Proposed Dues Structure for Members of ChiACTS Division within a Unified CTU Local

1. ChiACTS members who have a salary that is *below* Step 1, Lane 1 of the CPS salary schedule ($55,283 in ‘17-‘18) will pay dues at a rate of 1% of their salary (including pension pick up), plus CTU pass through payments to the AFT, IFT, CFL, AFL-CIO, etc.[[1]](#footnote-1)
2. Minimum dues. No member will pay less than the dues rate for CPS Paraprofessional members which is 60% of CTU-CPS dues or $655.31 in ‘17-‘18.
3. ChiACTS members who make equal to or more than a CPS Lane 1, Step 1 teacher will pay the same dues rate as CTU-CPS teacher members pay—$1,092.19 for the 17-18 school year.
4. This dues increase will be phased in over 3 years for existing charter members, with $125 added to current dues in each year until full dues are reached—or the third year, whichever comes first.
5. ChiACTS members who are PSRPs will pay the current PSRP rate, to be phased in according to #4 above.
6. ChiACTS members who earn less than $42,000—the current rate of half dues for ChiACTS—will continue to pay reduced dues, but at the rate of CPS Paraprofessional members, which is 60% of CTU-CPS dues, which is $655.31 in ‘17-’18, to be phased in according to #4 above.

Examples based on ’17-18 dues rates for ChiACTS ($717 full/$392 half)) and CTU ($1092 full/$655 PSRP), not factoring in salary increases in future years (large amounts rounded):

A ChiACTS teacher making $61,000 (including pension pick up) is currently set pay $717 in dues in ’17-‘18. In the first year of unification, this teacher would pay an additional $125 ($6.94/pay period) for a total of $842, and an additional $125 ($6.94/pay period) for a total of $967 in the second year. Because this teacher makes more than the lowest paid CPS teacher, she will pay full dues in the third year, an additional $125 ($6.94/pay period) for a total of $1092.

Dues rate for members earning $61,000

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| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| $717 | $842 | $967 | $1092 |

Rate of increase per pay period (18 pay periods per year)

|  |  |  |  |
| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| N/A | $6.94 | $6.94 | $6.94 |

A ChiACTS teacher making $53,000 (including pension pick up) is currently set pay $717 in dues in ’17-‘18. In the first year of unification, this teacher would pay an additional $125 ($6.94/pay period) for a total of $842, and an additional $125 ($6.94/pay period) for a total of $967 in the second year. Because this teacher makes less than the lowest paid CPS teacher, she will pay an additional $19 ($1.06 per pay period) for a total of $996 in the third year. The reduced full dues amount is equal to 1% of pay plus CTU’s pass through rate of $456. One percent of $53,000 is $530, plus $456 equals $986.

Dues rate for members earning $53,000

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| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| $717 | $842 | $967 | $986 |

Rate of increase per pay period (18 pay periods per year)

|  |  |  |  |
| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| N/A | $6.94 | $6.94 | $1.06 |

A ChiACTS teacher making $44,000 (including pension pick up) is currently set pay $717 in dues in ’17-‘18. In the first year of unification, this teacher would pay an additional $125 ($6.94/pay period) for a total of $842. Because this teacher makes less than the lowest paid CPS teacher, she will pay an additional $54 ($3.00 per pay period) for a total of $896 in the second year, which is the reduced full dues rate. This rate would not increase in the third year. The reduced full dues amount is equal to 1% of pay plus CTU’s pass through rate of $456. One percent of $44,000 is $440, plus $456 equals $896.

Dues rate for members earning $44,000

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| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| $717 | $842 | $896 | $896 |

Rate of increase per pay period (18 pay periods per year)

|  |  |  |  |
| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| N/A | $6.94 | $3.00 | $0 |

A ChiACTS PSRP making $38,000 (including pension pick up) is currently set pay at the “half dues” rate of $392 in ’17-‘18. In the first year of unification, this member would pay an additional $125 ($6.94/pay period) for a total of $517. In the second year, this member would pay an additional $125 ($6.94/pay period) for a total of $642. In the third year, this member would pay the full CTU-CPS rate for paraprofessional members, which would be an additional $13 ($0.72/pay period) for a total of $655.

Dues rate for members earning $38,000

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| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| $392 | $517 | $642 | $655 |

Rate of increase per pay period (18 pay periods per year)

|  |  |  |  |
| --- | --- | --- | --- |
| ChiACTS ’17-‘18 | Unification year 1 | Unification year 2 | Unification year 3 |
| N/A | $6.94 | $6.94 | $0.72 |

1. CTU currently charges members a lower pass-through rate than ChiACTS/4343. CTU will charge an amount of $456.04 for pass-through next year. [↑](#footnote-ref-1)