

Dear CPS Colleagues, Families, and Supporters,

We are reaching out to share important news regarding the ongoing negotiations between CPS and our partners at the Chicago Teachers Union (CTU).

Last month, as part of our effort to reach a final agreement, CPS and CTU submitted briefs and testimony to a neutral factfinder, who reviewed both sides' proposals in many outstanding areas, including compensation and staffing. This week, the factfinder completed his report, which contains recommendations on how to move closer to a settlement. You can read the full report [here](#), and our summary of the report [here](#).

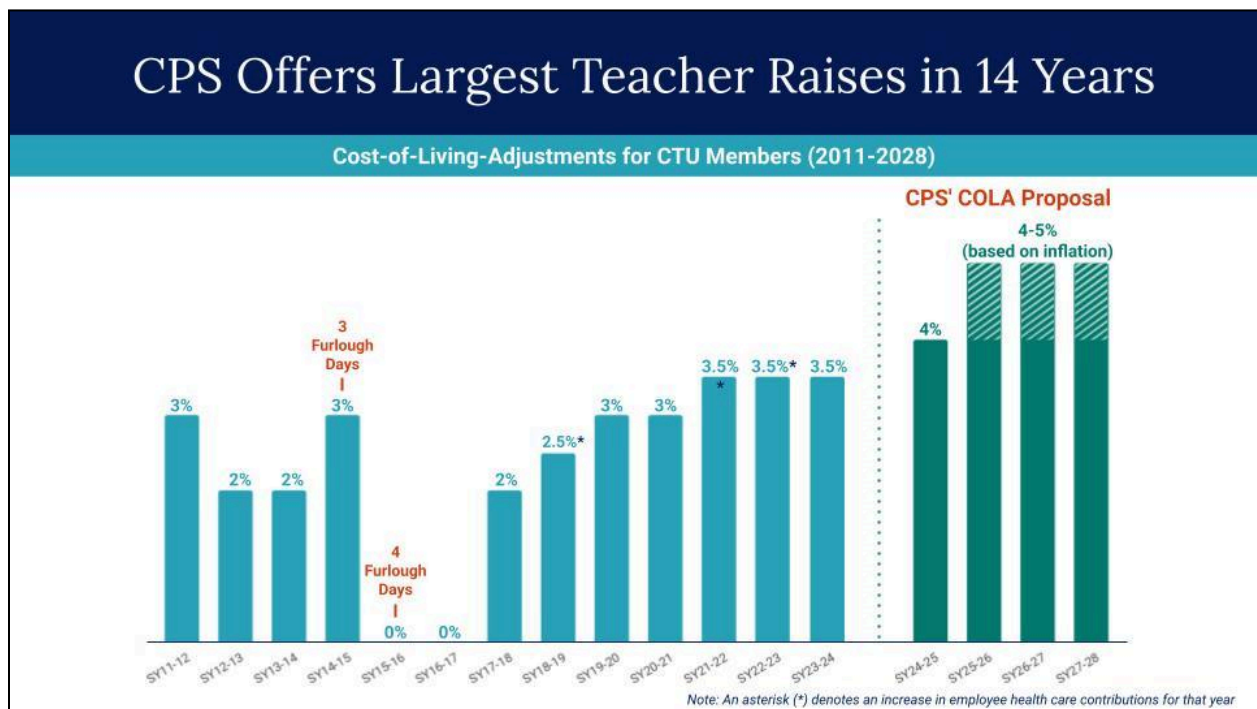
We're glad that the report confirmed our recent academic progress, saying that CPS has an "admirable record in the delivery of educational services," and saying that, "Today, there can be no question that CPS is one of the top and most improved large urban school districts in the country."

However, the report also accurately reflects the financial obstacles facing our District. This is consistent with another independent review regarding the District's finances that was released last month by the [Civic Federation](#). In doing this, the factfinder's report endorses many of CPS' reasonable proposals that are now on the table. These proposals are designed to protect our District's successful programs and staffing investments in a responsible and sustainable way so we can continue to be a national leader in academic growth.

Annual Raises

With regard to annual raises for teachers, the factfinder supports the offer that CPS brought to the table when negotiations began ten months ago. As you can see from the chart below, **CPS' proposal of a minimum 16 percent raise over the next four years would be the largest raise for our teachers in the past 14 years**. Previous contracts, many of which included

furlough days and increases to employee healthcare costs, offered less of an increase, even after teachers went on strike.



By contrast, **the factfinder said that the CTU’s current raise proposal “exceeds the amount of cash available to cover it,”** confirming CPS’ difficult financial position.

Additional Staffing

In addition to endorsing CPS’ proposal on annual raises, the neutral factfinder also supported many of CPS’ proposals on staffing. Our proposals are designed to maintain the elevated level of staffing that has been in place since the pandemic, while only adding staff in areas of critical need. The factfinder also supported CPS’ new school funding model that allocates staff primarily based on student need rather than enrollment.

To be fair, the factfinder also endorsed some of the CTU’s proposals on staffing, which would add a few dozen staff beyond CPS’ proposals. However, these endorsements of a few dozen

additional staff members are a far cry from the union's push for thousands of additional staff. CPS is continuing to analyze the budgetary impact of the factfinder's staffing recommendations.

CTU Rejects Report

We had hoped that the fact-finder's report would be a useful guide to help CPS and CTU reach an agreement that gives our educators the compensation and resources they deserve while remaining financially responsible and student-centered. So we were disappointed when, less than one day after receiving the report, CTU leadership unilaterally chose to reject it.

This decision opens the door to a possible CTU strike vote, which could be incredibly disruptive for families, students and staff. Given how close our teams are to agreement, we see no reason for such a drastic step. We will continue to come to the bargaining table in good faith and work towards a responsible agreement with the hopes of avoiding an unnecessary and harmful work stoppage.

We will provide you with additional updates as negotiations continue. And you can always find the most up-to-date information at cps.edu/laborupdates.

We thank you for your interest and look forward to our continued partnership as our second semester moves forward.

Sincerely,

Pedro Martinez

Chief Executive Officer

Chicago Public Schools