4.5 Subjects

Section 4.5 of the Illinois Educational Labor Relations Act outlines a number of subjects that CPS, independently, has the authority to decide outside the collective bargaining process. CPS may decide to make policy changes to any of the subjects defined in Section 4.5. However, CPS is required to negotiate with its labor unions, upon request, over the impact of policy decisions CPS may make regarding Section 4.5 issues.

Any disputes or impasses that arise over Section 4.5 subjects are to be resolved through the agreed-upon mediation procedures. Employees are not allowed to strike over any such changes according to the law.

Subjects defined in Section 4.5 include:

- Length of School and Work Day and Year
- Bell Times
- Class Staffing and Assignment
- Class Size
- Layoffs and Reduction in Force
- Subcontracting and Contracting Out
- Pupil Assessment Policies
- Pilot Programs
- Use of Technology to Deliver Educational Program