

Summary of Neutral Factfinding Report



As part of the collective bargaining process, CPS and CTU presented contract proposals to an independent, neutral factfinder in January 2025. This document summarizes the factfinder's recommendations.

Total Compensation

Cost of Living Adjustment (COLA)

CTU COLA Proposal					CPS COLA Proposal				
Year	2025	2026	2027	2028	Year	2025	2026	2027	2028
COLA	5%	5%	4-5%*	4-5%*	COLA	4%	4-5%*	4-5%*	4-5%*
*Depending on inflation					*Depending on inflation				

Factfinder recommends adopting CPS' COLA proposal, saying that CTU's COLA proposal "exceeds the amount of cash available to cover it."

Adjustments to the Wage Schedule for Steps (Teachers and PSRPs)

Current CTU Proposal:	Current CPS Proposal:	Factfinder:
\$103 million over four years for additional step increases	\$10 million over four years for additional step increases	Factfinder recommends \$20 Million over four years for additional step increases

Staffing

Staffing Model

In the 2024-25 school year, CPS adopted a more equitable school staffing model where staff are allocated primarily based on student need rather than student enrollment.

Factfinder credits CPS' efforts in this area:

"CPS has compiled an admirable record in the delivery of educational services. It ranks number one in reading growth and number three in combined reading and math growth since the Covid pandemic among large urban school districts..."

Factfinder recommends maintaining this staffing model, but not staffing levels, citing the need for the District to have "flexibility to deal with contingencies such as significant funding shortfalls."

Categories of Positions

Librarians		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
Net increase of 90 librarians over four years. Subsidize an annual librarian cohort of 40.	Net increase of 30 librarians over four years. Subsidize an annual librarian cohort of 40.	Factfinder recommends CTU's proposal, saying, "There appears to be agreement on the need for additional librarians and the difference in costs between the two proposals is minimal in light of CPS's overall budget."

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Nurses		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
A nurse in every school every day by the end of the agreement.	Maintain current nurse staffing levels, which have doubled since 2019, and continue allocating nurses according to school need. There are currently 598 nurses serving 514 district-managed schools.	Further negotiation needed.

Teaching Assistants		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
Centrally fund 700-800 additional TA positions.	Maintain 1 TA in every general Pre-K classroom. 1 TA in Kindergarten classrooms that average 23 or more students. 30 centrally-funded bilingual TAs.	Further negotiation needed; "Resolving such a jurisdictional dispute [between CTU and SEIU Local 73] is not appropriate for the factfinding process."

Technology Coordinators (TechCos)		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
Replace privatized TechCos with centralized district positions with no loss of school based staff.	68 full-time network-level TechCos by SY28. Current part-time TechCos laid off in SY23-24 will be given the opportunity to assume one of the network-level roles.	Factfinder recommends CPS' proposal , saying it is "more workable."

Case Managers		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
Add a minimum of 160 additional case managers.	CPS has gone from zero case managers in 2019 to 337 in the current school year, exceeding levels required in the 2019 collective bargaining agreement. CPS' proposal would add at least 55 counselors over four years.	Factfinder recommends CPS' proposal , saying CTU has offered "no concrete evidence" that their proposal "materially improves the overall educational environment and learning conditions, and serves the interests and welfare of the public and the students and families."

Fine Arts Teachers		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
<p>Create network-level fine art positions serving small schools with a vacant art position or only 1 fine arts teacher.</p> <p>CTU estimates this would require 39 new positions beyond CPS' proposal.</p>	<p>Arts education for every elementary student.</p> <p>A minimum of three centrally funded elective/holistic teacher positions at every elementary school for arts, foreign language, library, technology, etc.</p> <p>One fine arts teacher for every four schools within an elementary school network that have a vacant art position at the start of the school year.</p>	<p>Factfinder recommends CPS' proposal, saying it "strikes a reasonable balance", while the CTU's proposal "could deter local schools from hiring their own fine arts teachers."</p>

Counselors		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
<p>Add 300 counselor positions over four years.</p>	<p>Maintain current staffing level of 856 counselors, which are allocated in an equitable way according to school need.</p>	<p>Factfinder recommends CPS' proposal, saying that, "Apart from the general view that more is better, the union has not established a case that the marginal advantages of its proposal... justifies the significant increase in expense."</p>

English Learner Program Teachers (ELPTs)		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
<p>Maintain stipends for ELPT work.</p>	<p>Eliminate stipends because going forward, this work will be handled by full time ELPTs, who will be paid according to a regular compensation schedule.</p>	<p>Factfinder recommends grandfathering ELPTs currently receiving stipends, but eliminating stipends for newly hired ELPTs.</p>

Early Childhood Family Engagement Coordinators		
Current CTU Proposal:	Current CPS Proposal:	Factfinder:
<p>Increase staffing level by eight over four years.</p>	<p>Maintain current staffing level of 18 coordinators</p>	<p>Factfinder recommends CTU's proposal beginning in the second year of the agreement, citing the "minimal" cost to CPS.</p>