeback Andrew Puzder, 2025-04-08 Andy Puzder, the former CEO of Carl's Jr. and Hardee's, says that capitalism is not a dirty word, and thankfully President Trump understands this; his pro-business policies will bring back economic growth and secure our future. As a successful CEO in the restaurant industry, Andy Puzder uniquely understands how important the profit motive is to our country's ultimate prosperity. Furthermore, as the grandson of immigrants, the son of a car salesman, and someone who worked his way up from earning minimum wage to running an international business, he has a first-hand view of how America's exceptional capitalist spirit can lift everyone to success. In 2016, the American people faced a stark choice between two very different presidential candidates. Hillary Clinton spent most of her adult life involved in politics and promised to uphold and advance the progressive legacy of President Barack Obama who had first won the White House on promises to spread the wealth around. Donald Trump, on the other hand, came from the business world, was an unapologetic capitalist, used his own personal wealth as inspiration, and promised simply to Make America Great Again. By choosing Trump over Clinton, the American people put a stop to decades of government expansion under progressive leadership, and they might just have saved our economy by doing so. America was once a land where everyone was encouraged to seek their fortune - the more prosperous our citizens, the more our whole society could in turn prosper. But leftist forces in the United States have been seeking to tarnish the pursuit of prosperity and to paint profit as an evil motivation fit only for greedy plutocrats. Andrew Puzder understands this first-hand after a progressive smear campaign stopped him from joining President Trump's cabinet. As Puzder explains in his new book, The Capitalist Comeback, this was an act of desperation from a left wing facing irrelevance with a pro-business president in the White House. From its roots in the Progressive Era to labor unions to education to entertainment to its political resurgence with avowed socialist candidates such as Bernie Sanders, Puzder traces the development of the anti-profit forces in the United States and shows how, under President Trump, they can be vanquished for good.

cps teacher pay schedule: Labor Arbitration Awards , 2010

cps teacher pay schedule: Profit of Education Richard Startz, 2010-10-21 This important book translates evidence and examines policy, proposing a plan to save America's schools by rewarding teachers with professional-level salaries distributed wisely. Profit of Education makes it clear that rethinking the teaching profession is the key to repairing America's broken-down education system and securing our nation's future. Accomplishing that, author Dick Startz says, requires lifting teacher pay to professional levels and rewarding teachers for student success, with the goal of improving student learning by the equivalent of one extra year of schooling. Profit of Education takes the reader on a chapter-by-chapter walk through the evidence on pay-oriented, teacher-centric reform of the public school system, showing that such an approach can work. Startz translates the extensive scientific evidence on school reform into easily understood terms, demonstrating the enormous difference teachers make in student outcomes. Proposed levels of teacher salaries are established, and the difficult issue of differential pay is examined in depth, as are many of the practical and political issues involved in measuring teacher success. Last, but hardly least, Startz shows how teacher-centric school reform will pay off for the taxpayer and the economy.

cps teacher pay schedule: The New Chicago Way Edgar H Bachrach, Austin Ray Berg, 2019-01-16 For all the wrong reasons, a national spotlight is shining on Chicago. The city has become known for its violence, police abuse, parent and teacher unrest, population decline, and mounting municipal and pension debt. The underlying problem, contend Ed Bachrach and Austin Berg, is that deliberative democracy is dead in the city. Chicago is home to the last strongman political system in urban America. The mayor holds all the power, and any perceived checks on mayoral control are often proven illusory. Rash decisions have resulted in poor outcomes. The

outrageous consequences of unchecked power are evident in government failures in elections, schools, fiscal discipline, corruption, public support for private enterprise, policing, and more. Rather than simply lament the situation, criticize specific leaders, or justify an ideology, Bachrach and Berg compare the decisions about Chicago's governance and finances with choices made in fourteen other large U.S. cities. The problems that seem unique to Chicago have been encountered elsewhere, and Chicagoans, the authors posit, can learn from the successful solutions other cities have embraced. Chicago government and its citizens must let go of the past to prepare for the future, argue Bachrach and Berg. A future filled with demographic, technological, and economic change requires a government capable of responding and adapting. Reforms can transform the city. The prescriptions for change provided in this book point toward a hopeful future: the New Chicago Way.

cps teacher pay schedule: Understanding Interactions at Science Centers and Museums Eva Davidsson, Anders Jakobsson, 2012-03-24 There is an increasing interest in understanding learning and knowledge development when visitors attend informal institutions, such as museums, science centers, aquariums and botanical gardens. But in what ways do visitors develop new knowledge, skills and awareness about displayed issues in these kinds of settings and how does the exhibition environment affect and scaffold learning processes? In this book, the authors turn their attention to visitors' and staff members' actions and dialogues during the visits in order to identify and study learning situations. A common approach is the use and development of socio-cultural and cultural-historical frameworks and theories as means for coming closer to the significance of interactions at different levels and in different contexts. The individual chapters cover learning interactions in relation to staff members' roles and identities, family visits, exhibitions as resources for professional development and school visits.

cps teacher pay schedule: *Neoliberal Education and the Redefinition of Democratic Practice in Chicago* Kendall A. Taylor, 2018-09-14 The book uses Chicago as a case study to examine the cultural politics surrounding neoliberal education policy in general and the concomitant alterations to democratic practice in particular. After juxtaposing the numerous failures of neoliberal education policy and the language of democratic norms used by those who continually double-down on these same policies, it examines four distinct but related policy arenas. Each chapter begins with a vignette of a particular example of the neoliberal education policy in action. Taken together, Taylor illuminates the anti-democratic nature of neoliberal education policy and the toll it takes on democratic practice in urban space. The book concludes with a discussion of what resistance might look like in spaces which co-opt democratic concepts for anti-democratic ends.

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