



Office of Labor Relations  
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August 6, 2015

President Karen G.J. Lewis  
and Members of the Chicago Teachers' Union  
Bargaining Team  
222 Merchandise Mart Plaza – Suite 400  
Chicago, IL 60654

Re: Withdrawal of CPS' One-Year Contract Proposal

Dear President Lewis and Bargaining Team Members:

This letter confirms our discussions during our August 6, 2015 negotiating session. As we advised you, CPS withdrew its proposal for a one-year collective bargaining agreement submitted on May 13, 2015 and as subsequently amended and submitted to you most recently on July 23, 2015.

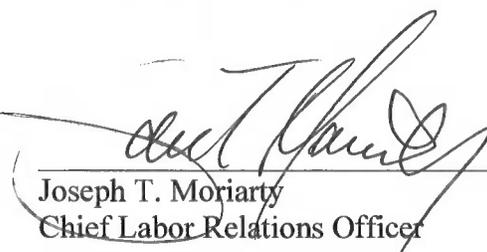
We are doing so for the following reasons. CTU has repeatedly stated that major alterations to teacher evaluations, accountability and the impact of evaluations on layoffs were essential to concluding the one-year agreement. Regrettably, your proposal is not acceptable to the Board. As the Board team has stated, in our view these proposals would irreparably undermine the effectiveness of our evaluation system. The Board, the Union and scores of teachers and administrators have devoted countless hours to developing a meaningful and effective evaluation process. Obviously, this process can always be improved but we strongly believe it would be a serious mistake to revert to a system where over 90% of the tenured teachers would be laid off strictly by seniority, rather than by their ability and effectiveness in the classroom. Such a result undermines and marginalizes the magnificent work that so many of our teachers do.

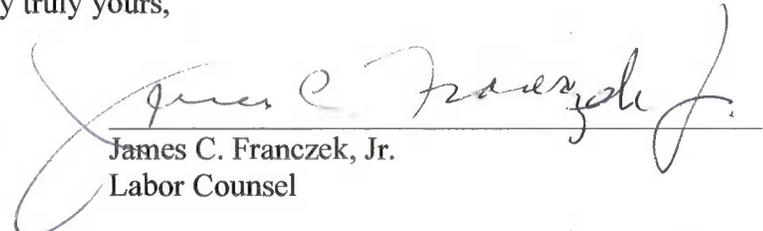
However, it is just not the teacher evaluation proposal that divides us. We also have disagreement over your proposals on pension pick-up, related service providers, grading practices, and community schools. In sum, it is time to move on.

Even though we are moving on to the next chapter of our contract negotiations, we have and will continue to partner with CTU to develop legislative solutions to the District's enormous fiscal challenges, including its pension obligations.

Also, as we stated, we will continue in good faith negotiations with you over a successor collective bargaining agreement.

Very truly yours,

  
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Joseph T. Moriarty  
Chief Labor Relations Officer

  
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James C. Franczek, Jr.  
Labor Counsel