

October 23, 2025

RESOLUTION ON THE PROTECTION OF SCHOOL-BASED CUSTODIAL WORKERS

WHEREAS, the Board seeks to ensure stability for workers impacted by the transition from private to in-house custodial services, as it believes this is important for providing students with safe, clean schools; and

WHEREAS, the Board, CPS staff and labor partners all work in partnership to provide a joyful, rigorous and equitable education for all students; and

WHEREAS, CPS staff has been working diligently with our labor partners to manage challenges that have arisen during the current implementation of the decision to directly supervise custodial staff.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. **Recognition of Labor:** The Board extends its gratitude to organized labor and frontline workers for their advocacy and commits to honoring their contributions as part of CPS's workforce.
2. **CPS Staff:** The Board commends the CPS Talent, Operations and Facilities staff for implementing this important transition and for responding constructively to concerns that emerged during implementation;
3. **Transition Support.** The Board encourages CPS to work with SEIU Local 1 and SEIU Local 73 to help ensure a smooth transition for private employees moving to CPS employment. This effort should include a focus on prioritizing hiring, recognizing verifiable years of service at CPS schools for wage schedule placement, and providing timely access to health benefits.
4. **Data Transparency:** CPS administration shall provide the Board with quarterly reports at minimum to track data regarding school cleanliness, ensuring transparency and accountability throughout this transition.