

A Correction to Your Hourly Wage

Dear Colleague,

We are reaching out to share important information regarding an adjustment to your hourly wage.

Chicago Public Schools (CPS) recently completed a review of the UNITE HERE wage schedule. We determined that under our 2021-25 contract with UNITE HERE, your hourly wage should have increased more than it did over the last three years to match increases provided to PSRP members of the Chicago Teachers Union.

We sincerely regret this error. We recognize the importance of accurate pay and are committed to ensuring our team members are compensated correctly. We are coordinating with your union representation to resolve this matter as quickly as possible.

How Your Paycheck Will Change

We are applying the correct increases to your paycheck starting this month. On average, these adjustments will increase current hourly wages by between 5.60% and 5.78%, depending on your position. **Your paycheck dated Friday, May 29 will reflect your new, higher hourly wage.**

The table below compares your current hourly wage to the hourly wage increase you will be receiving in the coming weeks.

Unite Here Local 1: Revised 2021-2025 Salary Table

Job Title	7/1/2021	Original Contract Rates			Updated "Me Too" Rates		
		7/1/2022 1.50 %	7/1/2023 1.75 %	7/1/2024 2 %	7/1/2022 3.50 %	7/1/2023 3.50 %	7/1/2024 4 %
Lunchroom Attendant - 1st year	\$15.93	\$16.17	\$16.45	\$16.78	\$16.49	\$17.07	\$17.75
Lunchroom Attendant - 2nd year and after	\$16.59	\$16.84	\$17.13	\$17.50	\$17.17	\$17.77	\$18.48
Lunchroom Cashier	\$17.70	\$17.97	\$18.28	\$18.65	\$18.32	\$18.96	\$19.72
Porter	\$17.49	\$17.75	\$18.06	\$18.42	\$18.10	\$18.73	\$19.48
Cook III	\$17.84	\$18.11	\$18.42	\$18.79	\$18.46	\$19.11	\$19.87
Cook II	\$20.01	\$20.31	\$20.67	\$21.08	\$20.71	\$21.43	\$22.29
Cook I	\$22.08	\$22.41	\$22.80	\$23.26	\$22.85	\$23.65	\$24.60
Associate Lunchroom Manager III	\$17.84	\$18.11	\$18.42	\$18.79	\$18.46	\$19.11	\$19.87
Associate Lunchroom Manager II	\$20.01	\$20.31	\$20.67	\$21.08	\$20.71	\$21.43	\$22.29

Associate Lunchroom Manager I	\$22.08	\$22.41	\$22.80	\$23.26	\$22.85	\$23.65	\$24.60
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Please note that these updated rates apply to the current contract ending June 30, 2025. CPS is currently negotiating with UNITE HERE regarding wages for the period starting July 1, 2025, and beyond. Those future rates have not yet been finalized.

Retroactive Pay

In addition to adjusting your hourly wages, CPS will be issuing you a retroactive payment for the increases that you should have received starting July 1, 2022. You can expect to receive this payment by Friday, July 24. Because we are processing these adjustments for a large number of employees, we are unable to provide individual calculation details before the payment date. We ask for your patience while we finalize these records. If you have questions about this payment AFTER you receive it, please contact staffingservices@cps.edu.

Our Commitment to You

You are a valuable contributor to the CPS community, and we sincerely apologize for this error in your compensation. As Chief Talent Officer, I am conducting a thorough review of our internal processes to ensure that nothing like this happens in the future.

Again, CPS is committed to correcting this mistake as quickly and efficiently as possible. We appreciate your patience. If your May 29 paycheck does not reflect the higher rate, please contact staffingservices@cps.edu. You can also find answers to additional questions about this situation in this [FAQ document](#).

Sincerely,

Ben Felton
 Chief Talent Officer
 Chicago Public Schools