

## Frequently Asked Questions

Question	Answer
<b>1. What is the change in position count since Ron Huberman became CEO?</b>	<p>Since Ron Huberman became CEO and as of May 1, 2010 there has been a net decrease of 1,419 positions (3% reduction) across the District:</p> <ul style="list-style-type: none"> <li>• Net decrease of 287 FTE in Central Office</li> <li>• Net decrease of 401 FTE in Citywide units</li> <li>• Net decrease of 232 FTE in Facilities and Food Services Operations</li> <li>• Net increase of 120 FTE in Area Offices</li> <li>• Net decrease of 617 FTE of non-operations positions at schools</li> </ul>
<b>2. Will CPS meet its commitment to reduce the net number of non-classroom positions by 1000?</b>	Yes, CPS will meet this commitment by the end of this fiscal year, which is June 30, 2010.
<b>3. Did CPS senior staff get pay raises?</b>	CPS has not administered any merit increases for non-union Central Office and Citywide staff in the last two calendar years (2009 or 2010). The last merit increase for non-union employees at CPS occurred in September, 2008 (not under the current administration, and prior to the announcement of State cuts). There have not been merit increases for non-union CPS Central Office and Citywide employees since then. Some employees have received increases in pay due to promotions to jobs with greater responsibilities.
<b>4. Has there been a change in the number of people that make over \$100K?</b>	<p>Since Ron Huberman became CEO and as of May 1, 2010 the change in \$100K positions is as follows:</p> <ul style="list-style-type: none"> <li>• Net decrease of 36 FTE in Central Office</li> <li>• Net decrease of 19 FTE in Citywide units</li> <li>• Net increase of 15 FTE in Area Offices</li> <li>• Net increase of 77 FTE of teachers and principals at schools</li> </ul>
<b>5. Did any non-union employees get raises to do the same job?</b>	CPS has not administered any merit increases for non-union Central Office and Citywide staff in the last two calendar years (2009 or 2010). The last merit increase for non-union employees at CPS occurred in September, 2008 (not under the current administration, and prior to the announcement of State cuts). There have not been merit increases for non-union CPS Central Office and Citywide employees since then. Some employees have received increases in pay due to promotions to jobs with greater responsibilities.
<b>6. Has Ron Huberman received a pay raise?</b>	No, Mr. Huberman was appointed and approved by the Board of Education as an employee effective January 28, 2009 at a salary of \$230,000 per year. This appointment can be found in the Board Report No 09-0128-RS5 from the January 2009 Board meeting. Since Mr. Huberman's appointment, his take home salary has decreased as a result of the six furlough days taken during 2009 and the fifteen furlough and unpaid holidays that Mr. Huberman will take through March 2011 (a 6% salary decrease that brings his total compensation to approximately \$216,000).
<b>7. Does the salary file that CPS posted include the impact of unpaid holidays and furlough days?</b>	<p>No, the salary file includes gross salary before furlough and unpaid days.</p> <p>All non-union employees that make \$50K or more will take 15 unpaid days through March 2011, which equals about 6% of gross salary.</p>
<b>8. How are positions allocated to schools?</b>	<p>Please refer to the School Based Budgeting section (pp. 95-105) of the FY10 Budget Book for details:</p> <p><a href="http://www.cps.edu/About_CPS/Financial_information/Pages/FYBudget2010.aspx">http://www.cps.edu/About_CPS/Financial_information/Pages/FYBudget2010.aspx</a></p>
<b>9. How frequently will you update the salary posting?</b>	The salary posting will be updated four times per year.
<b>10. How is the Employee Position File</b>	The FY 2010 (current school year) budget was developed throughout early 2009

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<b>different from the budget book?</b>	<p>and approved in the summer of 2009. The nature of the almost \$6B budget is to form an accurate roadmap of projected spending for the following school year. Once a budget is passed, the annual budget book is a static document that does not change over the course of the year. However, in an organization with a budget as sizable as CPS, it is expected that over the year the actual spending in any particular line item may vary slightly from the budget. This is particularly true in difficult budget years, where new conditions force changes.</p> <p>As it relates to individual positions, the salary information provided in the Employee Position File is only one component of the total cost of each employee, which also includes pension, medical and other benefits.</p>
<b>11. Who do I call with questions?</b>	You can call the Office of Human Capital with additional questions at (773) 553-1070.