

# 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:
\$300 million over four years for additional step increases.	\$10 million over four years for additional step increases.	<b>Factfinder recommends \$20 Million</b> 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.	<b>Factfinder recommends CTU's proposal,</b> 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."

# Factfinding Before Internet

**ML Morrison**



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