

September 25, 2025

**APPROVE AND RATIFY TENTATIVE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE  
BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 1**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:**

That the Board approve and ratify tentative interim collective bargaining agreement between the Board of Education of the City of Chicago and the Service Employees International Union, Local 1 ("Local 1") covering the terms and conditions of employment of the members of the SEIU, Local 1 bargaining unit, effective upon ratification by the SEIU, Local 1 membership and approval by the Board of Education.

**DESCRIPTION:** On September 3, 2025, the Board and representatives of the SEIU, Local 1 reached a tentative agreement for a collective bargaining agreement covering the period from Board approval through June 30, 2029. The agreement reflects tentative agreement on certain Articles and/or specific Sections within Articles of the proposed collective bargaining agreement and modifies certain terms and conditions of employment for Lunchroom Managers. SEIU, Local 1 representatives have advised the Chief Executive Officer's team that the agreement was ratified by its members on September 10, 2025. The Chief Executive Officer recommends that the Board approve the interim agreement. A fully executed copy will be placed on file in the Board's office.

**LSC REVIEW:** Not applicable


**FINANCIAL:** Since the School Code prohibits incurring any liability unless an appropriation has been previously made, the expenditures are deemed to be contingent liabilities only subject to appropriation in Fiscal Years 2026.

**Respectfully submitted,**

Signed by: 

**Macquiline King**  
Interim Superintendent/Chief Executive Officer

Approved as to legal form:  DS

Signed by:   
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**Elizabeth K. Barton**  
Acting General Counsel