

**RESOLUTION FINDING THAT BOARD HAS REASONABLE EXPECTATION THAT BOARD
WILL BE ABLE TO FUND COLLECTIVELY BARGAINED FOR WAGE AND SALARY INCREASES
FOR FISCAL YEAR 2009**

WHEREAS, the Board is a party to collective bargaining agreements with labor organizations (collectively referred "the collective bargaining agreements"), as hereinafter set forth, which are effective during the period of July 1, 2007 to June 30, 2012 and which govern the terms and conditions of employment of certain Board employees in bargaining units represented by those labor organizations:

Chicago Teachers Union, Local 1, AFT, AFL-CIO ("the CTU CBA"),

Service Employees International Union, Local 73 ("the SEIU CBA")

International Union of Operating Engineers, AFL-CIO, Local 143-143B ("the Engineers' CBA")
(Engineers bargaining unit)

International Union of Operating Engineers, AFL-CIO, Local 143-143B ("the Financial Services
CBA") (Financial Services bargaining unit)

Firemen & Oilers, Local NO. 7, AFL-CIO ("the Firemen & Oilers CBA")

UNITE-HERE, Local No.1, AFL-CIO ("the UNITE-HERE CBA")

State and Municipal Teachers, Chauffeurs & Helpers Union, Local #726 ("the Teamsters CBA")

International Brotherhood of Electrical Workers, Local 134 ("the IBEW CBA")

WHEREAS, each of the collective bargaining agreements, except the Financial Services CBA, require that the Board grant four (4%) increases to salary and wage tables for or wages of employees covered by those agreements effective July 1, 2008;

WHEREAS, the Financial Services CBA requires that, effective July 1, 2008, the Board allot an amount equal to four (4%) of salary and wages as a pool for performance-based increases for the employees covered by that agreement;

WHEREAS, the collective bargaining agreements ("the CBAs") require that the Board adopt a resolution fifteen (15) days prior to the end of each fiscal year in which the Board finds that there is a reasonable expectation that the Board will be able to fund the agreed upon wage and salary increases for the various bargaining units the up-coming fiscal year;

NOW, THEREFORE, BE IT RESOLVED,

1. In accordance with the provisions of the collective bargaining agreements referenced in the recitals to this Resolution, the Board finds that there is a reasonable expectation that, in Fiscal Year 2009, commencing July 1, 2008 and ending June 30, 2009, it will be able to fund: 1) in the case of the Financial Services CBA, a pool for performance-based increases equal to four (4%) percent of salary and wages of the bargaining unit employees; and, 2) in the case of all other CBAs, the four (4%) increases to the salary and wage tables or wages as provided in the CBAs.

2. The adoption of this resolution shall not impair or restrict the Board's inherent, statutory, or contractual management rights generally or, in particular, with respect to its management authority over its budget or over the size or composition of its workforce.
3. Nothing in this Resolution shall be construed to provide wage or salary table increases or, in the case of the Financial Services CBA, a pool for performance-based increases that is greater than that set forth in this resolution or agreed upon in the CBAs.