



2026-2027 Chess Coach Compensation

Dear Coaches,

As we prepare for the 2026-2027 Academic Chess season, we want to ensure that every school and coach has a clear understanding of the compensation structure and eligibility requirements for coaching hours. CPS Academic Chess provides allocated coaching hours to support **participation in CPS chess tournaments**, as well as the **tournament preparation and instruction** necessary for teams to compete successfully.

The information below outlines how these hours are distributed, the conditions for receiving compensation, and the opportunities for earning additional hours based on team advancement.

Coaching Hours Allocation

Each school participating in the Academic Chess Program is allotted **39 hours of compensable coaching time**, which may be divided between up to **two coaches**.

Breakdown of the 39 hours:

- **2 hours – Annual coaches meeting**
- **16 hours – Tournament preparation & instruction (October – March)**
 - Calculated at **1 hr per week**
- **14 hours – CPS in-person tournament coaching**
 - Calculated at **7 hours per tournament**
 - *High Schools may substitute 1 non-CPS tournament*

- **7 hours** for tournament coaching at the CPS High School Championship or the K–8 Playoffs

Additional Hours

An **additional 7 hours** of tournament coaching is available for any school whose team participates in the **IHSA Sectionals** or advanced to the **Elementary K–8 Championship**.

- Schools must have met the 2-tournament requirement and played in the HS Championship or the K-8 Playoffs

Eligibility Requirements

To be eligible for coaching pay:

- Coaches must be a **CPS Teacher, ESP Employee, or Misc Employee.**
- High school teams must participate in **two (2) CPS tournaments** prior to the CPS High School Championship, and must also compete in the CPS High School Championship
 - A maximum of **one (1) non-CPS tournament** may be substituted toward this requirement
- K–8 school teams must participate in **two (2) CPS tournaments** **K–8 school teams must participate in two (2) CPS tournaments prior to the CPS K–8 Playoffs and must also compete in the CPS K–8 Playoffs**

Payment Schedule

Coaches will receive payment **twice during the chess season**—once in **January or February** and again in **April or May**.

To receive payment, coaches are required to complete our **online timesheet** at two points during the season:

- **December** – reporting hours worked **October-December**
- **March** – reporting hours worked **January-March**

The hourly rate for chess coaching under the Chicago Teachers Union (CTU) contract is **\$34.51**. For CPS Misc. Employee Rate you need to speak to your school.

If you have any questions about this new policy, please contact **David Heiser at daheiser@cps.edu**.

Thank you for all that you do to support the CPS Academic Chess Program.