



Board of Education | City of Chicago

October 8, 2025 Agenda Review Committee Follow-Ups

Agenda Review Committee (ARC) follow-ups are shared publicly so that members of the public can view responses to issues that directly impact the CPS community in advance of the Board's consideration at regular Board meetings. Follow-ups are unanswered questions asked by Board Members during a public meeting. See the October 2025 ARC follow-ups and responses below.

Item Description	Follow-Up Question	District Response	Responding Department
Presentation: Custodial Update	Why can't principals hire with CPS input?	Custodian Transfer Process: In general, to fill vacancies, the Facilities Team conducts its process without involvement from principals so they can focus on managing the academic success of students and all their other vital responsibilities. However, for this transition, the Facilities team incorporated principal feedback as one of several factors when selecting which custodians to assign to which schools. The collective bargaining agreement between Chicago Public Schools and SEIU Local 73 has an annual bid transfer process. During this time, any position that was filled since the prior transfer is subject to the process. Custodians who have 1) been with the CPS for at least 1 year, 2) do not have any current or pending discipline, 3) have an eligible performance evaluation and 4) were not awarded a position through the prior year's transfer are eligible to bid on one of those applicable positions. This process is designed to promote fairness among transferring employees; however, this may diminish principals' ability to determine which custodians will work at their school.	Facilities Operations & Maintenance

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<i>Topic Continued</i> Presentation: Custodial Update	<i>Question Continued</i> Why can't principals hire with CPS input?	<i>Response Continued</i> Custodial Discipline: Prior to this year, CPS relied on private custodians for some roles; private management of these custodians created a lack of transparency and a lack of control when it came to the discipline process. This was one of the factors in CPS' decision to transition away from private custodial vendors. Under the new system, principals can make disciplinary recommendations to the Facilities Custodial and Field Lead (FCFL). In order to provide greater transparency, the Facilities team will be generating reports for principals starting after winter break to track custodial discipline, including discipline requests, where requests are the process, if requests were approved, and the final outcome. CPS will continue to gather input from school leaders, and will continue working to provide transparency and accountability when it comes to custodial discipline, allowing principals space to focus on their core responsibilities.	
Presentation: Custodial Update	Is there a spreadsheet that we can see for the number of appeals that were submitted and the responses?	Appeals and requests to increase headcount are tracked in internal non-public documents that will be provided directly to board members.	Facilities Operations & Maintenance